

April 1, 2016

2520161200037

**VIA CERTIFIED MAIL
RETURN RECEIPT REQUESTED**

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

2016 APR 07 PM 1:37

Re: Risk Mitigation Consulting, Inc. – Phantom Stock Agreements

Dear Secretary of Labor:

Risk Mitigation Consulting, Inc. (the “Employer”), 3895 Sand Dune Court, Destin, Florida 32541, Employer Identification Number 35-2429660, established an unfunded non-qualified deferred compensation plan for three (3) highly compensated and management employees of the Employer on March 31, 2016. This plan is set forth in Deferred Compensation Agreements entered into with the applicable employees. The number of employees participating in the plan and the number of agreements are three (3). The Employer does not sponsor any other non-qualified deferred compensation plans.

This statement constitutes an alternative method of compliance with the reporting and disclosure requirements of part 1 of Title I of the Employee Retirement Income Security Act of 1974, as contemplated by the rule set forth at 29 CFR § 2520.104-23.

Please contact us if you need further information.

Sincerely,



George A. Smith, II

GASII/aer

cc: Michael L. Ziegler

GRAS

**BRADLEY ARANT
BOULT CUMMINGS**^{LLP}

200 CLINTON AVENUE WEST, SUITE 900
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