

NORFOLK IRON & METAL CO.

P.O. Box 1129
3001 North Victory Road
Norfolk, NE 68702

October 26, 2015

2520153420096

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: Notice of Plan of Deferred Compensation

Gentlemen:

Pursuant to DOL Reg. Sec. 2520.104-23, the undersigned employer hereby files the following information with respect to its plan of deferred compensation:

1. Name and Address of Employer:

Norfolk Iron & Metal Co.
P.O. Box 1129
3001 North Victory Road
Norfolk, NE 68702

2. Federal Employer Identification No. (EIN):

47-0460089

3. The Employer currently maintains three (3) plans of deferred compensation primarily for the purpose of providing deferred compensation to three highly compensated employees.

4. One (1) employee currently is covered by each of such plans.

5. A copy of each plan will be provided upon written request.

Very truly yours,

NORFOLK IRON & METAL CO.

By: 
Steve Ball, Chief Financial Officer

Steve Ball

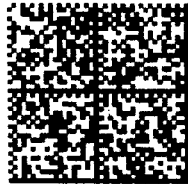
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NORFOLK IRON & METAL CO.

ISO 9001: 2008 REGISTERED

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45 DOL
200 Constitution Avenue N.W.*

Washington D.C. 20210



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