

TOP-HAT PLAN EXEMPTION STATEMENT¹

Top-Hat Plan Exemption
PWBA
Room N-5644
U.S. Department of Labor
200 Constitution Ave., NW
Washington, D.C. 20210

2520170330073

Employer Name: WesleyLife

Address: 5508 NW 88th Street, Johnston, Iowa 50131

Employer EIN: 30-0577845

Name of Plan:² WesleyLife Retention Plan

The Plan is maintained for a select group of management or highly compensated employees.

Number of Plans: One (1)

Number of Employees in Plan(s): Four (4)

¹ A tax-exempt organization must maintain a 457 plan as a "top-hat plan" within the meaning of ERISA to avoid application of certain ERISA provisions that are inconsistent with the requirements of Code §457. The employer must file this statement to exempt the top-hat plan from ERISA Title I reporting and disclosure requirements. The employer must submit this statement to the DOL no later than 120 days after the plan becomes subject to Part I of Title I of ERISA. DOL Reg. §2520.104-23(b). A plan generally becomes subject to Part I of the Title I of ERISA on the later of the date of adoption or the effective date of the plan. See DOL Reg. §2520.104b-2(a)(3). A governmental 457 plan is not subject to ERISA and need not file this statement.

² See DOL Reg. §2520.104.23. Although the regulations do not require the name of the plan, the employer could include the plan name.

01/02/17 11:03:10

January 2, 2017

Enclosed please find required notice of a newly implemented executive benefit for WesleyLife.

Regards,
Kirsty VanDulcill
VP People & Culture

DES MOINES
IA 500
03 JAN '17
PM 2 L

508 NW 88th St.
Johnston, IA 50131



Top-Hat Plan Exemption
PWBA
Room N-5644
US Dept of Labor
200 Constitution Ave, NW
Washington, DC 20210

20210-

