



Velcro USA, Inc.
95 Sundial Avenue
Manchester, New Hampshire 03103
www.velcro.com

March 22, 2019

SENT VIA CERTIFIED MAIL

Secretary of Labor
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

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2019 MAR 23 10 51 AM

Re: The Velcro Long-Term Incentive Plan

Dear Secretary:

Pursuant to Section 2520.104-23 of the U.S. Department of Labor's ("DOL") Regulations, this letter serves as notice that, with respect to the Velcro Long-Term Incentive Plan (the "Plan"), the undersigned intends to utilize 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, as amended ("ERISA").

The following information is provided pursuant to DOL Regulation Section 2520.104-23(b):

1. Employer's Name: Velcro USA, Inc.
2. Mailing Address:
Attn: Harold Morgan
Velcro USA, Incorporated
95 Sundial Avenue
Manchester, New Hampshire 03013
3. Sponsor's Employer Identification Number: 13-2597668
4. The Sponsor hereby declares that it maintains the Plan primarily for the purpose of providing long term incentive benefits to a select group of management or highly compensated employees.
5. The Sponsor hereby declares that the Plan is the only nonqualified deferred compensation plan that it currently maintains and that it is used primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.
6. The number of employees participating in the Plan at this time is 7 (seven).

Pursuant to DOL Regulation Section 2520.104-23(b), Velcro USA, Inc. will provide Plan documents to the Secretary of Labor upon request as required by Section 104(a)(6) of ERISA.

Very Truly Yours,

Harold Morgan
Executive Vice President of Talent
Velcro Companies

Velero USA, Inc.
95 Sunnial Avenue
Manchester, NH 03103

RETURN RECEIPT
REQUESTED

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

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