

**NOTIFICATION LETTER TO THE DEPARTMENT OF LABOR  
FOR NON-QUALIFIED DEFERRED COMPENSATION ARRANGEMENT**

TO: Top-Hat Plan Exemption  
Pension and Welfare Benefits Administration, Room N-5644  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, D.C. 20210

FROM: Industrial Nut Corp.  
Attn: Mr. J. William Springer  
1425 Tiffin Avenue  
Sandusky, OH 44870-2054

DATE: June 18, 2008

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34-4424163

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Dear Sir or Madam:

This letter constitutes the statement required by Department of Labor Regulation Section 2520.104-23 to be filed with the Secretary of Labor in respect to non-qualified deferred compensation arrangements maintained by Industrial Nut Corp. (the "Employer").

Employer maintains a non-qualified deferred compensation arrangement for each of the following employees who are members of a select group of management and/or highly compensated employees:

John W. Springer, Jr.  
James B. Springer  
David R. Springer

Thank you for your attention to this matter.

INDUSTRIAL NUT CORP.

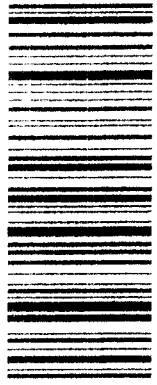
By: J. William Springer  
J. William Springer, President

**VIA CERTIFIED MAIL NO. 7160 3901 9845 1638 0881  
RETURN RECEIPT REQUESTED**

WICKENS  
HERZER  
PANZA  
COOK &  
BATISTA

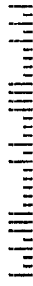
35765 CHESTER ROAD  
AVON, OH 44011-1262

**CERTIFIED MAIL**



7160 3901 9845 1638 0881

**RETURN RECEIPT REQUESTED**



TOP-HAT PLAN EXEMPTION  
PENSION AND WELFARE BENEFITS ADMINISTRATION  
ROOM N-5644  
US DEPARTMENT OF LABOR  
200 CONSTITUTION AVENUE NW  
WASHINGTON DC 20210

