



Kar's Nuts
1200 East 14 Mile Road
Madison Heights, MI 48071

EBSA/PUBLIC DISCLOSURE

2012 JUN 12 PM 4:12

June 5, 2012

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

Dear Sir or Madam:

Kar Nut Products Company hereby supplies the following information pursuant to Department of Labor Regulation §2520.104-23:

A. Name and Address of Employer:

Kar Nut Products Company
1200 East Fourteen Mile Road
Madison Heights, MI 48071

B. Employer Identification Number: 38-1855210

C. Kar Nut Products Company maintains a Phantom Stock Agreement primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

D. This is the only deferred compensation plan sponsored by Kar Nut Products Company. One employee, William P. Elam, currently participates in this Plan.

It is our understanding that this letter fulfills our notification obligations under the Employee Retirement Income Security Act of 1974 in lieu of an annual filing requirement.

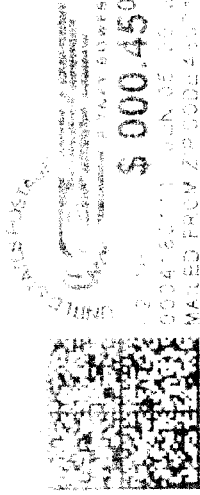
Please feel free to call me at (248) 588-1903 between the hours of 9:00 a.m. and 5:00 p.m. EST if you have any questions.

Very truly yours,

Ernest L. Nicolay III
Kar Nut Products Company



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