

2520120750021

EGSA/PUBLIC DISCLOSURE

2012 JAN 31 PM 12: 53

January 23, 2012

***Certified Mail - Return Receipt Requested***

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

Dear Sir or Madam:

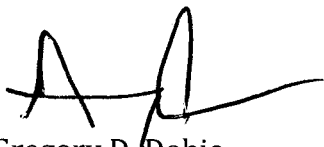
Please let this serve as notice that 21<sup>st</sup> Century Plastics Corporation maintains three unfunded deferred compensation plans. The following information is disclosed pursuant to DOL Reg. 2520.104-23 and by the Employee Retirement Income Security Act of 1974:

1. The employer is 21<sup>st</sup> Century Plastics Corporation.
2. The employer's address is 300 Wright Parkway, Potterville, Michigan, 48876-0188.
3. The employer's identification number (EIN) is 38-2792281.
4. The employer maintains the following plans primarily for the purpose of providing unfunded deferred compensation benefits for management and highly compensated employees of the employer:
  - a. 21<sup>st</sup> Century Plastics Corporation Phantom Stock Plan for Gregory D. Dobie;
  - b. 21<sup>st</sup> Century Plastics Corporation Phantom Stock Plan for Craig G. Wright; and
  - c. 21<sup>st</sup> Century Plastics Corporation Phantom Stock Plan for Kathleen M. Nowicki.
5. The employer maintains one (1) of each such plan with one (1) participating employee in each such plan.

Please call if you require additional information.

Sincerely,

21<sup>st</sup> CENTURY PLASTICS CORPORATION

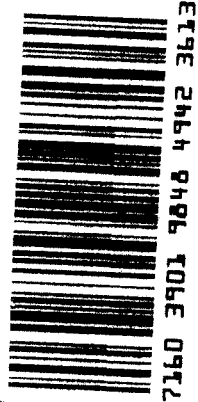


Gregory D. Dobie

GDD:MGH:kw  
cc: Stephen J. Lowney

13234:00001:1193363-1

Thank you for using Return Rece

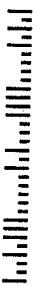


RETURN RECEIPT REQUESTED

# FIRST CLASS MAIL

**FOSTER SWIFT**  
FOSTER SWIFT COLLINS & SMITH PC | ATTORNEYS

313 S. Washington Square  
Lansing, MI 48933

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

\$08.98

ZIP 48933  
0411 12201 67

neopost

FIRST • CLASS

FIRST • CLASS

FIRST • CLASS

FIRST

RETURN RECEIPT REQUIRE  
USPS MAIL CARRIER  
DETACH ALONG PERFORATION