

Flowers Foods
1919 Flowers Circle
Thomasville, Georgia 31757
t 229.226.9110
flowersfoods.com

2520053321835

U.S. DEPT. OF LABOR
WSA/PUBLIC DISCLOSURE

02 JAN 14 PM 12:09



December 7, 2001

CERTIFIED MAIL
RETURN RECEIPT REQUESTED

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

Re: Deferred Compensation Plans

Dear Sir or Madam:

In accordance with 29 C.F.R. Section 2520.104-23, this letter will serve to notify you that Flowers Foods, Inc. (the "Company"), 1919 Flowers Circle, Thomasville, Georgia 31757, has adopted (i) effective as of August 12, 2001, the Flowers Foods, Inc. Executive Deferred Compensation Plan (the "EDCP") and (ii) effective as of March 26, 2001, the Flowers Foods, Inc. Supplemental Executive Retirement Plan (the "SERP") (together with the EDCP, the "Plans"). The Company hereby declares that the Plans are maintained primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. The initial number of eligible participants for the EDCP is one hundred thirty-two (132), and the initial number of eligible participants for the SERP is forty-eight (48). The total number of such plans maintained by the Company is two. The employer identification number of the Company is 58-2582379.

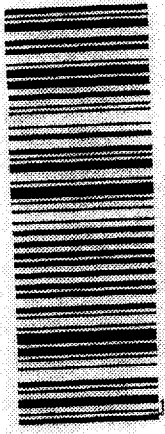
Sincerely,

A handwritten signature in black ink that reads "Jimmy M. Woodward".

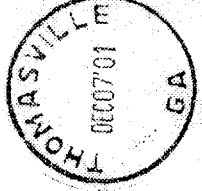
Jimmy M. Woodward
Vice President and Chief Financial Officer

cc: James H. Landon, Esq.
Sheldon Blumling, Esq.

oods
le .1757



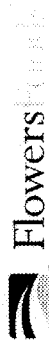
7099 3400 0010 9554 6114



U.S. POSTAGE
0417:
METER 715124

117

Flowers Foods
1919 Flowers Circle
Thomasville, Georgia 31757
flowersfoods.com



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