



EBSA/PUBLIC DISCLOSURE

RENO & ZAHM LLP  
DEC 13 PM 3:03

ATTORNEYS AND COUNSELORS

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December 6, 2010

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

**Re: NON-QUALIFIED DEFERRED COMPENSATION PLAN**

Dear Sir/Madam:

This letter is being provided to you on behalf of Olson Aluminum Castings, Ltd. in accordance with the provisions of Department of Labor regulations 29 C.F.R. Section 2520.104-23. You are hereby notified that the employer named in item one (1) below maintains a plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. Item two (2) below sets forth the name of the plan. Item three (3) below sets forth the number of participants in the plan as of the date of this letter.

- Item 1: Olson Aluminum Castings, Ltd.  
2135 15th Street  
Rockford, IL 61104  
EIN: 36-2369792
- Item 2: Non-Qualified Deferred Compensation Agreement
- Item 3: Number of Participants: 1

Sincerely,

  
Craig P. Thomas

CPT:jmc

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**RENOVZAHM**

ESTABLISHED 1941

2502 McFarland Road | Suite 400  
Rockville, IL 61107



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