

Panagiotu Pension Advisors, Inc.

401(k) & RETIREMENT PLAN ADMINISTRATORS

May 4, 2016

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

USA/PUBLIC PROCESS
2016 MAY 23 PM 3:38

To Whom It May Concern:

RE: TOP-HAT PLAN EXEMPTION STATEMENT

Employer Name: GLY Construction, Inc.

Address: P.O. Box 6728, Bellevue, WA 98008-0728

Employer EIN: 91-0817919

Plan Name: GLY Long-Term Incentive Compensation Plan II

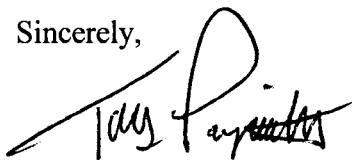
The Employer maintains a Plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

Number of Plans: Two (2).

Number of Employees in Plan: 27.

If you have questions, please call.

Sincerely,



Anthony G. Panagiotu, Attorney, C.P.A.
President

Panajiou Pension Advisors, Inc.

401(K) & RETIREMENT PLAN ADMINISTRATORS

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WA 983
17 MAY '85
PW 41



U.S. DEPARTMENT OF LABOR
EMPLOYEE BENEFITS SECURITY ADMINISTRATION
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