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January 30, 2015

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

2015 FEB -6 PM 11:00

Ref. No.: 155785

Re: Owens Design, Inc. Nonqualified Deferred Compensation Plan

To Whom It May Concern:

Enclosed please find the Top-Hat Plan Exemption Statement for the Specimen Section 451
Deferred Compensation Plan established by Owens Design, Inc.

If you have any questions, please contact me at our corporate office, Document Department,
(620) 793-8473, extension 590.

Sincerely,

Sarah Riegel, QKA, TGPC
Manager
Document Department
sarah.riegel@cpiqpc.com

SR/lk

Enclosure

cc: Kamran Ahmed
Kathy Steinbrecher, CFA

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TOP-HAT PLAN EXEMPTION STATEMENT

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

Employer Name: Owens Design, Inc.

Address: 47427 Fremont Blvd., Fremont, CA 94538

Employer EIN: 94-2943055

Name of Plan: Owens Design, Inc. Nonqualified Deferred Compensation Plan

The Plan is maintained for a select group of management or highly compensated employees.

Number of Plans: 1

Number of Employees in Plan(s): 1