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January 18, 2013

ISO 14001 / TS 16949 CERTIFIED

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:

Inalfa Roof Systems, Inc. hereby supplies the following information pursuant to Department of Labor Regulation §2520.104-23:

- A. Name and Address of Employer:
Inalfa Roof Systems, Inc.
1370 Pacific Drive
Auburn Hills, MI 48326
- B. Employer Identification Number: 38-2558870
- C. Inalfa Roof Systems, Inc. maintains the Inalfa Roof Systems, Inc. Nonqualified Deferred Compensation Plan for Doug Rizzi, for a select group of management or highly compensated employees. One employee currently participates in this Plan.
- D. Inalfa Roof Systems, Inc. currently sponsors two deferred compensation plans, including 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) 635-3359 between the hours of 9:00 a.m. and 5:00 p.m. EST if you have any questions.

Very truly yours,

A handwritten signature in black ink, appearing to read "Jarrod Fiengo", is written over a horizontal line.

Jarrod Fiengo
VP, HRM – North America
Inalfa Roof Systems, Inc.



From: (248) 371-3060
Laura Day
Inalfa Roof Systems
1370 Pacific Drive

Origin ID: MTCA



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Room N-1513 U.S.Dept. of Labor
Employee Benefit Concepts
200 Constitution Avenue, NW

Washington, DC 20210

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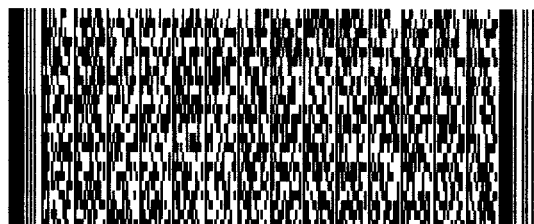


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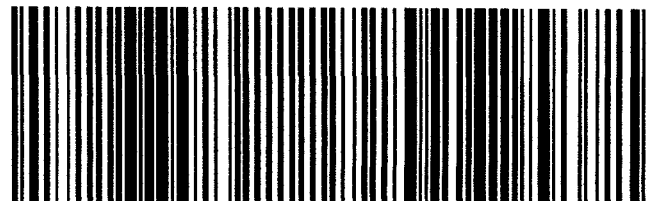
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