



JAMES CAMPBELL
COMPANY LLC

James Campbell Building
1001 Kamokila Boulevard, Suite 200
Kapolei, HI 96707
Phone: 808.674.6674
jamescampbell.com

March 6, 2024

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

2520241200011

Dear Ladies and Gentlemen:

James Campbell Company LLC (the "Company") has adopted the James Campbell Company LLC Long-Term Incentive Compensation Plan - 2024 (the "Plan"). You are hereby notified in accordance with Reg. § 2520.104-23 that the Company, EIN 68-0613356, maintains the Plan for the purpose of providing deferred compensation for a select group of management or highly compensated employees. Currently, 15 employees participate in the Plan.

The Company also still maintains the 2023 James Campbell Company LLC Long-Term Incentive Compensation Plan which currently has 15 participants and the 2022 James Campbell Company LLC Long-Term Incentive Compensation Plan which currently has 13 participants.

The Company's address is shown below.

If you require any further communication regarding this matter, please contact the undersigned.

Very truly yours,

James Campbell Company LLC

By

Its President & Chief Executive Officer

CERTIFIED MAIL®



**JAMES CAMPBELL
COMPANY LLC**

James Campbell Building
1001 Kamokila Boulevard, Suite 200
Kapolei, HI 96707



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