



June 8, 2015

Look Beneath the Surface.

2520150936110

**CERTIFIED MAIL**

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

Re: Induron Coatings, LLC Incentive Compensation Agreement

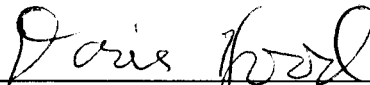
Dear Sir/Madame:

Pursuant to Labor Department Regulations § 2520.104-23, notice is hereby given of adoption of an employee pension benefit plan which is maintained primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees and for which benefits are paid as needed solely from the general assets of the employer. The following information is provided:

Name and Address of Employer:	Induron Coatings, LLC P.O. Box 2371 Birmingham, Alabama 35201-2371
Employer Identification Number:	63-0258402
Number of Plans:	1
Number of Employees Covered:	1

If additional information is required, please contact the undersigned.

Sincerely,

  
\_\_\_\_\_  
Davies Hood, President

2015 JUN 29 PM 4:00  
INDURON COATINGS, LLC

induron.com

Fax (205) 324-6942

Telephone (205) 324-9584

Birmingham, AL 35201

P.O. Box 2371

**INDURON**  
PROTECTIVE COATINGS

P.O. Box 2371 | Birmingham, AL 35201

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