

April 12, 2016

SENT VIA CERTIFIED MAIL #: 7015 3010 0001 7322 2031

Secretary of Labor
Top-Hat Plan Exemption
Employee Benefits Security Administration
Room N-1513
U.S. Department of Labor
200 Constitution Avenue N.W.
Washington, D.C. 20210

03/11/16 10:51:00 AM

Re: Kraemer North America, LLC Executive Long-Term Incentive Plan

Dear Secretary:

Pursuant to Section 2520.104-23 of the U.S. Department of Labor's ("DOL") Regulations, this letter serves as notice that, with respect to The Kraemer North America, LLC Executive Long-Term Incentive Plan (the "Plan"), the undersigned intends to utilize the alternative form of compliance with the reporting and disclosure requirements of Part 1 of Title I of the Employee Retirement Income Security Act of 1974, as amended ("ERISA").

The following information is provided pursuant to DOL Regulation Section 2520.104-23(b):

1. Employer's Name: Kraemer North America, LLC ("Kraemer")
2. Mailing Address: Attn: Dale Hoover, One Plainview Rd., Plain, WI 53577
3. Sponsor's Employer Identification Number: 47-2031815
4. The Sponsor hereby declares that it maintains the Plan primarily for the purpose of providing long term incentive benefits to a select group of management or highly compensated employees.
5. The Sponsor hereby declares that the Plan is the only nonqualified deferred compensation plan that it currently maintains and that is used primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.
6. The number of employees participating in the Plan at this time is 12.

Pursuant to DOL Regulation Section 2520.104-23(b)(2), Kraemer will provide Plan documents to the Secretary of Labor upon request as required by Section 104(a)(6) of ERISA.

Very truly yours,



Dale Hoover

CFO

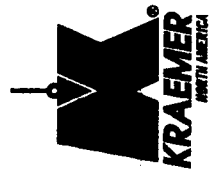
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