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HA&W Holdings, LLC  
Five Concourse Parkway  
Suite 1000  
Atlanta, Georgia 30328

November 4, 2008

TO: 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

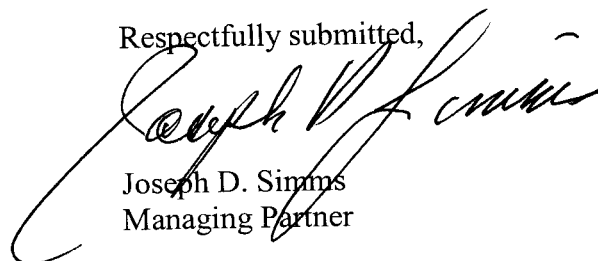
FROM: HA&W Holdings, LLC  
EIN: 58-2487348  
Five Concourse Parkway  
Suite 1000  
Atlanta, Georgia 30328

This document constitutes the statement required by 29 C.F.R. Sec. 2520.104-23(a) (1) to be filed with the Secretary of Labor with respect to a Nonqualified Deferred Compensation Plan maintained by the above employer, adopted on October 31, 2008.

The employer currently maintains the HA&W Holdings, LLC Nonqualified Member Retirement Plan for employees who are members of a select group of management or who are highly compensated. There are currently 30 participants in the plan.

A copy of the plan document will be furnished upon request.

Respectfully submitted,



Joseph D. Simms  
Managing Partner

