

EBSA/PUBLIC DISCLOSURE
2019 FEB 01 PM 2:12

Making farmers more money with regenerative agriculture since 2006.

February 8, 2019

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

2520191430058


Re: Advancing Eco-Agriculture LLC (the "Company")
EIN: 26-3772117

To whom it may concern:

Please be advised that, on February 1, 2019, Advancing Eco-Agriculture LLC created the Advancing Eco-Agriculture LLC Long-Term Incentive Plan (the "Plan"), which is a non-qualified deferred compensation program for select key employees. The Company currently only maintains one plan of this type. There are currently seven participants in the Plan. Benefits under the Plan will be paid from the general assets of the Company. A copy of the Action of Members adopting the Plan is attached.

If you would like to see a copy of the Plan, or have any questions about the Plan's operation or its participants, please contact the undersigned directly.

Very truly yours,


Paul Bergman
Executive Chairman

Enclosure: as stated

Advancing Eco-Agriculture, LLC

Action of Members

Whereas, Advancing Eco-Agriculture, LLC (the "Company") is a limited liability company reliant on the efforts of its key employees for the current and future success of the Company; and

Whereas, the Members of the Company have determined that it is in the best interests of the Company and its Members to establish a long term incentive plan for the benefit of such key employees in order to align the interests of the key employees with the interest of the Members;

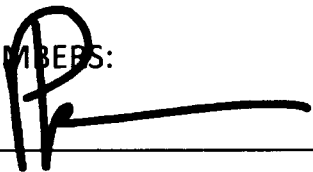
Now Therefore, It is Hereby Resolved that the Members adopt the Advancing Eco-Agriculture Long-Term Incentive Plan (the "Plan") in the form attached hereto as Exhibit A; and

Be it Further Resolved that the Members do hereby name each of the Members as the initial members of the Committee provided for in the Plan; and

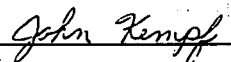
Be it Finally Resolved that the members of the Committee are hereby authorized and directed to take such other and further action as shall be needed to put the Plan fully in effect including the granting of initial Awards under the Plan and the making of any governmental filings that may be necessary, appropriate or desirable.

, and has executed this Action of Members on this 1st day of February, 2019.

MEMBERS:



Rein Morgen Holdings, LLC (Manager: Philippe van den Bossche)



John Kempf

Paul Bergman
20 Windward Avenue
White Plains, NY 10606S

NEW YORK NY 100

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