

November 28, 2014

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

Re: Notice of Adoption of the Burd & Fletcher Executive Life Insurance Plan

Dear Sir/Madam:

Pursuant to Department of Labor Regulation §2520.104-23, please note the following information with respect to a plan of deferred compensation.

1. Name and address of employer:

Burd & Fletcher Company
5151 East Geospace Drive
Independence, MO 64056
2. Federal Employer Identification Number: 44-0186540
3. The Employer has adopted a plan of deferred compensation primarily for the purpose of providing deferred compensation to certain highly compensated employees of the employer.
4. There are approximately 4 individuals eligible for the plan.

Sincerely,



W. Sean Geoghagan, CFO
Burd & Fletcher Company

