

2520032901948



JAVEN CONSTRUCTION COMPANY, INC.

2575 Baird Road • Penfield, NY 14526 • **(585) 381-9970**
Fax **(585) 381-0082**

03 JAN 29 PM 12:37

January 22, 2003

Top Hat Plan Exemption
Pension and Welfare Benefits Administration
Room N-5644
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

Ladies and Gentlemen:

This letter constitutes notice pursuant to 29 C.F.R. Section 2520.104-23(b)(1) that Javen Construction Co., Inc., 2575 Baird Road, Penfield, NY 14526, Employer Identification No. 16-1177303, has entered into a Deferred Compensation Agreement dated November 1, 2002, for the purpose of providing deferred compensation to a select group of management or highly compensated employees. One such employee will receive deferred compensation pursuant to that Agreement.

Very truly yours,

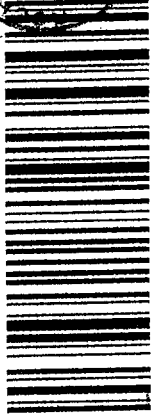
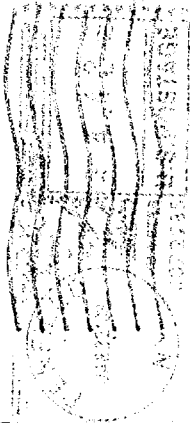
A handwritten signature in black ink, appearing to read 'S. Spitz', with a long horizontal line extending to the right.

Steven H. Spitz
President

tsm
DefCompNotice.doc

JFC
JAVEN CONSTRUCTION CO., INC
2575 Baird Road • Penfield, NY 14526

CERTIFIED MAIL



7099 3400 0003 8914 7488

TOP HAT PLAN EXEMPTION
PENSION & WELFARE BENEFITS
ADMINISTRATION
ROOM N-5644
U.S. DEPARTMENT OF LABOR
200 CONSTITUTION AVE., N.W.
WASHINGTON, DC 20210

