



March 17, 2021

2520212070014

Top Hat Plan Exemption, Pension and Welfare Benefits Administration
Room-5644
U. S. Department of Labor
200 Constitution Ave., NW
Washington, DC 20210

Re: Top Hat Nonqualified, Deferred Compensation Plan

To Whom it May Concern:

James R. Howell & Co., Inc. dba Howell Construction EIN 84-1023897, now maintains as of April 1, 2021, a Top Hat Plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. This is the first Top Hat Plan in effect for the company and has four initial participants. The plan document is titled "Top Hat Plan (A Nonqualified, Deferred Compensation Plan for Key Employees)", dated February 4, 2021.

Upon request, Howell Construction, will supply to the Secretary, in compliance with section 104(a)(1) of the Employee Retirement Income Security Act of 1974, a copy of the Top Hat Plan documents.

This letter is required under 29 CFR 2520.104-23 and Section 110 authorizing the Secretary to prescribe an alternative method for satisfying the reporting and disclosure requirements of Part 1 of the Act for Top Hat Plans.

If there are any questions or requirements from the Department of Labor, please contact Mr. Joe Slavik, President.

The employer address is as follows:

Howell Construction
8085 East Harvard Ave.
Denver, CO 80231

Sincerely,

HOWELL CONSTRUCTION

Joseph L. Slavik II
President

US DEPARTMENT OF
LABOR
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