

Information submitted via Top Hat Plan Statement Online Filing System to U. S.
Department of Labor under 29 CFR 2520.104-23

Date Completed: 9/29/2025 4:20 PM EST

Confirmation Number: 15415

Amended Confirmation Number:

Employer Information

Name: Kent Companies, Inc.
Address: 130 6th Street SW
City: Grand Rapids
State: MI
Zip Code: 49548

Plan Administrator Information

Name: Ben Herrema/CFO
Address: 130 6th Street SW
City: Grand Rapids
State: MI
Zip Code: 49548
Phone:
Email: bherrema@kentcompanies.com

Plan Information

Employer maintains the plan or plans below primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

ID:1	Plan Name:	Key Executive Incentive Plan	Number of Employees: 31
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Additional Information:



U. S. Department of Labor
Employee Benefits Security Administration
Washington, DC 20210

This message confirms that the Department of Labor's (DOL's) Employee Benefits Security Administration (EBSA) has received the filing of your Top Hat Plan Statement. The confirmation code for your filing is 15415. When correcting errors to your filing, please use this code in your amended statement. This communication does not mean that DOL has made a determination that you are eligible to file under DOL regulation 29 CFR 2520.104-23.