

SHERMAN & HOWARD

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July 23, 2019

VIA CERTIFIED MAIL
RETURN RECEIPT REQUESTED

2520192690055

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

Re: Adoption of Deferred Compensation Plan

Dear Sir or Madam:

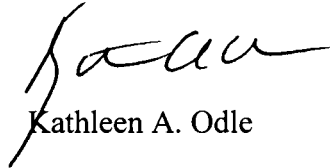
In compliance with Department of Labor Regulation Section 2520.104-23, notice hereby is given that the employer named below has adopted a deferred compensation arrangement for the benefit of a select group of management or highly compensated employees. The information requested by that regulation is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

1. Name and Address of Employer: Broe Management Company, LLC
252 Clayton Street, Fourth Floor
Denver, Colorado 80206
2. Name of Plan: Broe Management Company, LLC Deferred Compensation Profit Plan for the Benefit of Carl W. Peterson, Jr.
3. Employer's EIN: 84-1568327
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 two such plans and this plan currently benefits one employee.

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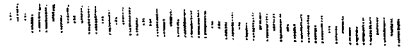
If you have any questions concerning the above, please let me know.

Sincerely,

A handwritten signature in black ink, appearing to read 'KAO', is written over the printed name 'Kathleen A. Odle'.

Kathleen A. Odle

KAO:ac
cc(via e-mail): Bill Leonard, Esq.



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



91 7199 9991 7035 1630 5347

S&H SHERMAN
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