

2520182740037

**STATEMENT BY FITE CONSTRUCTION COMPANY, LLC
PURSUANT TO 29 CFR § 2520.104-23**

1. Name and Address of Employer: FITE CONSTRUCTION COMPANY, LLC
3116 Sexton Road SE
Decatur, Alabama 35603
2. Employer Identification No.: 82-2664626
3. On July 1, 2018, Fite Construction Company, LLC (the "Company") adopted a SARs Plan (the "Plan"). The Plan is unfunded and is intended to be administered as a bonus plan under Labor Regulations § 2510.3-2(c). In the event, however, the Plan were found to be an employee pension benefit plan, the Plan is limited to providing benefits to a select group of management or highly compensated employees, and benefits are paid solely from the general assets of the Company.
4. The Company will provide a copy of the Plan document upon request. The Plan is the only top hat plan maintained by the Company, and Harry James is the only employee participating in the Plan.

DATED: July 1, 2018.

Fite Construction Company, LLC

By: 

William J. Fite, Manager



EBSA/PUBLIC DISCLOSURE

2018 SEP -4 PM 4: 52

Lanier Ford Shaver & Payne P.C.

2101 W. Clinton Ave., Suite 102
Huntsville, Alabama 35805

Mailing Address:

P.O. Box 2087 · Huntsville, Alabama 35804

256-535-1100 office

Scott W. Faulkner

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256-533-9322 Facsimile
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August 27, 2018

CERTIFIED MAIL RETURN RECEIPT

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: Fite Construction Company, LLC Top Hat Plan Filing

Dear Sir or Madam:

The enclosed is a statement under 29 CFR § 2520.104-23 regarding a benefit plan of Fite Construction Company, LLC.

Sincerely,

A handwritten signature in cursive script that reads "Scott".

Scott W. Faulkner

SWF/rdg
Enclosures

