



BENEFITS LAW GROUP, P.K. KEESLER, P.C.

9:00-8:00:21

February 20, 2009

Top Hat Plan Exemption  
Employee Benefits Security Administration  
Room N-1513  
U.S. Department of Labor  
200 Constitution Avenue NW  
Washington, DC 20210

Re: Latex Construction Company Deferred Compensation Plan (the "Plan")

Dear Sir or Madam:

Pursuant to Department of Labor Regulation §2520.104-23(b) (the "Regulation"), this letter shall serve as a statement by Latex Construction Company ("Latex") that Latex maintains a plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. The following is provided as required by the Regulation:

- Employer: Latex Construction Company  
Post Office Box 917  
Conyers, Georgia 30012
- Employer Identification Number: 58-0526720
- Number of such plans: 1
- Number of employees who are participants in the Plan: 3

The Plan first became subject to Part 1 of the Employee Retirement Income Security Act on February 4, 2009.

As required by the Regulation, Latex will provide a copy of the plan document upon request.

Sincerely,

Terri W. Taylor

cc: Timothy Elder, Latex Construction Company



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2515 RESURGENS PLAZA  
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