



March 18, 2016

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**VIA CERTIFIED MAIL**

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

2016 APR 25 11:10:55  
U.S. DEPARTMENT OF LABOR

Re: Marshall Screw Products Co. Executive Deferred Compensation Plan

Dear Sir or Madam,

In accordance with Department of Labor Regulation section 2520.104-23, this letter will serve as the alternative method of compliance with the reporting and disclosure requirements of Part I of Title I of the Employee Retirement Income Security Act of 1974, as amended, for a pension plan for a select group of management or highly compensated employees.

1. Marshall Screw Products Co. (the "Sponsor"), a Minnesota corporation, maintains and sponsors a nonqualified Executive Deferred Compensation Plan (The "Plan").
2. The address of the Sponsor is 3820 Chandler Drive NE, Minneapolis, MN 55421.
3. The employer identification number assigned by the Internal Revenue Service to the Sponsor is 41-0831381.
4. The Sponsor declares it maintains the following plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

Executive Deferred Compensation Plan      Number of employees: 1

A copy of the plan document will be furnished upon request.

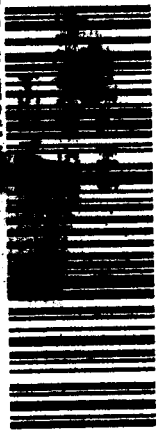
Sincerely,

Mike Burchill,  
President

**BARTON  
WALTER  
& KRIER P.C.**

CERTIFIED PUBLIC ACCOUNTANTS  
8401 SYCAMORE COURT N. STE 125  
MAPLE GROVE, MN 55369

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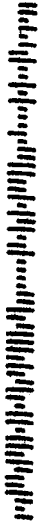
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