



EVERYBODY MATTERS

Human Resources

Via Certified Mail

November 3, 2015

2520153420073

Secretary of Labor
Top Hat Plan Exemption
Employee Benefits Security Administration
Room N-1513
US Department of Labor
200 Constitution Avenue NW
Washington, DC 20210

RE: South Middlesex Opportunity Council

Dear Secretary of Labor,

In accordance with Title 29 of the Code Of Federal Regulations, Section 2520.104-23, Alternative Method Of Compliance For Pension Plans For Certain Selected Employees, we elect this alternative method of compliance regarding the reporting and disclosure requirements of Part 1 of Title 1 of the Employee Retirement Income Security Act of 1974 ('ERISA') for a Plan we adopted for a select group of highly compensated employees.

Therefore, we are hereby notifying your office that we, South Middlesex Opportunity Council, have adopted a Plan for the purpose of providing deferred compensation for a select group of highly compensated employees.

Below is additional information in order to satisfy the requirements of this alternative method of compliance regarding the reporting and disclosure requirements of Part 1 of Title I ERISA:

Employer Name: South Middlesex Opportunity Council
Employer Address: 7 Bishop Street, Framingham, MA 01702
Employer Identification Number: 04-2389659
Number of Highly Compensated Employees participating in the Plan: 2

Please let me know if you have any questions or require any additional information.

Thank you.

Sincerely,

SOUTH MIDDLESEX OPPORTUNITY COUNCIL
Kellie Caldwell
Benefits Manager

SMC
EVERYBODY MATTERS
7 Bishop St., Framingham MA 01702

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