CORLISS
A LAW CORPORATION

Donald M. Corliss, J.D. (LL.M.)
24031 El Toro Rd, Suite 260
Laguna Hills, California 92653
O (949) 305-9499
don@corliss-law.com;
web: www.corliss-law.com

Top Hat Plan Exemption
Pension & Welfare Benefits Administration
Room N-5644
United States Department of Labor
200 Constitution Ave., N.W.
Washington, D.C. 20210

25202005000C64

RE: Top Hat Exemption
Hayes Holdings, Inc. Supplemental Executive Retirement Plan

To Whom it May Concern:

In compliance with 29 C.F.R. §2520.104-23, Hayes Holdings, Inc. provides the following information:

1. Hayes Holdings, Inc. (the "Sponsor"), a Wyoming corporation, maintains and sponsors a nonqualified Supplemental Executive Retirement Plan (the "Plan").
2. The address of the Sponsor is 11746 Mariposa Rd, Hesperia, CA 92345.
3. The employer identification number assigned by the Internal Revenue Service to the Sponsor is 30-0895980.
4. The Sponsor maintains a plan primarily for the purpose of providing unfunded deferred compensation for a select group of management or highly compensated employees.
5. There currently is one non-qualified deferred compensation plan.
6. There are a total of four employees participating in the Plan.
7. A copy of the plan document will be furnished upon request.

If you have any questions regarding the above, please do not hesitate to communicate with undersigned.

Very truly yours,

CORLISS, A Law Corporation

By _____

Donald M. Corliss, Jr.

EBSA PUBLIC DISCLOSURE
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