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EBSA/PUBLIC DISCLOSURE

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March 19, 2012

Secretary of State  
Top Hat Plan Exemption  
Employee Benefits Security Administration  
Room N-1513  
U.S. Department of Labor  
200 Constitution Avenue NW  
Washington DC

This statement is to inform the Department of the establishment of the following "Top Hat" Plan.

Employer: Wunderlich-Malec Engineering, Inc.  
5501 Feltl Road  
Minnetonka, MN 55343

EIN: 41-1412464

Plan: Wunderlich-Malec Engineering, Inc. 2012 Nonqualified Stock  
Appreciation Rights Plan

Current number of employees: Eleven (11)

Effective Date: March 15, 2012

The above plan is in addition to the previously established Wunderlich-Malec Engineering, Inc. Nonqualified Stock Appreciation Rights Plan which was established in 2003, amended and restated in 2008 and, again, on March 15, 2012. The current name of this plan is Wunderlich-Malec Engineering, Inc. Amended and Restated 2003 Nonqualified Stock Appreciation Rights Plan. This plan currently covers sixteen (16) employees.

Both of these plans are maintained by Wunderlich-Malec Engineering, Inc. primarily for the purpose of providing deferred compensation for a select group of management employees.

Sincerely,

Neal K. Wunderlich, President

EEO/Affirmative Action Employer

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ATTORNEYS

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200 Constitution Avenue NW  
Washington DC 20210

