



P.O. Box 1020, Seminole, Texas 79360  
432-758-3628

From the office of:

**Holly Haseloff, Esq.**

Corporate Counsel

5017 122<sup>nd</sup> Street, Lubbock, TX 79424

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April 4, 2016

**2520161200023**

Employee Benefits Security Administration  
Top-Hat Plan Exemption  
200 Constitution Avenue, NW, N-1513  
Washington, D.C. 20210

**RE: Anna Winn Deferred Compensation Plan  
Effective April 4, 2016**

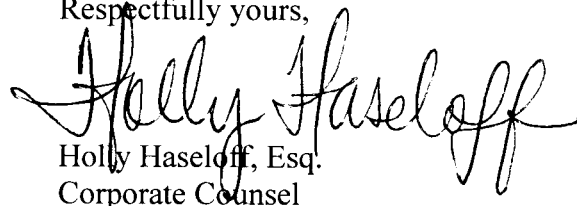
Dear Sir/Madam:

Pursuant to the provisions of Department of Labor Regulations at 29 CFR §2520.104-23, you are hereby notified the employer named in item (1) maintains the above referenced plans primarily for the purpose of providing deferred compensation to a select group of management or highly compensated employees.

- (1) Employer Name: **West Gaines Seed, Inc.**  
Plan Administrator: **West Gaines Seed, Inc.**  
Mailing Address: **5017 122<sup>nd</sup> Street, Lubbock, Texas 79424**  
Employer EIN: **75-2567012**
- (2) Number of Plans: **13**  
Number of Employees in Plan(s): **13**

The Plan Administrator will provide copies of plan documents upon request as required by Section 104(a)(6) of the Employee Retirement Income Security Act of 1974.

Respectfully yours,

  
Holly Haseloff, Esq.  
Corporate Counsel

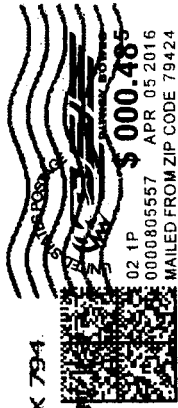
cc: Mr. David H. Hicks

*West Gaines Seed, Inc.*

Holly Haseloff, Esq.  
Corporate Counsel  
5017 122nd Street  
Lubbock, Texas 79424

LUBBOCK TX 794

05 APR 2016 PM



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