

*FORMING SYSTEMS, INC.*  
*15075 US 131*  
*SCHOOLCRAFT, MICHIGAN 49087*  
*(269) 679-3557*

2520190450146

December 21, 2018

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

**Re: Deferred Compensation Plan**

Dear Secretary:

Pursuant to Section 2520.104-23 of the Department of Labor's Regulations, this letter will serve as notice that, with respect to the FORMING SYSTEMS, INC. DEFERRED COMPENSATION PLAN (DAVID T. WEBER) (the "Plan"), the undersigned intends to use the alternative form of compliance with the reporting and disclosure requirements of Part 1 of Title I of the Employee Retirement Income Security Act of 1974 (ERISA), which alternative form of compliance is provided in the aforesaid Regulations Section.

Pursuant to Regulations Section 2520.104-23(b), the following information is provided:


1. Name and Address of Employer: Forming Systems, Inc.  
15075 US 131  
Schoolcraft, Michigan 49087
2. Employer's Employer Identification Number: 32-0009832 **32-0009832**
3. The Employer hereby declares that it maintains the Plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.
4. The Employer hereby states that it maintains one (1) plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees as follows:
  - FORMING SYSTEMS, INC. DEFERRED COMPENSATION PLAN (DAVID T. WEBER) DATED 9/1/2018

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Pursuant to Regulations Section 2520.104-23(b)(2), the Employer will provide Plan documents, if any, to the Secretary of Labor upon request as required by Section 104(a)(1) of ERISA.

Very truly yours,

FORMING SYSTEMS, INC.

By:   
Daniel J. Bagwell  
Its: Vice President

LEWIS, REED & ALLEN, P.C.

*Attorneys*

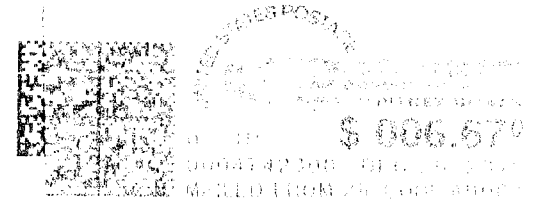
136 East Michigan Avenue, Suite 800  
Kalamazoo, Michigan 49007-3975

**RETURN RECEIPT  
REQUESTED**

**CERTIFIED MAIL  
RETURN RECEIPT  
REQUESTED**



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