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November 30, 2016

**2520170120012**

**CERTIFIED MAIL**  
**RETURN RECEIPT REQUESTED**

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

2016 NOV 30 7 PM 3:09

Re: Statement Regarding Maintenance of "Top Hat" Plan

To Whom It May Concern:

Pursuant to 29 C.F.R. § 2520.104-23, Regis Corporation declares that it maintains pension plans primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. Regis Corporation's address and employer identification number (EIN) are as follows:

Regis Corporation  
7201 Metro Boulevard,  
Edina, Minnesota 55439

EIN 41-0749934

This statement is filed with respect two plans: (1) Regis Corporation Executive Retirement Savings Plan, which had 113 participants as of November 15, 2016; and (2) Deferred Compensation Agreement (also known as the Regis Corporation 20-Year Plan), which had 11 participants as of November 15, 2016.

Sincerely,



Megan E. Hladilek

**CERTIFIED MAIL**

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DANIELS**

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