

April 19, 2019

2520191430104

Top-Hat Plan Exemption  
EBSA  
U.S. Department of Labor  
200 Constitution Avenue, N.W., Room N-1513  
Washington, D.C. 20210

FROM: Hansen, Allen & Luce, Inc.  
859 W. South Jordan Pkwy., Suite 200  
South Jordan, UT 84095  
EIN: 87-0445614

This document constitutes the statement required by Labor Regulation §2520.104-23, 29 CFR, to be filed with the Secretary of Labor in respect to nonqualified deferred compensation plans maintained by the above employer.

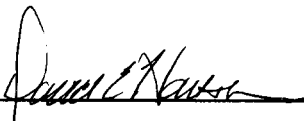
The employer currently maintains nine (9) nonqualified deferred compensation plans for executives who are a select group of management or who are highly compensated.

The number of employees in each plan is one.

The above employer is willing to furnish documents, if any, with respect to the above plan if requested by the Secretary of Labor.

Very truly yours,

HANSEN, ALLEN & LUCE, INC.

By:  \_\_\_\_\_

Its: Secretary-Treasurer

2019 APR 22 11:02 AM

April 22, 2019

**CERTIFIED MAIL/  
RETURN RECEIPT REQUESTED**

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Salt Lake City, Utah  
84145-0385

36 South State Street  
Suite 1400  
Salt Lake City, Utah  
84111

801 532-1500 TEL  
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PROVO OFFICE  
86 North University Ave  
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**Top-Hat Plan Exemption  
EBSA  
U.S. Department of Labor  
200 Constitution Avenue, N.W., Room N-1513  
Washington, D.C. 20210**

**Re: Hansen, Allen & Luce, Inc.  
EIN: 87-0445614**

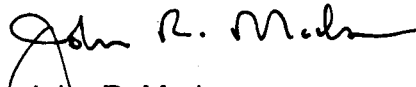
Dear Madam or Sir:

Please find enclosed for filing with the Secretary of Labor the statement required by Labor Regulations §2520.104-23, 29 CFR with regard to nonqualified deferred compensation plans maintained by Hansen, Allen & Luce, Inc.

Thank you for your assistance in this matter.

Very truly yours,

**RAY QUINNEY & NEBEKER P.C.**

  
John R. Madsen

JRM/jk  
Enclosure  
1487887v1

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