UPWARD SPORTS

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05/31/2016

Top Hat Plan Exemption
Employee Benefits Security Administration, Room N-1513,
U.S. Department of Labor,
200 Constitution Avenue NW., Washington, DC 20210

2016 JUN -7 PM 2:22

Employer Name: Upward Unlimited
EIN: 57-1031173

Greetings:

Upward Unlimited has established a top hat plan for certain employees.

The plan is maintained primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. The plan benefits will be paid solely from the general assets of the corporation.

There is one plan, with one participant.

Please direct any questions to the undersigned.

Thank you.

Sincerely yours,

Pamela Westbrooks
Vice President Administration
864-949-5713
pwestbrooks@upward.org

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