

STATEMENT OF UNFUNDED PLANS  
FOR SELECT GROUP OF MANAGEMENT AND  
HIGHLY COMPENSATED EMPLOYEES:  
"TOP HAT" PLANS

FILED PURSUANT TO SECTION 2520.104-23

Employer's Name: Rockland Industrial Holdings, LLC

Employer's Address: 2720 North Service Drive  
Red Wing, MN 55066

Employer's Tax I.D.: 34-2062590

**2520160910011**

The Employer maintains the following compensation program, primarily for the purpose of providing deferred compensation for a select group of management and highly compensated employees:

|          | <u>Top Hat Plans</u> | <u>Number of Employees</u> |
|----------|----------------------|----------------------------|
| SAR Plan |                      | <u>6</u>                   |

A complete copy of the plan document is available upon request.

ROCKLAND INDUSTRIAL  
HOLDINGS, LLC

BY: Brian Paulson

Name: BRIAN PAULSON

Title: CFO & TREASURER



Reinhart Boerner Van Deuren s.c.  
P.O. Box 2965  
Milwaukee, WI 53201-2965

1000 North Water Street  
Suite 1700  
Milwaukee, WI 53202

Telephone: 414-298-1000  
Facsimile: 414-298-8097  
Toll Free: 800-553-6215  
reinhartlaw.com

March 2, 2016

Gregory A. Storm  
Direct Dial: 414-298-8147  
gstorm@reinhartlaw.com

DELIVERED BY COURIER

U.S. Department of Labor  
Employee Benefits Security Administration  
Top Hat Plans Exemption  
200 Constitution Avenue, NW, N-1515  
Washington, DC 20210

Dear Sir or Madam:

Re: Rockland Industrial Holdings, LLC  
SAR Plan (the "Plan")  
EIN: 34-2062590

Pursuant to the Delinquent Filer Voluntary Compliance ("DFVC") Program (67 Fed. Reg. 15052 (codified at 29 CFR pt. 2560 and 2570)), on behalf of Rockland Industrial Holdings, LLC, the Plan's sponsor, we hereby submit the enclosed Statement of Unfunded Plan for Select Groups of Management and Highly Compensated Employees (the "Statement"). The statement intends to satisfy the reporting and disclosure requirements established for deferred compensation benefits provided to select management and highly compensated employees of Rockland Industrial Holdings, LLC.

We want to confirm that you have received this Statement. Please stamp the enclosed copy of the Statement and return it in the self-addressed stamped envelope.

If you have any questions or comments, or if you would like a copy of the Plan's document, please do not hesitate to contact me.

Yours very truly,

Gregory A. Storm

33547016  
Enc.

ORIGIN ID: NKEA (414) 298-1000  
GLORIA SARMIENTO  
REINHART BOERNER VAN DEUREN S.C.  
1000 NORTH WATER STREET, SUITE 1700

MILWAUKEE, WI 53202  
UNITED STATES US

SHIP DATE: 02MAR16  
ACTWGT: 0.50 LB  
CAD: 103990476W5X12750

BILL SENDER

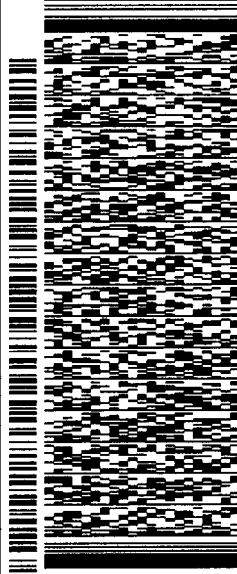
TO U.S. DEPARTMENT OF LABOR  
EBSA - TOP HAT PLANS EXEMPTION  
200 CONSTITUTION AVE.  
NW, N-1515

WASHINGTON DC 20210

(414) 298-8417 REF: 062020 0000-02037

PO DEPT

540J1VCF34/27F



FedEx  
Express



REL #  
3785346

MON - 07 MAR 4:30P  
EXPRESS SAVER

TRK# 7825 0483 7740

0201

SK TSGA 20210 DC-US IAD



FOLD on this line and place in shipping pouch with bar code and delivery address visible

1. Fold the first printed page in half and use as the shipping label.
2. Place the label in a waybill pouch and affix it to your shipment so that the barcode portion of the label can be read and scanned.
3. Keep the second page as a receipt for your records. The receipt contains the terms and conditions of shipping and information useful for tracking your package.

Legal Terms and Conditions

Tendering packages by using this system constitutes your agreement to the service conditions for the transportation of your shipments as found in the applicable FedEx Service Guide, available upon request. FedEx will not be responsible for any claim in excess of the applicable declared value, whether the result of loss, damage, delay, non-delivery, misdelivery, or misinformation, unless you declare a higher value, pay an additional charge, document your actual loss and file a timely claim. Limitations found in the applicable FedEx Service Guide apply. Your right to recover from FedEx for any loss, including intrinsic value of the package, loss of sales, income interest, profit, attorney's fees, costs, and other forms of damage whether direct, incidental, consequential, or special is limited to the greater of 100 USD or the authorized declared value. Recovery cannot exceed actual documented loss. Maximum for items of extraordinary value is 500 USD, e.g. jewelry, precious metals, negotiable instruments and other items listed in our Service Guide. Written claims must be filed within strict time limits, see applicable FedEx Service Guide. FedEx will not be liable for loss or damage to prohibited items in any event or for your acts or omissions, including, without limitation, improper or insufficient packaging, securing, marking or addressing, or the acts or omissions of the recipient or anyone else with an interest in the package. See the applicable FedEx Service Guide for complete terms and conditions. To obtain information regarding how to file a claim or to obtain a Service Guide, please call 1-800-GO-FEDEX (1-800-463-3339).