

**Alternative Reporting and Disclosure Statement
For Nonqualified Deferred Compensation Plan**

To: Top Hat Plan Exemption
Employee Benefits Security Administration
Room N-1513
US Department of Labor
200 Constitution Avenue, NW
Washington, DC 20210

2520230410002

In compliance with the requirements of the alternative method of reporting and disclosure under Part I of the Title I of the Employee Retirement Income Security Act of 1974 for unfunded or insured pension plans for a select group of skilled trade technicians specified in Department of Labor Regulations, 29 CFR Sec. 2520.104.23, the following information is provided by the undersigned administrator.

1. The name of the Employer is: Willis Cadillac, Inc.
2. The mailing address of the Employer is 2121 NW 100th St Des Moines, IA 50325
3. The Employer Identification Number is: 42-0800348
4. The above named Employer maintains a Plan primarily for the purpose of providing deferred compensation benefits for a select group of skilled trade technicians.
5. Number of Plans and Eligible Employees in each Plan: One Plan, covering one eligible employee.
6. The Employer will provide a copy of the agreement to the Office of Pension and Welfare Benefit Programs upon request.

Dated: December 14th 2022

Willis Cadillac, Inc.



By:
Its: President

Consideration and Approval for the Establishment of a Deferred Compensation Plan:

WHEREAS, the Board of Directors of Willis Cadillac, Inc., an Iowa corporation (the "Corporation"), has considered the adoption of the proposed Willis Cadillac, Inc. Skilled Technician Retention Plan (the "Plan"), a plan designed to be an unfunded plan maintained by the Corporation for the purpose of providing deferred compensation for the benefit of a select group of skilled technician employees of the Corporation; and

WHEREAS, the purpose of the Plan is to provide additional incentive to those skilled technician employees whose substantial contributions are essential to the continued growth and success of the Corporation. By providing this incentive, and the opportunity for this incentive, the Corporation believes it will (a) strengthen its employees' commitment to the Corporation; (b) motivate its employees to faithfully and diligently perform their assigned responsibilities; and (c) enable the Corporation to attract and retain competent and dedicated individuals whose efforts will result in the long-term growth and profitability of the Corporation.

WHEREAS, in order to facilitate the implementation of the Plan, the Corporation must (i) approve the Plan and the associated Deferral Election form, (ii) identify the employees who will participate in the Plan; and (iii) make the necessary filing for the Plan with the Department of Labor; and

WHEREAS, the Board of Directors has determined that it is in the best interests of the Corporation to approve the Plan.

NOW, THEREFORE, the following resolutions are hereby adopted:

RESOLVED, that the Plan be, and it hereby is, adopted effective December 14, 2022, substantially in the form presented to the Board of Directors; and

RESOLVED, that the Deferral Election form be, and it hereby is, approved effective December 14, 2022, substantially in the form presented to the Board of Directors; and

RESOLVED, that the President of the Corporation be, and hereby is, authorized to execute the Plan; and

RESOLVED, that attached skilled technicians be, and hereby is, selected to be an Eligible Employee for purposes of participating in the Plan; and

RESOLVED, that the officers of the Corporation be, and they hereby are, authorized to prepare and submit all necessary filings or reports regarding the Plan with the Department of Labor; and

RESOLVED, that the officers of the Corporation are hereby authorized in the name and on behalf of the Corporation to execute and deliver any agreement, instruments, certificates or other documents, and to do and perform any acts whatsoever which the officers may deem necessary, appropriate or desirable in order to effectuate the foregoing, and the

Corporation does hereby ratify, confirm and approve and adopt in all respects all acts heretofore done or performed by any person in connection with these resolutions.

DATED: December 14, 2022

A handwritten signature in black ink, appearing to read "R. Willis", written in a cursive style.

Richard Willis



WILLIS AUTOMOTIVE
2121 NW 100TH STREET | DES MOINES | IA 50325

DES MOINES IA 500

1 FEB 2023 PM 2 L

UNRECORDED
02/01/2023
08:00:00
600
UNRECORDED
02/01/2023
08:00:00

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

20210-

