



**Zebra Technologies Corporation**

475 Half Day Road, Suite 500  
Lincolnshire, IL 60069 USA  
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DISA/PUBLIC DISCLOSURE

September 13, 2012

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

**Re: Statement Filed under Section 2520.104-23  
of the Department of Labor Regulations**

Dear Sir or Madam:

This letter constitutes a statement as described in Section 2520.104-23 of the Department of Labor Regulations. The following information regarding Zebra Technologies Corporation and its "top hat" plans is provided in accordance with the above referenced regulation:

1. Employer Name and Address:  

Zebra Technologies Corporation  
475 Half Day Road, Suite 500  
Lincolnshire, IL 60069
2. Employer Identification Number: 36-2675536
3. Zebra Technologies Corporation maintains the following plans primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees:
  - (a) Zebra Technologies Corporation Executive Non-Qualified Deferred Compensation Plan (NOTE: A top-hat exemption letter was filed for this plan with the DOL on March 26, 2002); and
  - (b) Zebra Technologies Corporation 2005 Executive Deferred Compensation Plan.
4. Presently, with respect to the Zebra Technologies Corporation Executive Non-Qualified Deferred Compensation Plan, there are 6 participating employees and former employees and, with respect to the

Zebra Technologies Corporation 2005 Executive Deferred Compensation Plan, there are 35 participating employees and former employees.

If you require any further information, please contact Judy Myrdacz, Senior Benefits Analyst, at (847) 793-5997.

Sincerely,

A handwritten signature in cursive script that reads "Joanne Townsend".

Joanne Townsend  
VP, Human Resources

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