



GEORGE NICE & SONS, INC.

Site Development
Road & Utility Construction
Design - Build

June 8, 2016

CERTIFIED MAIL RETURN RECEIPT REQUESTED

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

2520161890054

**RE: George Nice & Sons, Inc.
Deferred Compensation Agreement**

Dear Sir or Madam:

The following statement is intended to comply with the alternative method for satisfying the reporting and disclosure requirements of Part I, Title I of ERISA, as contained in the Department of Labor regulation section 2520.104-23.

Name of Employer: George Nice & Sons, Inc.

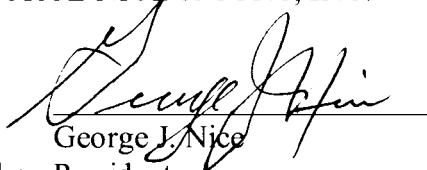
Address of Employer: 129 Industrial Boulevard
Toano, VA 23168

Employer Identification Number: 35-1628634

Deferred Compensation Plan: Effective for year 2016, George Nice & Sons, Inc. adopted the nonqualified Deferred Compensation Agreement for the benefit of up to six (6) key employees.

Declaration: George Nice & Sons, Inc. maintains the Deferred Compensation Agreements primarily for the purpose of providing compensation for select key employees.

GEORGE NICE & SONS, INC.

By: 
George J. Nice
Title: President

CERTIFIED MAIL



7015 1730 0001 6172 2072

GEORGE NICE & SONS INC.
129 INDUSTRIAL BLVD.
TOANO, VIRGINIA 23168

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

RETURN RECEIPT
REQUESTED

