



426 State Street, Quincy, IL 62301
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2520160710089

January 14, 2016

Top Hat Plan Exemption
Employee Benefits Security Administration
Room N-1513
US Dept. of Labor
200 Constitution Ave. NW
Washington, DC 20210

2016 FEB 17 AM 10:37
USA/PHOTO COPY

Richards Electric Motor Co.
426 State Street
Quincy, IL 62301
37-0896441

This notification will serve as the statement required by 29 C.F.R., Section 2520.104-23(a)(1), with regards to nonqualified deferred compensation plans, maintained by the above employer, which are primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

There is currently one plan of this nature in effect, covering one employee.

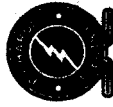
A handwritten signature in cursive script that reads "William P. Dietrich".

William Dietrich, President

CERTIFIED MAIL



7035 1660 0000 5217 7196



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