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January 20, 2015

2520160710005

CERTIFIED MAIL – RETURN RECEIPT REQUESTED

Top Hat Plan Exemption
Employee Benefit Security Administration
Room N-1513
U.S. Department of Labor
200 Constitution Ave, NW
Washington, DC 20210-0002

2016 JAN 28 PM 3:40
EBSA/PUBLIC DISCLOSURE

Re: Vista Outdoor Inc. Top Hat Plans Listed Below

Dear Sir or Madam:

You are hereby notified that Vista Outdoor Inc. (the “Company”) maintains the above referenced plan(s) primarily for select groups of management or highly compensated employees. We are hereby submitting the following information pursuant to Department of Labor Regulations § 2520.104-23 on behalf of such plan(s).

- The name and address of the Company is:
Vista Outdoor Inc.
938 University Park Boulevard
Clearfield, UT 84015
- The employer identification number assigned to the Company is: 47-1016855
- The list of plans and number of employee participating under the plan are:

Name of Plan	Number of Participants
Vista Outdoor Inc. Income Security Plan	15
Vista Outdoor Inc. Defined Benefit Supplemental Executive Retirement Plan	25
Vista Outdoor Inc. Executive Severance Plan	15
Vista Outdoor Inc. Nonqualified Deferred Compensation Plan	5
Vista Outdoor Inc. Defined Contribution Supplemental Executive Retirement Plan	23

4. The Company maintains five plans for select groups of management or highly compensated employees.
5. The Company will provide copies of the plan documents to the Department of Labor upon request.

Kindly acknowledge receipt of this letter by date-stamping the enclosed copy and returning it in the envelope provided.

Respectfully,



Joseph M. Manicki

Senior Director, Total Rewards