

BURLEIGH CONSTRUCTION CO., INC.

December 22 , 2015

CERTIFIED MAIL RETURN RECEIPT REQUESTED

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

2520160350030

**Re: Burleigh Construction Co., Inc.
Deferred Compensation Agreement**

Dear Sir or Madam:

The following statement is intended to comply with the alternative method for satisfying the reporting and disclosure requirements of Part I, Title I of ERISA, as contained in Department of Labor regulation section 2520.104-23.

Name of Employer: Burleigh Construction Co., Inc.

Address of Employer: 7610 Village Highway
PO Box 289
Concord, VA 24538

Employer Identification Number: 54-1405487

Deferred Compensation Plan:

Effective December 22 , 2015, Burleigh Construction Co, Inc. adopted the nonqualified Deferred Compensation Agreement for the benefit of five (5) key employees.

Declaration:

Burleigh Construction Co., Inc. maintains the Deferred Compensation Agreements primarily for the purpose of providing compensation for select key employees.

BURLEIGH CONSTRUCTION CO., INC.

By: M. P. Kelly Burleigh
Title: President

Burleigh Construction Co., Inc.
General Contractors
7610 Village Hwy. • P. O. Box 289
Concord, VA 24538

GREENSBORO, NC 274
PIEDMONT TRIAD AREA
28 DEC 2015 PM 5 L

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