



May 22, 2023

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

2520231990019

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:

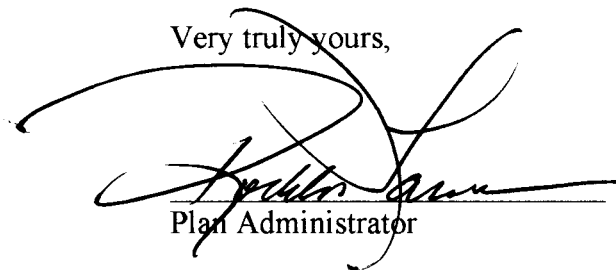
Employer Name: NICOR
Address: 2200 Midtown Pl NE STE A
Albuquerque, NM 87107
EIN#: 85-0471395

Name of Plan: NICOR Value Growth Plan

Number of Plan(s): 1

Number of Employees in Plan(s): up to 5

Very truly yours,



Plan Administrator

NiCOR Inc.
2200 Midtown Place NE
Albuquerque, NM 87107

CERTIFIED MAIL™



7008 1830 0004 6939 6493

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