

# Morgan Lewis

2017 SEP 11 PM 3:05

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September 6, 2017

2520172650067

**BY CERTIFIED MAIL  
RETURN RECEIPT REQUESTED 7008 1140 0004 1858 2872**

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

**Re: *Alternative Method of Compliance with Reporting and Disclosure Requirements Pursuant to Section 2520.104-23 of the Department of Labor Regulations***

Dear Sir or Madam:

On behalf of R & R Millwork, Inc., we are hereby submitting the following information with respect to its top-hat plan, pursuant to DOL Regulation Section 2520.104-23:

**I. EMPLOYER NAME, ADDRESS AND TAXPAYER IDENTIFICATION NUMBER:**

R & R Millwork, Inc.  
304 Bluebird Parkway  
Wills Point, Texas 75169  
Taxpayer Identification Number: 75-2678575

**II. STATEMENT AS TO PLAN:**

R & R Millwork, Inc. maintains, at the above address, the R & R Millwork, Inc. Management Incentive Plan ("Plan") for the benefit of a select group of management or highly compensated employees. The primary purpose of the Plan is to attract and retain qualified and competent employees upon whose efforts and judgment the company's success is largely dependent. The number of employees expected to participate in the Plan is four (4).

**III. ERISA COMPLIANCE:**

The company is making this filing with respect to the Plan solely as a protective measure in the unlikely event that the Plan would be determined at some point to be an employee

**Morgan, Lewis & Bockius LLP**

1717 Main Street, Suite 3200  
Dallas, TX 75201-7347  
United States

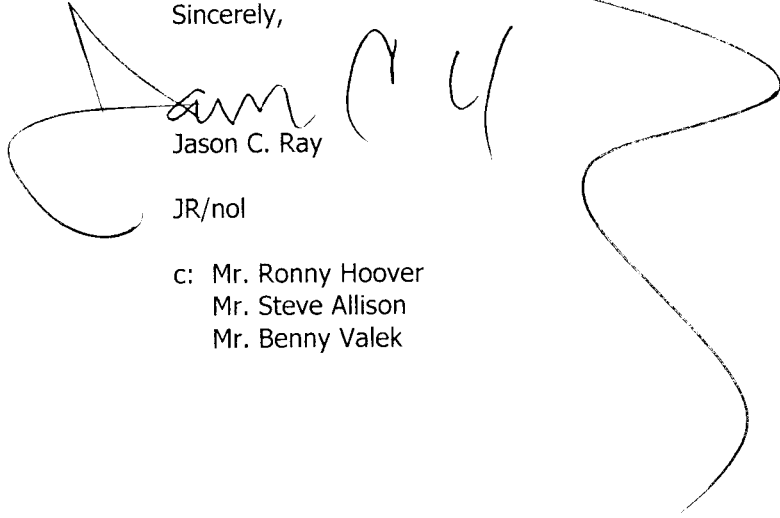
📞 +1.214.466.4000  
📠 +1.214.466.4001

benefit plan as defined in section 3(3) of ERISA. This form and this filing are not, and should not be construed as, an admission by the company that the Plan is an employee benefit plan subject to ERISA for any purpose.

**IV. COPY OF PLAN:**

~~A copy of the Plan will be provided to the Department of Labor upon request.~~

Sincerely,



Jason C. Ray

JR/nol

c: Mr. Ronny Hoover  
Mr. Steve Allison  
Mr. Benny Valek

**CERTIFIED MAIL<sup>TM</sup>**



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