

Morgan Lewis

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March 17, 2015

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: Alternative Method of Compliance with Reporting and Disclosure Requirements
Pursuant to Section 2520.104-23 of the Department of Labor Regulations***

Dear Sir or Madam:

On behalf of Great Lakes Laser Dynamics, Inc., we are hereby submitting the following information with respect to its top-hat plan, pursuant to DOL Regulation Section 2520.104-23:

I. EMPLOYER NAME, ADDRESS AND TAXPAYER IDENTIFICATION NUMBER:

Great Lakes Laser Dynamics, Inc.
4881 Allen Park Drive
Allendale, MI 49401

Taxpayer Identification Number: 38-3511123

II. STATEMENT AS TO PLAN:

Great Lakes Laser Dynamics, Inc. maintains, at the above address, the Great Lakes Laser Dynamics, Inc. Management Incentive Plan ("Plan") for the benefit of a select group of management or highly compensated employees. The primary purpose of the Plan is to attract and retain qualified and competent employees upon whose efforts and judgment the company's success is largely dependent. The number of employees participating in the Plan is five (5).

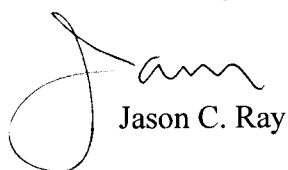
III. ERISA COMPLIANCE:

The company is making this filing with respect to the Plan solely as a protective measure in the unlikely event that the Plan would be determined at some point to be an employee benefit plan as defined in section 3(3) of ERISA. This form and this filing are not, and should not be construed as, an admission by the company that the Plan is an employee benefit plan subject to ERISA for any purpose.

IV. COPY OF AGREEMENTS:

A copy of the Plan will be provided to the Department of Labor upon request.

Sincerely,


Jason C. Ray

c: Mr. William Herberg, III
Mr. Andy Gibson
Mr. Benny Valek
Mr. John Kober

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