

JAMES H. CULBRETH, JR.  
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June 3, 2019

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

**2520202110005**

Re: Little Diversified Architectural Consulting, Inc. Deferred Compensation Plan  
Top Hat Exemption Filing

Dear Sir/Madam:

On behalf of Little Diversified Architectural Consulting, Inc., we are filing this letter to claim the "top hat plan exemption" from the reporting and disclosure requirements of Title I of ERISA for a non-qualified retirement plan which the Company has established for a select group of management and highly compensated employees.

Little Diversified Architectural Consulting, Inc. has adopted and now sponsors the Little Diversified Architectural Consulting, Inc. Deferred Compensation Plan (the "Plan"). Under Section 104(a)(3) of the Employee Retirement Income Security Act ("ERISA"), we intend that this letter satisfy the disclosure requirements applicable to the Plan under Part 1 of Title I of ERISA (in accordance with 29 CFR §2520.104-23).

The Plan is maintained primarily for the purpose of providing benefits to a select group of management or highly compensated employees. There currently are twenty-four (24) qualifying management or highly compensated employees eligible for Plan participation. Plan benefits are payable from the Plan Sponsor's general assets. The employer/Plan Sponsor is Little Diversified Architectural Consulting, Inc., 615 South College Street, Suite 1600, Charlotte, North Carolina 28202, and the plan sponsor's employer identification number is 56-0884622.

As required by Section 104(a)(1) of ERISA, relevant documents will be provided to you upon your request to the undersigned, care of the Plan Sponsor at the above address.

By filing this statement, the employer should qualify for the exemption from the reporting and disclosure provisions of Title I of ERISA with respect to the Plan. In order to confirm receipt of

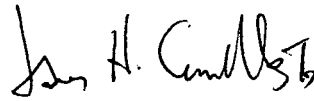
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this letter, please date-stamp and return the enclosed additional copy to us in the envelope provided.

Sincerely yours,

A handwritten signature in black ink, appearing to read "James H. Culbreth, Jr.", with a stylized flourish at the end.

James H. Culbreth, Jr.

JHC/sbl