



ELECTRICAL

3405 Bent Avenue, St. Louis, MO 63116 ph (314) 772-5400 fx (314) 772-9261 web geco.com

December 9, 2015

VIA CERTIFIED MAIL

Top Hat Plan Exemption
Pension and Welfare Benefits Administration
Room N-1513
U.S. Department of Labor
200 Constitution Avenue, N.W
Washington, DC 20210

2520160080075

RE: Guarantee Electrical Company ("Corporation")

Dear Sir:

On behalf of the Corporation and pursuant to Reg. 2520.104-23(A) (1) (B), we provide the following related to the Corporation's establishment of a "Top-Hat" plan:

1. Employer:

Guarantee Electrical Company
3405 Bent Avenue
St. Louis, MO 63116

2. Corporation's Employee Identification Number: 43-0303610

3. Plan: Guarantee Electrical Company Selected Employees 2015 Certificate Stock Plan

4. Purpose: The Plan is an unfunded Plan maintained primarily for the purpose of providing deferred compensation for a select group of management or highly compensation employees participating in the plan.

5. Number of Plans: One (1)

6. Number of Participants in Plan: 17

As we understand, this filing will serve to exempt the Plan from the filing and disclosure requirements of Title I of ERISA. If our understanding is incorrect, please contact me as soon as possible.

Very truly yours,



Doug E. Mertzluft
President

cc: Scott Hunt



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PLACE STICKER TOP OF ENVELOPE TO THE RIGHT
OF THE RETURN ADDRESS AND SEAL HERE

CERTIFIED MAIL



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20210

