



Helping Families Thrive™

8605 Explorer Drive, Colorado Springs, CO 80920
FocusOnTheFamily.com
719-531-3400

March 3, 2016

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Top Hat Plan Exemption
Pension and Welfare Benefits Administration
Room N-5644
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

RE: Notice of Plan of Deferred Compensation

Gentlemen:

Pursuant to DOL Reg. Sec. 2520.104-23, the undersigned Employer hereby files the following information with respect to its plan of deferred compensation.

1. Name and Address of Employer:

Focus on the Family
8605 Explorer Drive
Colorado Springs, CO 80920

2. Federal Employer Identification No. (EIN): 95-3188150

3. The Employer maintains one plan of deferred compensation primarily for the purpose of providing deferred compensation to a select group of management or highly-compensated employees.

4. Five employees are covered by such plan.

Sincerely,

Daniel Mellema
Chief Financial Officer

Donk Guizard / H.I.R.



Helping Families Thrive™

8605 Explorer Drive
Colorado Springs, CO 80920

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ROOM N-5644

TOP HAT PLAN EXEMPTION
PENSION / WELFARE BENEFITS ADMIN
ROOM N-5644
U.S. DEPT. OF LABOR
200 CONSTITUTION AVENUE, N.W.
WASHINGTON, DC 20540