



December 14, 2015

VIA CERTIFIED MAIL

2520160080093

United States Department of Labor
Employee Benefits Security Administration
Top Hat Plan Exemption
200 Constitution Ave., N.W., Ste N-1513
Washington, D. C. 20210

RE: Reinders, Inc. Deferred Compensation Plan for the Benefit of John Shurtleff

Dear Sir or Madam:

In accordance with Department of Labor Regulation § 2520.104-23, this letter will serve as the alternative method of compliance with the reporting and disclosure requirements of Part I of Title I of the Employee Retirement Income Security Act of 1974, as amended, for a pension plan for a select group of management or highly compensated employees.

1. Reinders, Inc. (the "Sponsor"), a Wisconsin corporation, maintains and sponsors a nonqualified Reinders, Inc. Deferred Compensation Plan for the Benefit of John Shurtleff (the "Plan").
2. The address of the Sponsor is:
Reinders, Inc.
W227 N6225 Sussex Rd.
Sussex, WI 53089-3969
3. The employer identification number assigned by the Internal Revenue Service to the Sponsor is 39-0762349.
4. The Sponsor declares it maintains the following plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.
5. There is 1 employee participating in the Plan.
6. A copy of the plan document will be furnished upon request.

Sincerely,


Lynn Hajdu
Plan Administrator

Reinders
W227 N6225 Sussex Rd
Sussex WI 53089-3969
www.reinders.com

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