



December 16, 2021

Top Hat Plan Exemption
Employee Benefits Security Administration
U. S. Department of Labor
200 Constitution Avenue N.W., Room N-1513
Washington, D.C. 20210

2520220070036

Re: ZSI Stock Appreciation Rights Plan

Dear Sir or Madam:

Pursuant to Department of Labor Regulation §2520.104-23, this statement is filed in compliance with the reporting and disclosure requirements of Part 1 of Title I of the Employee Retirement Income Security Act of 1974. Zepnick Solutions, Inc. maintains a deferred compensation plan for a select group of management or highly compensated employees. The following information is provided in accordance with DOL Regulations §2520.104-23(b)(1):

Zepnick Solutions, Inc.
1310 Brookfield Avenue
Green Bay, WI 54313

Employer Identification Number: 39-1986647

It is hereby declared that Zepnick Solutions, Inc. maintains a plan primarily of the purpose of providing deferred compensation for a select group of management or highly compensated employees.

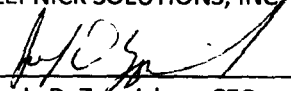
The number of top-hat plans maintained by the Employer: one

The number of Participants in this top hat plan is 2.

The Plan was adopted effective as of January 1, 2021.

Sincerely,

ZEPNICK SOLUTIONS, INC.



Jody D. Zepnick, as CEO

Enclosures

1310 Brookfield Ave.
Green Bay, WI 54313
920.662.1682

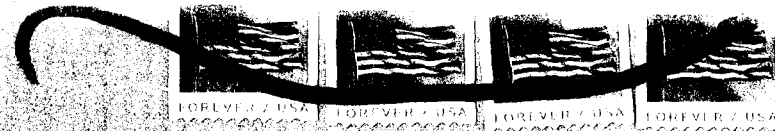
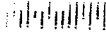
497 Circle Freeway
Suite 233
West Chester, Oh 45246
513.725.4830

Solutions@Zepnick.com
Zepnick.com





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PDR

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