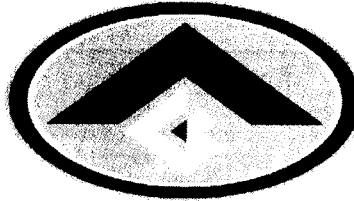


2520150935230



**ABSOLUTE GROUP**

12/3/2014

**CERTIFIED MAIL RETURN RECEIPT REQUESTED**

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

Re: Absolute Group, Inc. 2014 Stock Appreciation Rights Plan

Dear Sir or Madam:

Absolute Group, Inc. (the "Company") is filing this notice with respect to the Absolute Group, Inc. Stock Appreciation Right Plan (the "Plan"), adopted October 7, 2014, pursuant to Department of Labor Regulation § 2520.104-23. The Company maintains the Plan primarily for the purpose of providing deferred compensation for a select group of management and/or highly compensated employees. The Plan currently covers four employees.

The Company's address is 505 1st Ave. N., P.O. Box 148, Slater, IA 50244, and the Company's Employer Identification Number is 46-1420502.

Sincerely,

A handwritten signature in black ink, appearing to read "Rick Pearson".

Rick Pearson, CFO

Certified Mail No.: 7012 3460 0002 4426 0003

505 1<sup>ST</sup> AVE - P.O. Box 148, SLATER, IOWA 50244

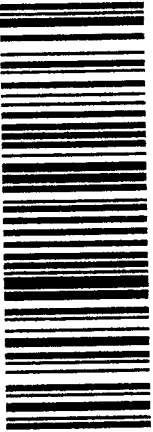
PHONE 515-228-3030 FAX 515-228-3031





505 1st Avenue • Slater, IA 50244  
www.absoluteconcreteiowa.com

PLACE STICKER AT TOP OF ENVELOPE TO THE RIGHT  
OF THE RETURN ADDRESS. FOLD AT DOTTED LINE  
**CERTIFIED MAIL™**



7012 3460 0002 4426 0003



1000



20210

U.S. POSTAGE  
PAID  
SLATER, IA  
50244  
DEC 03, 14  
AMOUNT

**\$6.49**  
00012512-05

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

TOP HAT PLAN  
REQUEST

DEC 03 2014  
10:00 AM  
SLATER, IA