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RESOURCES FOR THE FUTURE, INC. DEFERRED COMPENSATION PLAN

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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

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: Resources for the Future, Inc.

The Employer's mailing address is: 1616 P Street, NW, Suite 600

Washington, District of Columbia 20036

The Employer's federal identification number (EIN) is: 53-0220900

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

Plan Name: Resources for the Future, Inc. Deferred Compensation Plan

Plan Effective Date: October 1, 2016

Plan Adoption Date: October 14, 2016

Number of Participants: 1  
(specify plan, effective date and number of employees covered)

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: Resources for the Future, Inc.

By: Terri O'Brien  
Digitally signed by Terri O'Brien  
DN: cn=Terri O'Brien, ou=Resources for the Future, ou=VP,  
Finance and Administration, email=obrien@rff.org, c=US  
Date: 2016.11.11 11:46:49 -0500

Date: 11.11.2016

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FOR THE FUTURE

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