

# Morgan Lewis

**Jason C. Ray**  
Senior Attorney  
214.466.4112  
Jason.ray@morganlewis.com

February 11, 2020

**BY CERTIFIED MAIL  
RETURN RECEIPT REQUESTED**

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

2520200500071

**Re: *Alternative Method of Compliance with Reporting and Disclosure Requirements Pursuant to Section 2520.104-23 of the Department of Labor Regulations***

Dear Sir or Madam:

On behalf of Amerus Oilfield Solutions, LLC, we are hereby submitting the following information with respect to its top-hat plan, pursuant to DOL Regulation Section 2520.104-23:

**I. EMPLOYER NAME, ADDRESS AND TAXPAYER IDENTIFICATION NUMBER:**

Amerus Oilfield Solutions, LLC  
305 East 57th Street  
Odessa, Texas 79762  
Taxpayer Identification Number: 81-1698673

**II. STATEMENT AS TO PLAN:**

Amerus Oilfield Solutions, LLC maintains, at the above address, the Amerus Oilfield Solutions, LLC Deferred Incentive Bonus Plan ("Plan") for the benefit of a select group of management or highly compensated employees. The primary purpose of the Plan is to attract and retain qualified and competent employees upon whose efforts and judgment the company's success is largely dependent. The number of employees participating in the Plan is eight (8).

**III. ERISA COMPLIANCE:**

The company is making this filing with respect to the Plan solely as a protective measure in the unlikely event that the Plan would be determined at some point to be an employee

**Morgan, Lewis & Bockius LLP**

1717 Main Street, Suite 3200  
Dallas, TX 75201-7347  
United States

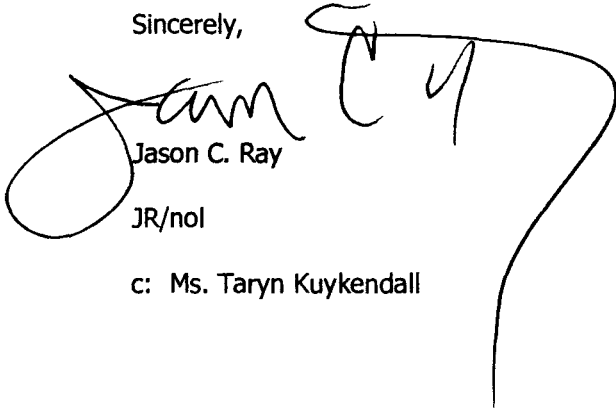
📞 +1.214.466.4000  
📠 +1.214.466.4001

benefit plan as defined in section 3(3) of ERISA. This form and this filing are not, and should not be construed as, an admission by the company that the Plan is an employee benefit plan subject to ERISA for any purpose.

**IV. COPY OF PLAN:**

A copy of the Plan will be provided to the Department of Labor upon request.

Sincerely,



Jason C. Ray

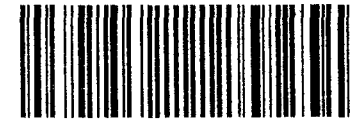
JR/nol

c: Ms. Taryn Kuykendall

# Morgan Lewis

1717 Main Street  
Suite 3200  
Dallas, TX 75201-7347  
United States

**CERTIFIED MAIL**



7016 1370 0001 0140 8630

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

