

**FRANK'S INTERNATIONAL, LLC  
TOP HAT PLAN STATEMENT  
UNDER 29 CFR 2520.104-23**

**2520170120026**

**Name of Sponsor:** Frank's International, LLC

**Address of Sponsor:** 10260 Westheimer Road, Suite 700, Houston, TX 77042

**EIN of Employer:** 76-0220152

The Sponsor is also the Plan Administrator.

**Declaration:** Frank's International, LLC maintains the plans primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

**Number of Top Hat Plans:** 5

- Frank's International, LLC Executive Deferred Compensation Plan: 165 Participants
- Larry K. Mosing Employment Agreement\*: 1 Participant
- Donald E. Mosing Executive Consulting Agreement\*: 1 Participant
- Donald Keith Mosing Separation Agreement: 1 Participant
- Frank's International N.V. Executive Change-in-Control Severance Plan: 13 Participants

\*Note that these Plans list Frank's Casing Crew and Rental Tools, Inc. as the employer. Frank's International, LLC is the successor to Frank's Casing Crew and Rental Tools, Inc.

# Locke Lord<sup>LLP</sup>

Attorneys & Counselors

600 Travis Street, Suite 2800  
Houston, TX 77002  
Telephone: 713-226-1200  
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Laura L. Ferguson  
Direct Telephone: 713-226-1590  
Direct Fax: 713-229-2553  
lferguson@lockelord.com

December 7, 2016

**VIA CERTIFIED MAIL, RETURN RECEIPT REQUESTED**  
**#7013 2250 0001 3105 4712**

U.S. Department of Labor  
Employee Benefits Security Administration  
Top Hat Plan Exemption  
200 Constitution Avenue, NW, N-1515  
Washington, DC 20210

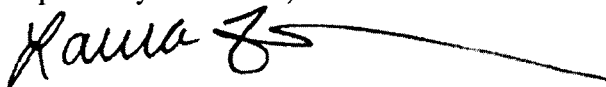
Re: **Top Hat Plan Statement**  
**Employer: Frank's International, LLC**  
**EIN: 76-0220152**

Dear Sir or Madam:

This submission is filed on behalf of Franks International, LLC (the "Company") with respect to the top hat benefit plans sponsored by the Company. This submission is filed in conjunction with the Company's application under the Delinquent Filer Voluntary Compliance Program ("DFVCP"), which was submitted on the date of this letter through the DFVCP e-Pay online system. The Company submitted payment of seven hundred and fifty dollars (\$750) in satisfaction of the DFVCP penalty applicable to top hat plans. Please find enclosed a top hat plan statement, containing the information required under Section 2520.104-23 of the Department of Labor Regulations.

If you would like to discuss any of the foregoing, please do not hesitate to call me at 713-226-1590.

Respectfully submitted,



Laura L. Ferguson

Enclosures

**Shull, Cheryl** .

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**To:** Ferguson, Laura  
**Subject:** RE: Pay.gov Payment Confirmation: Delinquent Filer Voluntary Compliance Program

-----Original Message-----

**From:** Natalie Questell [<mailto:natalie.questell@franksintl.com>]  
**Sent:** Wednesday, December 07, 2016 2:36 PM  
**To:** Ferguson, Laura  
**Cc:** Razim, Edward A.  
**Subject:** FW: Pay.gov Payment Confirmation: Delinquent Filer Voluntary Compliance Program

Top Hat Filing paid as per below.

-----Original Message-----

**From:** [paygovadmin@mail.doc.twai.gov](mailto:paygovadmin@mail.doc.twai.gov) [<mailto:paygovadmin@mail.doc.twai.gov>]  
**Sent:** Wednesday, December 07, 2016 2:35 PM  
**To:** Natalie Questell <[natalie.questell@franksintl.com](mailto:natalie.questell@franksintl.com)>  
**Subject:** Pay.gov Payment Confirmation: Delinquent Filer Voluntary Compliance Program

Your payment has been submitted to Pay.gov and the details are below. If you have any questions or you wish to cancel this payment, please contact DFVC Helpdesk at (202) 693-8360.

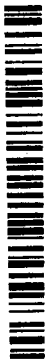
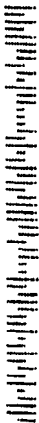
Application Name: Delinquent Filer Voluntary Compliance Program Pay.gov Tracking ID: 25VE3K3E Agency Tracking ID: 16-12-58566 Transaction Type: Sale Transaction Date: Dec 7, 2016 3:34:51 PM

Account Holder Name: Natalie Questell  
Transaction Amount: \$750.00  
Card Type: MasterCard  
Card Number: \*\*\*\*\*7221

THIS IS AN AUTOMATED MESSAGE. PLEASE DO NOT REPLY.

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**CERTIFIED MAIL™**



7013 2250 0001 3105 4712

From

**Locke  
Lord<sup>SM</sup>**

Locke Lord LLP  
600 Travis Street, Suite 2800  
Houston, Texas 77002

**U.S. Department of Labor  
Employee Benefits/Top Hat Plan  
200 Constitution Ave, NW, N-1515  
Washington, DC 20210**