

# SHERMAN & HOWARD

633 Seventeenth Street, Suite 3000, Denver, CO 80202-3622  
Telephone: 303.297.2900 Fax: 303.298.0940 www.shermanhoward.com

Kathleen A. Odle  
Sherman & Howard L.L.C.  
Direct Dial Number: (303) 299-8116  
E-mail: kodle@shermanhoward.com

2520190450049

November 29, 2018

**VIA CERTIFIED MAIL**  
**RETURN RECEIPT REQUESTED**

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

2018 DEC -7 PM 2:28

Re: Adoption of Deferred Compensation Plan

Dear Sir or Madam:


In compliance with Department of Labor Regulation Section 2520.104-23, notice hereby is given that the employer named below has adopted a deferred compensation arrangement for the benefit of a select group of management or highly compensated employees. The information requested by that regulation is as follows:

1. Name and Address of Employer: Concept Consulting LLC  
3900 E. Mexico Ave., # 1350  
Denver, Colorado 80210
2. Name of Plan: The Concept Consulting LLC Nonqualified Deferred  
Compensation Plan for Thomas C. Ryan
3. Employer's EIN: 46-1211152
4. Declaration: The employer hereby declares that the deferred compensation plan is maintained primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. Including this plan, the employer currently maintains one such plan and this plan currently benefits one employee.

Top Hat Plan Exemption  
November 29, 2018  
Page 2

If you have any questions concerning the above, please let me know.

Sincerely,



Kathleen A. Odle

KAO:ac  
cc(via e-mail): Andrew Lee, Esq.

**S&H** SHERMAN  
& HOWARD

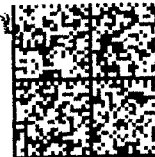
Sherman & Howard L.L.C.  
633 Seventeenth Street, Suite 3000  
Denver, Colorado 80202

DENVER

CO 802

29 NOV 18

PM 7:11



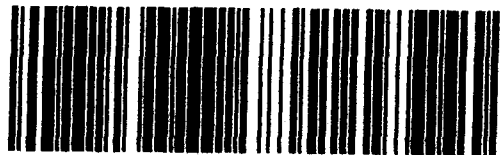
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PLACE STICKER AT TOP OF ENVELOPE TO THE RIGHT  
OF THE RETURN ADDRESS. FOLD AT DOTTED LINE.

**CERTIFIED MAIL**



91 7199 9991 7035 1630 5194

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Employee Benefits Security Administration  
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Washington, D.C. 20210

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