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January 10, 2019

VIA FEDERAL EXPRESS

2520190450198

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

Re: Top-Hat Plan Exemption

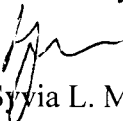
Dear Secretary:

Please be advised that Kier & Wright Civil Engineers and Surveyors, Inc., a California corporation adopted a Deferred Compensation Plan on December 19, 2018. The Plan is maintained primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

This letter is intended to comply with the alternative reporting and disclosure requirements of ERISA provided under Section 2520.104-23 of the Department of Labor's Regulations.

1. Name and Address of Employer: Kier & Wright Civil Engineers and Surveyors, Inc.
2850 Collier Canyon Road
Livermore, CA 94551
2. Employer Identification Number: 94-2160466
3. The number of employees who may benefit under the Plan is one (1). The Employer does not maintain any other non-qualified deferred compensation plans.
4. The Employer will provide Plan documents to the Secretary of Labor upon request as required by Section 104(a)(1) of ERISA.

Sincerely,


Sylvia L. Magid

cc: Charles R. McCallum, President

A Pennsylvania limited liability partnership

Alabama Colorado Connecticut Delaware District of Columbia Florida Illinois
Minnesota Nevada New Jersey New York Pennsylvania Texas Washington

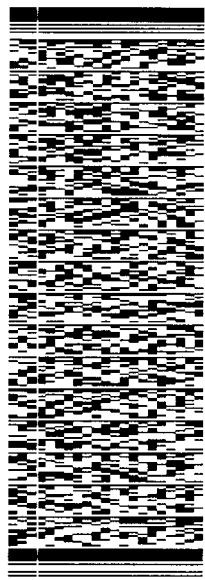
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ORIGIN ID:APCA (415) 364-5540
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 FOX ROTHCHILD LLP
 345 CALIFORNIA STREET
 SUITE 2200
 SAN FRANCISCO, CA 94104
 UNITED STATES US

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TO U.S. DEPT. OF LABOR
 EMPLOYEE BENEFITS SECURITY ADMIN.
 TOP-HAT EXEMPTION
 ROOM N-1513
 WASHINGTON DC 20210
 (415) 364-5544 REF: 128115 00001-3820
 INV DEPT
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