

Cochran Bros. Distributors, Inc.
27060 Trolley Industrial Drive
Taylor, Michigan 48180
313-292-2100

December 1, 2018

**BY CERTIFIED MAIL,
RETURN RECEIPT REQUESTED**

2520190450147

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

**Re: Cochran Bros. Distributors, Inc.
Top Hat Plan Statement Under U.S. Department of
Labor Regulation section 2520.104-23**

Ladies and Gentlemen:

Cochran Bros. Distributors, Inc., with its principal offices located at 27060 Trolley Industrial Drive, Taylor, Michigan 48180, employer identification number 38-1819372, submits this notice pursuant to U.S. Department of Labor Regulation section 2520.104-23 in satisfaction of the reporting and disclosure requirements of Part I of the Employee Retirement Income Security Act of 1974, as amended ("ERISA").

Please be advised that Cochran Bros. Distributors, Inc. has adopted the Severance Agreement between Cochran Bros. Distributors, Inc. and Marie Cochran ("Plan") for the purpose of providing deferred compensation for a select group of management or highly compensated employees. Benefits under the Plan will be paid (1) from the general assets of Cochran Bros. Distributors, Inc. or (2) from employer-owned insurance policies or contracts issued by a qualified insurance company (the premiums for which are paid directly by Cochran Bros. Distributors, Inc. from its general assets) or (3) from both. The Plan benefits one management or highly compensated employee as of this date.

The Plan document will be provided upon request as required by section 104(a)(6) of ERISA. If you have any questions regarding this matter, please contact us.

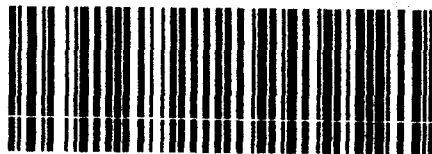
Regards,


Cochran Bros. Distributors, Inc.

BUTZEL LONG
ATTORNEYS AND COUNSELORS
a professional corporation

Stoneridge West
41000 Woodward Ave
Bloomfield Hills, Michigan 48304

CERTIFIED MAIL



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