

October 1, 2015

2520153420097

Top Hat Plan Exemption  
Employee Benefits Security Administration, Rm. N-1513  
U.S. Department of Labor  
200 Constitution Avenue NW  
Washington, D.C. 20210

Re: T.J. Snow Company, Inc. Top Hat Plan Filing

Dear Sir or Madam:

Pursuant to Department of Labor Regulation § 2520.104-23, this statement is being filed on behalf of T.J. SNOW COMPANY, INC. to inform the Secretary of the Department of Labor that T.J. SNOW COMPANY, INC., whose principal address is:

T.J. SNOW COMPANY, INC.  
120 NOWLIN LN  
CHATTANOOGA, TN 37421

Employer Identification No.: 62-0728055

has adopted the following unfunded plan of deferred compensation, dated October 1, 2015, primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees:

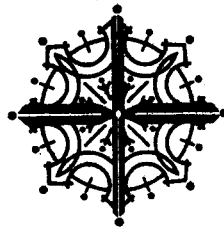
T.J. Snow Company Incentive Compensation Agreement: 2 Employees

Sincerely,

T.J. SNOW COMPANY, INC.  
a Tennessee corporation

By: Samuel C Snow  
Plan Administrator

Samuel C Snow, Corp. Secretary



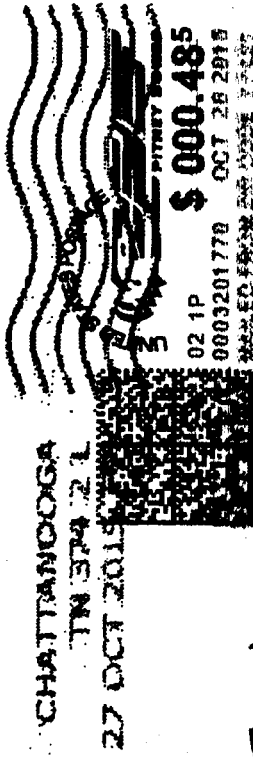
**T.J. SNOW CO., INC.**

Resistance Welding Machinery, Supplies & Service

—6207—dirt-Snow-Way

P.O. Box 22847

Chattanooga, TN 37422



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WASHINGTON, DC 20210

