



285 COMMERCE STREET  
AKRON, OH 44278  
330.633.4926  
WWW.STEERE.COM

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March 11, 2019

Top Hat Plan Exemption  
Pension and Welfare Benefits Administration  
Room N-5644  
U.S. DEPARTMENT OF LABOR  
200 Constitution Avenue N.W.  
Washington, D.C. 20210

2520191430081

**Re: Steere Enterprises, Inc.**

Ladies and Gentlemen:

In accordance with Department of Labor Regulation Section 2520.104-23, Steere Enterprises, Inc. (the "Company") hereby notifies you that the Company has established and maintains an unfunded pension plan for a select group of management and highly compensated employees as described below:

NAME AND ADDRESS OF THE COMPANY

Steere Enterprises, Inc.  
EIN: 34-0751401  
285 Commerce Street  
Tallmadge, Ohio 44278

NAME OF PLAN AND NUMBER OF EMPLOYEES PARTICIPATING

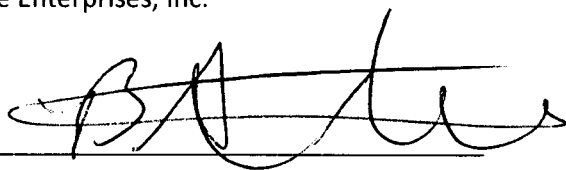
Plan: Steere Enterprises, Inc. Non-Qualified Deferred Compensation Plan

Number of Participants in Plan: There are currently seven (7) employees eligible to participate in the Plan.

If you have any questions concerning the foregoing information, please contact the undersigned.

Very truly yours,

Steere Enterprises, Inc.

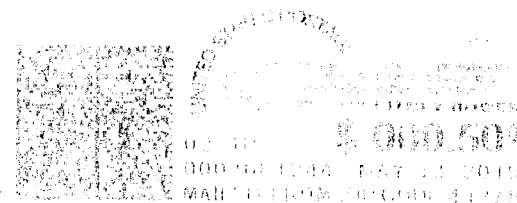
By: 

Its: Co-President

**Steere**<sup>®</sup>

285 Commerce Street  
Tallmadge, OH 44278

CLEVELAND  
OH 440  
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