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March 29, 2019

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

Employer: Herbruck Poultry Ranch, Inc.
6425 W. Grand River Ave.
Saranac, MI 48881
EIN: 38-2573806

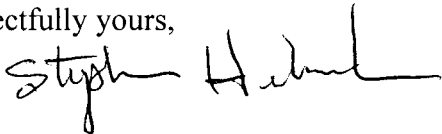
To Whom It May Concern:

Please consider this letter to constitute the statement required by 29 C.F.R. 2520.104-23(a)(1) to be filed with the Secretary of Labor in respect to the Non-qualified Deferred Compensation Plan established on January 1, 2019 and maintained by the above employer.

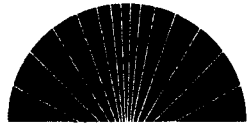
The employer currently maintains one such plan and it is titled, Herbruck Defined Contribution Supplemental Executive Retirement Plan. The plan was established for the benefit of three highly compensated executives who are members of a select group of management employees.

A copy of the plan document is available upon request.

Respectfully yours,



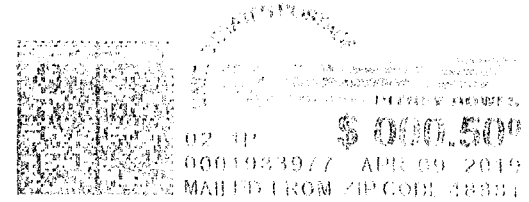
Stephen H. Herbruck, CEO



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