

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: Zero Zone, Inc.

Employer's Address: 110 North Oakridge Drive
North Prairie, WI 53153-9792

2520160910012

Employer's Tax I.D.: 39-0986069

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>8</u>

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

ZERO ZONE, INC.

BY:  _____

Name: John Duimstra

Title: CFO



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

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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: Zero Zone, Inc. SAR Plan (the "Plan")
EIN: 39-0986069

Pursuant to the Delinquent Filer Voluntary Compliance ("DFVC") Program (67 Fed. Reg. 15052 (codified at 29 CFR pt. 2560 and 2570)), on behalf of Zero Zone, Inc., 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 Zero Zone, Inc.

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

33547050
Enc.

ORIGIN ID: MKEA (414) 298-1000
GLORIA SARMIENTO
REINHART BOERNER VAN DEUREN S.C.
1000 NORTH WATER STREET, SUITE 1700
MILWAUKEE, WI 53202
UNITED STATES US

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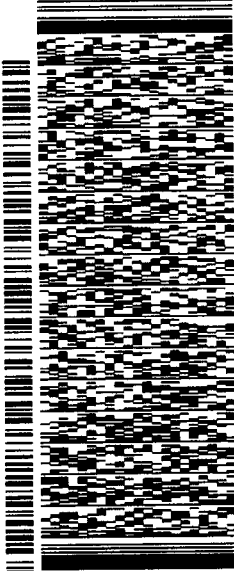
TO U.S. DEPARTMENT OF LABOR
EBSA - TOP HAT PLANS EXEMPTION
200 CONSTITUTION AVE.
NW, N-1515

WASHINGTON DC 20210

(414) 298-8417 REF 062020 0000-02037

PO DEPT

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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.

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