

2520160710011

VETS HELPING VETS SINCE 1974

December 7, 2015

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

EBSA/PUBLIC DISCLOSURE
2016 JAN 29 AM 11:09

To Whom It May Concern:

The undersigned declares that the employer described below maintains the following plan(s) primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

In compliance with Labor Reg. §2520.104-23 the undersigned provides the following information with respect to the plan(s):

Employer:

Employer Name: SWORDS TO PLOWSHARES
Address: 1060 HOWARD ST.
SAN FRANCISCO, CA 94103-2820
EIN#: 94-2260626

Name of Plan: Swords to Plowshares 457(b) Plan

Number of Plan(s): One

Number of Employees in Plan(s): Two

Very truly yours,

A handwritten signature in black ink, appearing to read "John Beem", is written over a faint, larger version of the signature.

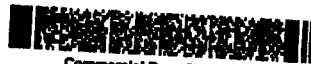
John Beem
Plan Administrator

UNITED STATES POSTAL SERVICE. Click-N-Ship®

P

usps.com 9405 8036 9930 0170 7399 91 0050 5000 0082 0210

US POSTAGE
Flat Rate Env



01/15/16

Commercial Base Pricing

Mailed from 94103 062S000000309

PRIORITY MAIL 2-DAY™

JOHN BEEM
SWORDS TO PLOWSHARES
1080 HOWARD ST
SAN FRANCISCO CA 94103-2820

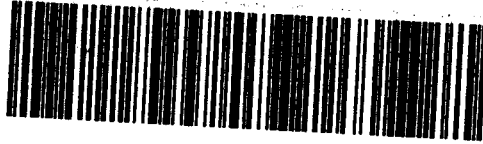
Expected Delivery Date: 01/19/16

0022

C000

SHIP TO: TOP HAT PLAN EXEMPTION
US DOL EMP BEN SECURITY ADMIN
200 CONSTITUTION AVE NW
RM N-1513
WASHINGTON DC 20210-0001

USPS TRACKING #



9405 8036 9930 0170 7399 91

Electronic Rate Approved #038555749