



1900 Cobb Intl. Blvd., Ste. G & H
 Kennesaw, GA 30152
 Tel. 770-428-4491/FAX 770-424-6635
 1-800-USA-JAVO Email: javousa@mindspring.com
 Internet: www.javonl.com

VIA CERTIFIED & RETURN RECEIPT

2520052091137

02 JAN 23 AM 9:40
 RECEIVED
 DEPARTMENT OF LABOR

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

November 1st 2001

Dear Sir of Madam,

This letter is intended to satisfy the ERISA reporting and disclosure requirements for unfunded plans maintained for the benefit of a select group of management of highly compensated employees pursuant to Regulation Section 2520.104-23.

Name of Plan	:	Javo USA, Inc. Deferred Compensation Plan
Name and Adresse	:	Javo USA, Inc. 1900 Cobb International Boulevard, NW Suite GH Kennesaw, GA 30152
Employer I.D. No	:	58-1293469
Number of Plans	:	1
Number of Employees Participating in the Plan	:	2

The Employer maintains the Javo USA, Inc. Deferred Compensation Plan for the purpose of providing deferred compensation for a select group of management of highly compensated employees. The plan documents are available to the Department of Labor upon request.

If you should require any further information or materials, please contact the undersigned.

Sincerely,

S.L. Heemskerk, president

Cc:



1900 Cobb Intl. Blvd.
Suite G & H
Kennesaw, Georgia 30152

Fold at line over top of envelope to
the right of the return address

CERTIFIED

Z 330 803 049

MAIL

ROOM N-5644

U.S. Department of Labor
200 Constitution Ave. N.W.
Washington, D.C. 20210

★ ★ ★
101
1860 \$ 03.740 NOV 06 01
6440 MAILED FROM KENNESAW GA 30152
UNITED STATES
EAGLE
PB8729160

on

ion



20210+0002