

2520202110077



180 So. Anita Drive • Orange • CA • 92868

November 13, 2019

2020

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

Re: BAPKO Metal, Inc. Stock Appreciation Right Plan

Dear Sir or Madam:

This document constitutes the statement required by 29 C.F.R. Sec. 2520.104-23(a)(1) to be filed with the Secretary of Labor with respect to a nonqualified deferred compensation plan maintained by BAPKO Metal, Inc. (the "Company"). The Company has adopted and currently maintains a nonqualified deferred compensation plan for members of a select group of management or highly compensated employees, as described below:

**The Company:** BAPKO Metal, Inc.  
180 S. Anita Drive  
Orange, CA 92868  
Attention: Chief Financial Officer

**Employer Tax ID Number:** 95-3224566

**Name of Plan:** BAPKO Metal, Inc.  
Stock Appreciation Right Plan

**Number of Plans  
Maintained:** One

**Participants in This Plan:** Four

**Date Plan Became  
Subject to Title I:** September 30, 2019

BAPKO Metal, Inc.,  
A California Corporation

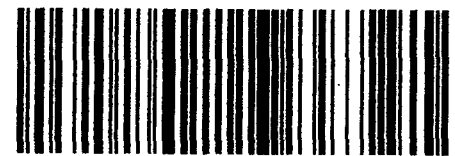
By: \_\_\_\_\_

A handwritten signature in black ink, appearing to be "P. Ross" or similar, written over a horizontal line.

Title: PRESIDENT / CEO

 **BAPKO  
METAL**  
180 So. Anita Drive • Orange • CA • 92868

**CERTIFIED MAIL**



7018 0680 0001 9069 6968

TOP HAT PLAN EXEMPTION

EMPLOYEE BENEFITS SECURITY ADMINISTRATION

Room N-1513

U.S. DEPT OF LABOR

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WASHINGTON, D.C. 20510

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