



Calder Plaza Building
250 Monroe Avenue NW
Suite 800
P.O. Box 306
Grand Rapids, MI 49501-0306

 MERITAS LAW FIRMS WORLDWIDE

FRANK E. BERRODIN
Attorney at Law

616.831.1769
616.988.1769 fax
BerrodinF@millerjohnson.com

2520150935775

March 17, 2015

Certified Mail - Return Receipt Requested

Top Hat Plan Exemption
Employee Benefits Security Administration
Room N-5644
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, D.C. 20210

Re: Vlietstra Bros, Inc. Deferred Compensation Plan

Dear Sir or Madam:

We are writing on behalf of our client, Vlietstra Bros, Inc. Our client recently established an unfunded pension plan for a select group of management or other highly compensated employees (a "top hat" plan). The new plan was effective as of March 1, 2015 and signed on February 27, 2015.

Pursuant to Department of Labor regulations Section 2520.104-23, we are supplying the following information to you:

1. Employer's name and address:

Vlietstra Bros, Inc.
4266 Ravine Road
Kalamazoo, MI 49007
2. Employer's EIN: 38-2104057
3. Vlietstra Bros, Inc. maintains a plan primarily for the purpose of providing deferred compensation for a select group of management or other highly compensated employees.
4. The name of the new plan is the Vlietstra Bros, Inc. Deferred Compensation Plan. The plan currently has 2 participants.
5. A copy of the plan document will be provided upon request.

MILLER JOHNSON

U.S. Department of Labor

March 17, 2015

Page 2

Please contact us if you have any questions regarding this filing or need any additional information.

Sincerely,

MILLER JOHNSON

A handwritten signature in black ink, appearing to read 'FEB', with a long horizontal flourish extending to the right.

By

Frank E. Berrodin

FEB:mak

cc: Ron Vlietstra
Sara Nicholson

CERTIFIED MAIL™

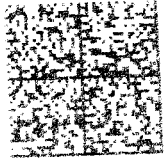
MILLER
JOHNSON
Attorneys and Counselors

Calder Plaza Building
250 Monroe Avenue NW, Suite 800
P.O. Box 306
Grand Rapids, MI 49501-0306

GRAND RAPIDS
MI 495
17 MAR '15
PM 6 L



7014 0150 0002 1713 2699



U.S. POSTAGE & METRIC SERVICE

ZIP 49500 \$006.48⁰
02 PM
090136SPR0 MAR 17 2015



Certified Mail - Return Receipt Requested

Top Hat Plan Exemption
Employee Benefits Security Administration
Room N-5644
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington D.C. 20210