



9:55

6516 West 74<sup>th</sup> Street  
Bedford Park, IL 60638  
phone: 312/243-9300  
fax: 708/546-2006  
email: [info@sebis.com](mailto:info@sebis.com)

Top Hat Plan Exemption  
Pension and Welfare Benefits Administration  
Room N-5644  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, D.C. 20210

2520191430122

Dear Sir or Madam:

The purpose of this letter is to provide alternative single filing compliance with reporting and disclosure requirements regarding Nonqualified Top Hat Plans under Part I of Title I of ERISA. This filing is intended to comply with Department of Labor Regulations Section 2520.104-23:

- A. Name and Address of Employer:  
Sebis Direct, Inc.  
6516 W. 74TH ST.  
BEDFORD PARK, IL 60638
- B. Employer Identification Number: 36-3201653
- C. Sebis Direct, Inc. maintains the following plans for a select group of management or highly compensated employees:
  - 1. Sebis Direct, Inc. Nonqualified Defined Contribution Plan  
Number of Participants: 4

In accordance with Section 104(a)(1) of ERISA, the Employer will provide Plan documents to the Secretary of Labor upon request.

Very truly yours,

Sebis Direct, Inc.

By: [Signature]  
(signature of authorized representative)

Name: WES SANDERS  
(print)

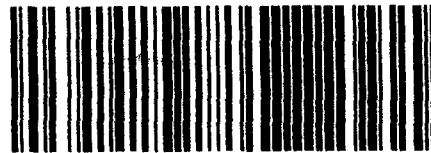
Title: PRESIDENT

CES

SOLUTIONS<sub>INC.</sub>

4341 Acer Grove Road  
Suite C300  
Springfield, IL 62711

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