

LUTHERAN SERVICES FLORIDA DEFERRED COMPENSATION PLAN

TOP-HAT PLAN EXEMPTION STATEMENT

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

2520161890004

Re: ERISA REPORTING AND DISCLOSURE STATEMENT

To the Secretary of Labor:

In order to comply with the requirements of the alternative reporting and disclosure method under ERISA, Title I, Part 1, as provided for an unfunded or insured pension plan for a select group of management or highly compensated employees in D.O.L. Reg. Sec. 2520.104-23, the following information is provided by the undersigned plan administrator:

The name of the Employer is: Lutheran Services Florida, Inc.

The Employer's mailing address is: 3627A West Waters Avenue

Tampa, Florida 33614

The Employer's federal identification number (EIN) is: 59-2198911

The plans of employer and the number of participants covered in each plan is:

Plan Name: Lutheran Services Florida Deferred Compensation Plan

Plan Effective Date: April 15, 2016

Plan Adoption Date: 5/5/2016

Number of Participants: 21
(specify plan, effective date and number of employees covered)

EBSA/PUBLIC DISCLOSURE
2016 MAY 31 PM 3:55

The above-named employer maintains this plan primarily for the purpose of providing nonqualified deferred compensation benefits to a select group of management or highly compensated employees. The employer will provide a copy of the agreement to the Secretary of Labor upon request.

Employer: Lutheran Services Florida, Inc.

By: [Signature]

Date: 5/5/2016

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