



ERISA/PUBLIC DISCLOSURE

2017 FEB 13 PM 3:43

December 2, 2016

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

2520170610010

Re: KHS USA, Inc. Top Hat Plan Filing


Dear Sir or Madam:

Pursuant to Department of Labor Regulation § 2520.104-23, this statement is being filed on behalf of KHS USA, Inc. to inform the Secretary of the Department of Labor that KHS USA, Inc. (EIN: 39-1145674, whose principal address is:

880 BAHCALL COURT
WAUKESHA WI 53186

has adopted an unfunded plan of deferred compensation, effective January 1, 2017, primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees:

KHS USA, Inc. Nonqualified Deferred Compensation Plan. At this time, there are approximately three (3) to (10) employees that participate in the Plan.


Sincerely,

Glenn Huber
Chief Financial Officer

