



CK Technologies, LLC

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EBSA/PUBLIC DISCLOSURE
2011 JUN 22 AM 11:16

June 9, 2011

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

Re: Deferred Compensation Plan

Ladies and Gentlemen:

We maintain a non-qualified deferred compensation plan. This letter is intended to comply with the requirements of Department of Labor Regulation §2520.104-23 which provides an alternate method of compliance with the reporting and disclosure requirements of ERISA for agreements of this nature.

The information required by the regulation is as follows:

1. The name, address and employer identification number of the employer are as follows:

CK Technologies, LLC
3400 Innovation Court, S.E.
Grand Rapids, MI 49512
EIN: 38-2035180

2. The employer maintains the following plans primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees:

P.O. Box 430 • Montpelier, OH 43543 • (419) 485-1110 • (419) 485-1405

4085758_1.DOC

Name of Plan

Number of Participants

CK Technologies, LLC ROE Incentive Compensation Plan 4

3. We will provide copies of plan documents to the Secretary of Labor upon request.

Very truly yours,

CK Technologies, LLC

A handwritten signature in black ink that reads "Stephen M. Peterson". The signature is written in a cursive style with a prominent flourish at the end.

By: Stephen Peterson

Its: Treasurer

cc: Nancy L. Farnam, Esq. - Varnum, LLP



CASCADE
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Re: Deferred Compensation Plan

Ladies and Gentlemen:

We maintain a non-qualified deferred compensation plan. This letter is intended to comply with the requirements of Department of Labor Regulation §2520.104-23 which provides an alternate method of compliance with the reporting and disclosure requirements of ERISA for agreements of this nature.

The information required by the regulation is as follows:

1. The name, address and employer identification number of the employer are as follows:

Cascade Engineering, Inc.
3400 Innovation Court, S.E.
Grand Rapids, MI 49512
EIN: 38-2035180

2. The employer maintains the following plans primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees:

<u>Name of Plan</u>	<u>Number of Participants</u>
Cascade Engineering, Inc. EBIT Bonus Plan	1
CK Technologies, LLC ROE Incentive Compensation Plan	4
Cascade Engineering Deferred Compensation Plan	7
Deferred Compensation Agreement between Cascade Engineering, Inc. and Frederick P. Keller	1
Deferred Compensation Agreement between Cascade Engineering, Inc. and Richard E. Cook	1
Cascade Engineering, Inc. Deferred Compensation Plan	

4063516_1.DOC

for Richard E. Cook 1
Cascade Engineering, Inc. Executive Deferred
Compensation Plan (Richard Cook) 1

3. We will provide copies of plan documents to the Secretary of Labor upon request.

Very truly yours,

CASCADE ENGINEERING, INC.



By: Stephen Peterson

Its: Executive Vice President

c: Nancy L. Farnam, Esq. - Varnum, LLP

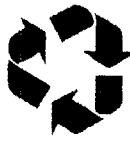


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3400 innovation court se
 grand rapids, mi 49512-2085



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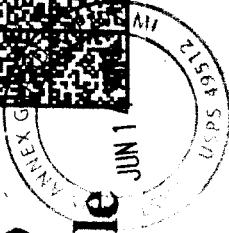
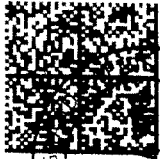
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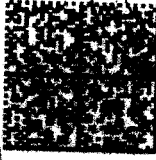
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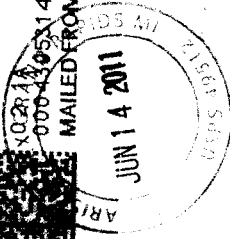
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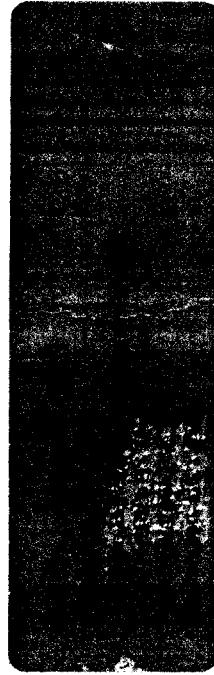


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 FIRST CLASS



**RETURN RECEIPT
 REQUESTED**

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 REQUESTED**



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 REQUESTED**