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January 10, 2019

**CERTIFIED MAIL  
RETURN RECEIPT REQUESTED**

2520190450059

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

2019 JAN 15 11:44:00

RE: UCB, Inc. Deferred Compensation and Restoration Plan Top Hat Plan Filing

Dear Sir or Madam:

On behalf of UCB Holdings, Inc. (the "Company") and pursuant to the alternative form of compliance with the reporting and disclosure requirements of Part 1 of Title I of the Employee Retirement Income Security Act of 1974, as amended, allowed under DOL Reg. Section 2520.104-23, the purpose of this letter is to notify you that the Company has recently adopted and now sponsors and maintains the UCB, Inc. Deferred Compensation and Restoration Plan (the "Plan") for the purpose of providing deferred compensation for a select group of management or highly compensated employees. It is anticipated that two hundred and fifty (250) Company employees will participate in the Plan. In addition to the Plan, the Company maintains two other plans of the same general type in which the same two hundred and fifty (250) employees who will participate in the Plan participated prior to the adoption of the Plan. The two other plans were frozen effective December 31, 2018.

The Company is the sponsoring employer of the Plan and its address 1950 Lake Park Drive, Smyrna, Georgia 30080. The Company's federal employer identification number is 13-3010020.

If you have any questions or comments about this filing, please contact me directly.

Sincerely,

Edmund Emerson III

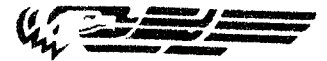
cc: Lynne Knapp



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3343 Peachtree Road, N.E.  
Atlanta, Georgia 30326-1044



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