



**LANIER FORD**

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**2520240610018**

January 31, 2024

**VIA CERTIFIED MAIL**

Top Hat Plan Exemption, Employee  
Benefits Security Administration  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, D.C. 20210

Re: Deferred compensation benefit plan

Dear Sir or Madam:

Enclosed is a statement under 29 CFR § 2520.104-23 regarding a deferred compensation benefit plan for Charles A. Langford, III, an executive employee of C.A. Langford Company, Inc.

Sincerely,

John R. Wynn

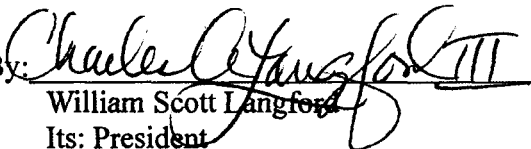
JRW/ad  
Enclosures

**STATEMENT BY C.A. LANGFORD COMPANY, INC.  
PURSUANT TO 29 CFR § 2520.104-23**

1. Name and Address of Employer: C.A. Langford Company, Inc.  
2120 Warrenton Road  
Guntersville, Alabama 35976
2. Employer Identification Number: 63-0511880
3. Effective January 31, 2024, C.A. Langford Company, Inc. (the "Employer") adopted a deferred compensation plan for the purpose of providing deferred compensation benefits to Charles A. Langford, III, an executive employee (the "Plan"). This is the only such plan in existence and only Charles A. Langford, III participates in the Plan.
4. C.A. Langford Company, Inc. will provide a copy of the Plan document upon request.
5. The Plan should qualify for the exemption from the reporting requirements of ERISA since it benefits only an officer who is highly compensated and benefits are solely from the general assets of the Employer.

Dated: January 31, 2024

C.A. Langford Company, Inc.

By:   
William Scott Langford  
Its: President

Lanier Ford  
2101 CLINTON AVENUE W  
SUITE 102  
HUNTSVILLE AL 35805

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U.S. DEPARTMENT OF LABOR  
200 CONSTITUTION AVE NW  
WASHINGTON DC 20210-0002

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