



100% Employee Owned Company

January 13, 2021

2520211040005

**CERTIFIED MAIL/RETURN RECEIPT REQUESTED**

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

US DEPARTMENT OF  
LABOR  
2021 FEB 16 PM 1:19  
EBSA  
PUBLIC DISCLOSURE

Dear Sir or Madam:

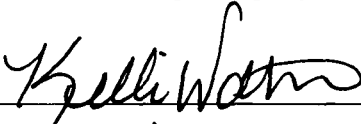
Pursuant to Department of Labor Regulations, 29 C.F.R. §2520.104-23, under Section 110 of Title I of the Employee Retirement Income Security Act of 1974, the undersigned Employer provides the following information in compliance with the alternative method of reporting and disclosure for unfunded plans maintained for a select group of management or highly compensated employees.

1. Name and Address of Employer:  
  
Kurt Manufacturing Company, Inc.  
5280 Main Street NE  
Minneapolis, MN 55421
2. Employer Identification Number: 41-1243894
3. Employer maintains a plan primarily to provide deferred compensation benefits for a select group of management or highly compensated employees. The current name of the plan is: "Kurt Manufacturing Company, Inc. Stock Appreciation Rights Plan".

4. Number of such Plans and number of Participants in each Plan:

<u>Plan</u>	<u>Number of Participants</u>
Kurt Manufacturing Company, Inc. Stock Appreciation Rights Plan	9

Kurt Manufacturing Company, Inc.

By   
Its CAO



CORPORATE OFF  
5280 Main Street  
Minneapolis, Minnesota

**CERTIFIED MAIL**



7017 3380 0000 6955 0617

CAPITOL DISTRICT 208  
MINNEAPOLIS MN 553  
13 JAN 2021 PM 6 1

POSTAGE  
\$ 006.00  
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MINNEAPOLIS, MN 55301

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