

Talent+

THE SCIENCE OF TALENT

EDSA/PUBLIC DISCLOSURE

2017 JUN 20 AM 9:36

July 26, 2017

**VIA CERTIFIED MAIL
RETURN RECEIPT REQUESTED**

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

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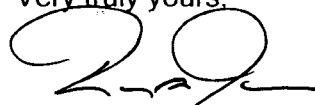
Re: Talent Plus, Inc. Phantom Stock Plan

Dear Sir/Madam:

This letter is pursuant to U.S. DOL Regulations Section 2520.104-23(b) and is intended to serve as the alternative method of compliance with the reporting and disclosure requirements under Part I of Title I of the Employee Retirement Income Security Act of 1974, as amended, for an unfunded pension plan for a select group of management or highly compensated employees. This letter is to inform you of the following unfunded pension plan:

1. Employer: Talent Plus, Inc.
2. Employer Address: One Talent Plus Way, Lincoln, NE 68506-5987
3. Employer EIN: 47-0727994
4. Plan Name: Talent Plus, Inc. Phantom Stock Plan ("Plan"). The employer maintains this Plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. The benefits are paid from the general assets of the Employer. Approved and implemented on June 30, 2017.
5. There are Five (5) employees participating in the Plan.
6. A copy of the Plan document will be provided upon request.

Very truly yours,



Randall A. Johnson
Treasurer/CFO

cc: Nick Niemann
Joan Cannon

CERTIFIED MAIL

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One Talent Plus Way Lincoln, Nebraska 68506-5987



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