



2520161890023

701 Sand Lake Road • Onalaska, WI 54650-2442 • 608.783.6441 • 800.362.8046 • Fax 608.783.8155 • www.ticinsurance.com

May 31, 2016

**VIA CERTIFIED MAIL**

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

2016 JUN -6 PM 3:41  
EBSA/PUBLIC DISCLOSURE

RE: TIC, INC. INDIVIDUAL DEFERRED COMPENSATION AGREEMENT

Dear Sir or Madam:

Pursuant to the provisions of Department of Labor regulations at 29 CFR §2520.104-23, you are hereby notified that the employer named maintains a plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

1. TIC, INC., (the "Sponsor"), a corporation, maintains and sponsors a nonqualified Individual Deferred Compensation Agreement (the "Plan").
2. The address of the Sponsor is 701 Sand Lake Road, Onalaska, WI 54650
3. The employer identification number assigned by the Internal Revenue Service to the Sponsor is 39-1079086.
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.
5. There is 1 employee participating in the Plan.
6. A copy of the plan document will be furnished upon request.

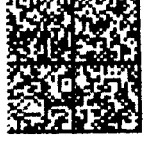
Sincerely,

Paul Jacobson, CFO

Officer Name, Title

010126525626  
\$06.465  
06/07/2016  
Mailed From 54650  
US POSTAGE

Hasler



**CERTIFIED MAIL**



7015 1520 0000 5076 2779



**THE INSURANCE CENTER**

701 Sand Lake Road  
Onalaska, WI 54650-2442

Address Service Requested

US Dept. of Labor  
Employee Benefits Security Administration  
Top Hat Plan Exemption  
200 Constitution Avenue, NW, N-1513  
Washington, D.C. 20210