

**REGISTRATION OF TOP HAT PLAN**

To: Employee Benefits Security Administration

From: Guardian Energy Management, LLC

**2520172650030**

Employer's Identification No.: 27-0508220

On May 9, 2017, the above employer has adopted a nonqualified deferred compensation plan for the purpose of providing deferred compensation to a select group of management and highly compensated employees for which benefits are paid solely as needed from the general assets of the employer. In the event that the US Department of Labor determines that this arrangement is a plan subject to Title I of ERISA this notice is intended to meet the reporting requirements specified in DOL Reg. Section 2520.104-23. The employer currently sponsors 1 non-qualified deferred compensation plans, and 1 employee is covered by the plan.

Submitted this 21st day of May, 2017.

By *D. Matti* - *Dosi Matti*  
Its: *Chief Financial Officer*

To be filed at: Top Hat Exemption EBSA  
Room N-5644  
U.S. Department of Labor  
200 Constitution Avenue  
Washington, D.C. 20210

**GUARDIAN ENERGY**



July 21, 2017

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

EBLSA/PUBLIC/01581/011  
2017 AUG -7 PM 1:53

Re: Top Hat Plan Registration  
Guardian Energy Management, LLC

Dear Sir/Madam:

Enclosed is the Top Hat Exemption Statement filed pursuant to 29 CFR Section 2520.104-23.

If there are any questions please contact the undersigned.

Sincerely,

Dodi Matti  
Chief Financial Officer

Enclosure

cc: Jeffrey P. Cairns

*Guardian Janesville*  
4745 380th Avenue  
Janesville, MN 56048  
Ph: 507-234-5000  
Fax: 507-234-5011

*Guardian Energy Management*  
4385 Fountain Hills Dr NE, Ste 301  
Prior Lake, MN 55372  
Ph: 952-465-0230  
Fax: 952- 465-0239

*Hankinson Renewable Energy*  
9230 County Road 1  
Hankinson, ND 58041  
Ph: 701-242-9400  
Fax: 701-242-9490

*Guardian Lima*  
2485 Houx Parkway  
Lima, OH 45804  
Ph: 567-940-9500  
Fax: 419-221-0037

