



Partners in Productivity

2520121210443

EBSA/PUBLIC DISCLOSURE

2012 APR 16 PM 4: 24

**TOP HAT FILING FOR THE  
FLEXIBLE STEEL LACING COMPANY  
PHANTOM STOCK PLAN**

March 30, 2012

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

Pursuant to Department of Labor Reg. 2520.104-23, the following information is provided as an alternative to the normal method of reporting and disclosure that is required for pension plans by the Employee Retirement Income Security Act of 1974.

Name and address of employer: Flexible Steel Lacing Company  
2525 Wisconsin Avenue  
Downers Grove, IL 60515

Employer's EIN: 36-1085010

The employer named above maintains the following plan which is an unfunded plan maintained primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees:

Flexible Steel Lacing Company Phantom Stock Plan

Two employees participate in the plan.

Upon request, the employer will provide a copy of the plan document to the Employee Benefits Security Administration.

