

**STATEMENT OF COMPLIANCE WITH**

**29 CFR 2520.104-23**

**2520212070011**

Learning for Action, Inc.  
FEIN #: 94-3412280

Name of Agreement: Deferred Compensation Agreement for  
Steven LaFrance ("Agreement")

Learning for Action, Inc., a California corporation ("Corporation"), maintains an unfunded deferred compensation plan primarily for the purpose of providing tax-deferred compensation for key employees of Corporation. Pursuant to the plan, the Agreement was signed and effective on or about March 31, 2021.

Corporation will provide plan documents to the Secretary of Labor on request as required by Section 104(a)(6) of the Employee Retirement Income Security Act of 1974.

Dated: March 31, 2021

Learning for Action, Inc., a California corporation

DocuSigned by:  
*Emily Boer Drake*  
By \_\_\_\_\_  
B15797A630F9435  
Emily Boer Drake, CFO

US DEPARTMENT OF  
LABOR

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EBSA  
PUBLIC DISCLOSURE

Jennifer W. Suzuki  
*Partner*

jsuzuki@longlevit.com

April 7, 2021

S7375.0003

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

***Re: Deferred Compensation Agreement of Learning for Action, Inc. ("Agreement")***

Dear Sir/Madam:

Enclosed is a Statement of Compliance with 29 CFR 2520.104-23 that is being filed on behalf of the above Agreement.

Yours truly,



Jennifer W. Suzuki  
Enclosure

LONG & LEVIT LLP  
465 CALIFORNIA ST  
SUITE 500  
SAN FRANCISCO CA 94104

**CERTIFIED MAIL**



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