

2520163470045

**ALTERNATE REPORTING AND DISCLOSURE STATEMENT
FOR NONQUALIFIED DEFERRED COMPENSATION PLANS FOR A SELECT
GROUP OF MANAGEMENT OR HIGHLY COMPENSATED EMPLOYEES**

To the Secretary of Labor:

Effective July 1, 2016, Donlar Construction Company, adopted a Deferred Compensation Plan (the "Plan"), which provides deferred compensation benefits to a key employee. The Plan provides that deferred compensation benefits become payable upon such employee's separation from service, or upon other events described in the Plan.

Donlar Construction Company, believes that the Plan constitutes a "pension plan" under the Employee Retirement Income Security Act of 1974, as amended ("ERISA"), and provides the following information to comply with the alternative method of reporting and disclosure for unfunded plans maintained for a select group of management or highly compensated employees pursuant to 29 C.F.R. § 2520.104-23, under Section 110 of Title I of ERISA.

Name and Address of Employer: Donlar Construction Company
550 Shoreview Park Road
Shoreview, MN 55126

Employer Identification Number: 41-0991753

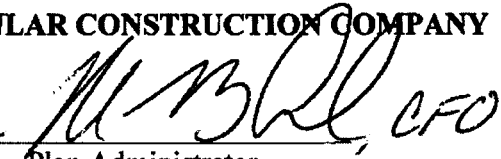
Donlar Construction Company maintains one or more plans primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

Number of Plans and Participants in Each Plan:

One (1) plan covering one (1) employee, Donald A. Kainz

Dated: July 1, 2016.

DONLAR CONSTRUCTION COMPANY

By:  CFO
Plan Administrator



1010 WEST ST. GERMAIN STREET
SUITE 500
ST. CLOUD, MN 56301-3406
MAIN: 320.252.4414
FAX: 320.252.4482

LEE HANSON
ATTORNEY
DIRECT DIAL: 320.202.5313
FAX: 320.257.5619
LEE.HANSON@GPMLAW.COM

Sent via Certified Mail

November 29, 2016

SECRETARY OF LABOR
TOP HAT PLAN EXEMPTION
EMPLOYEE BENEFITS SECURITY ADMINISTRATION
ROOM N-1513
US DEPARTMENT OF LABOR
200 CONSTITUTION AVENUE NW
WASHINGTON DC 20210

2016 NOV 29 PM 9:26

RE: Donlar Construction Company Deferred Compensation Plan for Benefit of
Donald A. Kainz
Our File No. 124871

Dear Madam/Sir:

Please find enclosed an Alternate Reporting and Disclosure Statement for NonQualified
Deferred Compensation Plans for a Select Group of Management or Highly Compensated
Employees for Donlar Construction Company.

In the event you have any questions or concerns regarding the enclosed please contact the
undersigned directly.

Sincerely,

GRAY, PLANT, MOOTY,
MOOTY & BENNETT, P.A.

Lee Hanson
Attorney

LWH/nas

Enclosure

cc: Donald A. Kainz

CERTIFIED MAIL



7015 1660 0000 5207 9768

Master

11/20/2016

USPS®

\$06.46



2016 11 20 16:00:00
01011001875

SECRETARY OF LABOR
TOP HAT PLAN EXEMPTION
EMPLOYEE BENEFITS SECURITY ADMIN
ROOM N-1513
US DEPARTMENT OF LABOR
200 CONSTITUTION AVENUE NW
WASHINGTON DC 20210