November 12, 2015

Peggy Noonan

134 E. 93rd Street 4B

New York, NY 10121

Dear Peggy:

 We are very grateful for your participation in the Kohler Impact Conference on

October 18-19! The conference was successful and your involvement was critical to that success.

 As an expression of our gratitude, we are enclosing a modest honorarium. Also enclosed is a copy of IRS Form W-9. Please complete and sign it, and then return it in the enclosed envelope.

 Thanks again!

 Sincerely,

 Michael W. Grebe

MWG/rn

Enclosures