



CORPORATE OFFICE  
5130 Commercial Circle · Concord, CA 94520  
P.O. Box 8140 · Walnut Creek, CA 94596-8140  
Direct: (925) 935-1100 · Fax: (925) 947-1020

A Family Business Since 1946

www.bayalarm.com  
Sales: 1-800-610-1000  
Service: 1-800-470-1000

December 15, 2021

**CERTIFIED MAIL RETURN RECIPIENT REQUESTED**

**2520220070021**

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

Dear Sir or Madam:

Bay Alarm Company (the "Company") is filing this notice and hereby supplies the following information pursuant to Labor Department Regulations Section 2520.104-23:

1. Name and Address of Company:

Bay Alarm Company  
5130 Commercial Circle  
Concord, CA 94520

2. Company's Employer Identification Number:

68-0462287

3. Declaration:

The Company maintains two (2) plans, as detailed below, in each case primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees:

- The Bay Alarm Company Management Nonqualified Compensation Plan dated December 7, 2021, under which 4 individuals are currently eligible to participate; and
- The Balco Holdings, Inc. Deferred Compensation Plan for Eric Taylor dated January 1, 2012, under which 1 individual is currently eligible to participate.

The Company will provide plan documents, if any, to the Secretary upon request as required by Section 104(a) of ERISA

By: Julia Kevey 12/15/21

Name: Julia Kevey

Title: CHRO



CORPORATE OFFICE  
5130 COMMERCIAL CIRCLE  
CONCORD, CA 94520

Forwarding Services Requested

**CERTIFIED MAIL**



7019 1120 0002 3039 3498

12/13/2011  
12:03:00  
012100000000

807.380

12/13/2011  
12:03:00

US Dept. of Labor  
Employee Benefits Security Admin  
Top Hat Plan Exemption  
200 Constitution Ave, NW, N-1513  
Washington, DC 20210

