

[To be filed within 120 days after adoption of the plan. If the employer is a controlled group (under Code section 414(b) and (c)), you only need to file one letter and you should provide "some general identifying information" for each participating entity of the control group per DOL Adv. Op. 2008-08A.]

COMPANY LETTERHEAD

11/10, 2020

2520203570022

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

To Whom It May Concern:

The undersigned declares that the employer described below maintains the following plan(s) primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

In compliance with Labor Reg. §2520.104-23 the undersigned provides the following information with respect to the plan(s):

Employer:

Employer Name: Norman Keil Nurseries, Inc.
Address: ~~38A Fifty Acre Road~~ 8 OAKFIELD RD
Saint James, New York 11780
EIN#: 11-2370766

Name of Plan: Norman Keil Nurseries Deferred Compensation Plan

Number of Plan(s): 1

Number of Employees in Plan(s): 1

Very truly yours,



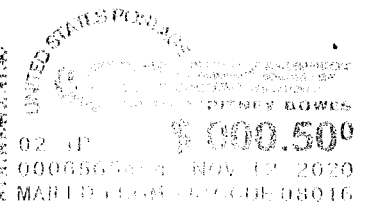
Plan Administrator

FuturePlan
by AIGENIA

95C CONNECTICUT DRIVE
BURLINGTON NJ 08016

SOUTH JERSEY NJ 080

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