



January 24, 2017

**BY CERTIFIED MAIL**  
**RETURN RECEIPT REQUESTED**

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

2520170610027

***Re: ICU Medical Executive Severance Plan***

Dear Sir or Madam:

Pursuant to Department of Labor Regulation Section 2520.104-23, ICU Medical, Inc. (the "Company") hereby advises you that the Company maintains the ICU Medical, Inc. Executive Severance Plan (the "Plan"). The address of the Company is 951 Calle Amanecer, San Clemente, California 92673, and the federal employer identification number of the Company is 33-0022692.

The Plan is maintained primarily for the purpose of providing severance payments and benefits to a select group of management or highly compensated employees of the Company and its subsidiaries upon qualifying terminations of their employment. As of the date hereof, 10 employees are eligible to participate in the Plan.

Pursuant to Section 104(a)(6) of the Employee Retirement Income Security Act of 1974, as amended, the Company hereby agrees to provide you with the Plan documents upon written request.

Very truly yours,

ICU Medical, Inc.

Name: Scott Lamb  
Title: CFO and Treasurer

**icumedical**  
951 Calle Amanecer  
San Clemente, CA 92673

**CERTIFIED MAIL**



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JAN 26, 17  
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