



6256 American Avenue  
Portage, MI 49009

DISCLOSURE

2019 APR 22 11:03 AM

April 17, 2019

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

2520191430069

**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 DEPATIE FLUID POWER COMPANY STOCK APPRECIATION RIGHTS PLAN (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:

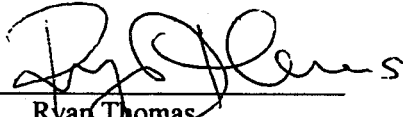
1. Name and Address of Employer:           Depatie Fluid Power Company  
6256 American Avenue  
Portage, Michigan 49002
2. Employer's Employer Identification Number: 30-0036481
3. The Employer hereby declares that it maintains the Plan primarily for the purpose of providing deferred compensation for 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:

DEPATIE FLUID POWER COMPANY STOCK APPRECIATION RIGHTS dated January 1, 2019

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,

DEPATIE FLUID POWER COMPANY

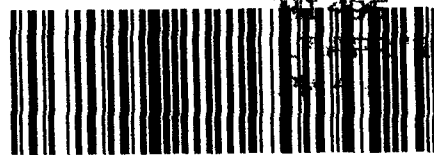
By:   
Ryan Thomas  
Its: President

LEWIS, REED & ALLEN, P.C.

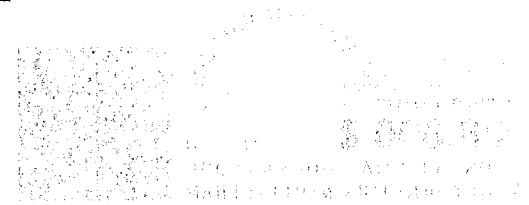
*Attorneys*

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

**CERTIFIED MAIL**



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