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RETURN RECEIPT REQUESTED

2520211040001

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

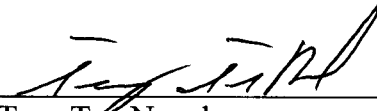
RE: Performance Unit Plan

Dear Sir or Madam:

Ten-Kredit Electric, Inc. (the “*Company*”) is filing this notice of its Performance Unit Plan (the “*Plan*”) pursuant to Department of Labor Regulation § 2520.104-23. The Company maintains the Plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. The Plan currently covers four (4) employees.

The Company’s address is 301 Seventh Street NW, Sioux Center, Iowa 51250, and the Company’s Employer Identification Number is 42-1131414.

Sincerely,



Troy Ten Napel
President and Plan Administrator

US DEPARTMENT OF
LABOR
2021 FEB 16 PM 1:17
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PUBLIC DISCLOSURE

WF WOODS FULLER
SHULTZ & SMITH P.C.

P.O. Box 5027
Sioux Falls, SD 57117-5027

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