

ESSA/PUBLIC DISCLOSURE

2011 DEC 12 PM 3: 55

December 2, 2011

VIA CERTIFIED MAIL-
RETURN RECEIPT REQUESTED

United States Department of Labor
Employee Benefits Security Administration
Top Hat Plan Exemption
200 Constitution Avenue, N.W., Suite N-1513
Washington, DC 20210

Re: Flavine North America, Inc. – Deferred Compensation Plan


Dear Sir or Madam:

In accordance with Department of Labor Regulation §2520.104-23, this letter will service as the alternative method of compliance with the reporting and disclosure requirements of Part I of Title I of the Employee Retirement Income Security Act of 1974, as amended, for a pension plan for a select group of management or highly compensated employees.

1. Flavine North America, Inc., a Delaware corporation, (the “Sponsor”) maintains and sponsors the Flavine North America, Inc. Deferred Compensation Plan (the “Plan”).
2. The address of the Sponsor is 10 Reuten Drive, Closter, NJ 07624.
3. The employer identification number assigned by the Internal Revenue Service to the Sponsor is 22-2092230.
4. The Sponsor declares it maintains the following plan(s) primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees: the Plan.
5. There are 5 employees participating in the Plan.
6. A copy of the plan document will be furnished upon request.

Very truly yours,

Flavine North America, Inc.


Sunyog Chauhan
President and CEO

CERTIFIED MAIL™



7006 2150 0000 5133 8016

FLAVINC®

P.O. Box 529
10 Reuten Drive
Closter, New Jersey
07624

Inc.



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MAILED FROM ZIP CODE 07624

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