

8500 Northeast Day Road
Bainbridge Island, Washington 98110
Phone 206-842-6608 800-533-3004 Fax 206-842-6830
web: www.SAGEflyfish.com email: sage@SAGEflyfish.com

SAGE

2520090770013

September 26, 2008

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

0001-2 M/S-10

Re: Nonqualified Deferred Compensation Plan

To Whom It May Concern:

Pursuant to ERISA Labor Regulation 2520.104-23, this letter should serve as notice to the Department of Labor that Sage Manufacturing sponsors a deferred compensation plan called the Sage Gain Sharing Incentive Plan (the "Plan") for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

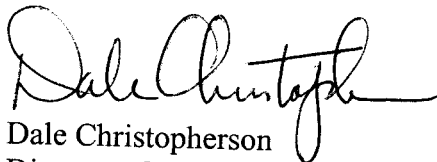
Benefits from the Plan are either: (a) paid from the general assets of the Employer and/or from a grantor trust established by the Employer which conforms to the model trust in IRS Rev. Proc. 92-64, or (b) provided exclusively through insurance contracts or funded with premiums paid by the Employer directly from its general assets.

Employer Information:

Name: Sage Manufacturing
Address: 8500 N.E. Day Rd.
Bainbridge Island, WA. 98110
Employer ID: 91-1046164
Participants: 4

The above reference plan is the only deferred compensation plan sponsored by Sage Manufacturing. If you have any question about this information, please call me at 206-842-6608.

Very truly yours,
SAGE



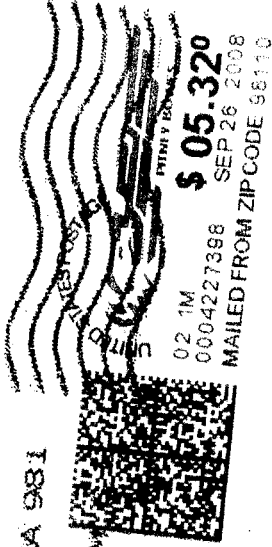
Dale Christopherson
Director of Finance

SAGE

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