



ERISA/PUBLIC DISCLOSURE  
2019 FEB 25 PM 3:24

February 14, 2019

**CERTIFIED MAIL/RETURN RECEIPT REQUESTED**

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

2520191430054

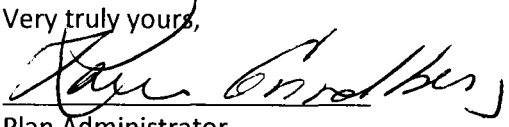
Dear Sir or Madam:

Flint Holdings, Inc. (the "Company") has adopted a deferred compensation plan (the "Plan"), which provides deferred compensation benefits to certain key employees payable upon certain events as described in the Plans. The Company believes that the Plan constitutes an unfunded deferred compensation arrangement for a select group of management or highly compensated employees within the meaning of Sections 201(2), 301(a)(3), and 401(a)(1) of the Employee Retirement Income Security Act of 1974, as amended ("ERISA") and 29 C.F.R. § 2520.104-23(b)(2). Accordingly, the Company provides the following information to comply with the alternative method of reporting and disclosure for unfunded plans maintained for a select group of management or highly compensated employees pursuant to 29 C.F.R. § 2520.104-23, under Section 110 of Title I of ERISA.

1. Name and address of the Employer: Flint Holdings, Inc.  
101 North 10<sup>th</sup> Street, Ste 100  
Fargo, ND 58107-2012
2. Employer Identification Number: 20-1284257
3. Flint Holdings, Inc. maintains one or more plans primarily designed to provide deferred compensation benefits for a select group of management or highly compensated employees.
4. Number of such plans and the number of employees and board members who participate in each plan:

<u>Number of Plans</u>	<u>Number of Participants</u>
1	1

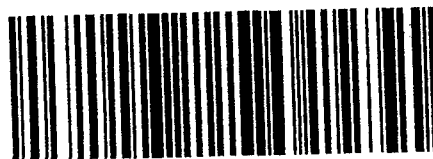
If you have any questions with regard to this filing, please contact the undersigned.

Very truly yours,  
  
Plan Administrator  
By Karen Brundberg



101 10th Street North  
Fargo, ND 58102

**VERIFIED MAIL**



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