

September 1, 2020

CERTIFIED MAIL

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

US DEPARTMENT OF
LABOR
2020 SEP 31 AM 8:57
EBSA
PUBLIC DISCLOSURE

**RE: Top Hat Plan Exemption
29 CFR §2520.104-23**

2520202880018

Gentlemen:

This statement is submitted pursuant to the requirements of 29 CFR §2520.104-23 and is intended to satisfy the reporting and disclosure obligations of Part I of Title I of the Employee Retirement Income Security Act of 1974 as to the plans listed below.

1. Name and Address of Employer

BJAAM Environmental, Inc.
P.O. Box 523
Canal Fulton, Ohio 44614

2. Employer Identification Number

34-1881756

3. Declaration of Purpose

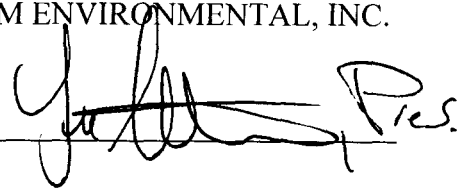
BJAAM Environmental, Inc. maintains this plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

4. Information Regarding Plan

BJAAM Environmental, Inc. Key Employee Deferred Compensation Plan for Ryan Hecky adopted September 1, 2020.
Current number of employees participating: 1.

BJAAM ENVIRONMENTAL, INC.

Dated: 9/1/2020

By:  Pres.



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472 Elm Ridge Avenue
P.O. Box 523
Canal Fulton, Ohio 44614

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