



service
management
group®

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July 1, 2019

Top Hat Plan Exemption

Employee Benefits Security Administration, Rm. N-1513

U.S. Department of Labor

200 Constitution Avenue NW

Washington, D.C. 20210

Re: Service Management Group Holdings, LLC (the "Company")

Company EIN: 43-1910102

Top Hat Plan Filing

Dear Sir or Madam:

Pursuant to Department of Labor Regulation § 2520.104-23, the Company is filing this statement to inform the Secretary of the Department of Labor that the Company, whose principal address is:

1737 McGee

Kansas City, Missouri 64108

has adopted the SMG Long Term Incentive Plan (the "Plan") primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. There are 16 employees participating in the Plan.

Sincerely,

Andy Fromm
Chief Executive Officer

HUSCH BLACKWELL

Craig A. Kovarik
Partner

4801 Main Street, Suite 1000
Kansas City, MO 64112
Direct: 816.983.8249
Fax: 816.983.8080
craig.kovarik@huschblackwell.com

July 24, 2019

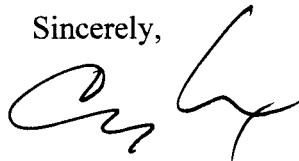
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Washington, DC 20210

Re: Service Management Group Holdings, LLC
Company EIN: 43-1910102
Top Hat Plan Filing

To Whom It May Concern:

Enclosed is an ERISA Top Hat letter for your records. The Plan was adopted July 1, 2019. Please contact the undersigned if you have any questions.

Sincerely,



Craig A. Kovarik
Partner

CAK/jm
Enclosure

cc: Mary Widmer
Kim Klosak

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Kansas City, MO 64112

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