

2520162670100

TOP-HAT PLAN STATEMENT

July 20,2016

Top-Hat Plan Exemption
PWBA
Room N-5644
U.S. Department of Labor
200 Constitution Avenue, NW
Washington, D.C. 20210

Employer Name: Kreg Enterprises, Inc.

Address: 201 Campus Drive
Huxley, IA 50124

Employer EIN: 42-1367720

Name of Plan: Kreg Enterprises, Inc. Stock Appreciation Rights Plan

The Plan is maintained for a select group of management or highly compensated employees.

Number of plans: 1 (including this plan)

Number of employees in this Plan: 7

Date of Adoption of the Plan: June 2, 2016

Effective date of the Plan: January 1, 2016



Brown Winick
ATTORNEYS AT LAW®

Brown, Winick, Graves, Gross,
Baskerville and Schoenebaum, P.L.C.

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July 20, 2016

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Washington, D.C. 20210

2016 JUL 27 PM 2:32

Re: Kreg Enterprises, Inc. Stock Appreciation Rights Plan
Top-Hat Plan Statement

Dear Sir or Madam:

Our firm represents Kreg Enterprises. Enclosed please find a Top-Hat Plan Statement for the Company's Stock Appreciation Rights Plan. Please contact the undersigned if you need any further information.

Sincerely,

Alice E. Helle

Enclosure

cc : Mike McDonald, CFO (w/enc)

