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U.S. DEPT. OF LABOR

02 AUG 14 PM 1:31

Kia Motors America, Inc.

9801 Muirlands Blvd.
P.O. Box 52410
Irvine, CA 92619-2410
(949) 470-7000

VIA FEDERAL EXPRESS

Division of Reports
Pension and Welfare Benefits Administration
Room N-5644
US Department of Labor
200 Constitution Ave., NW
Washington, D.C. 20210

Re: Top Hat Plan Exemption

Ladies and Gentlemen:

Pursuant to 29 C.F.R Section 2520.104-23, the undersigned reports as follows:

1. The name and address of the Employer is:

KIA MOTORS AMERICA, INC.
9801 Muirlands Boulevard
P.O. Box 52410
Irvine, CA 92619
2. The Employer's EIN is: 33-0539850
3. The undersigned hereby declares that the Employer maintains a plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated individuals.
4. The number of such plans is one (1).
5. The number of employees covered by such plan is one (1).

Please contact the undersigned should you have any questions or comments regarding this matter.

Kia Motors America, Inc.

Sandy Johnson
Human Resources Manager

FED

Federal Express

The World

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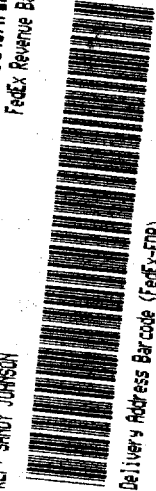
ORIG. ID: APVA (949) 478-7000
ADMINISTRATION
KIA MOTORS AMERICA
5801 HURLANDS
IRVINE, CA 92618

SHIP DATE 07RUG02
SYSTEM# 0019218 /CAFE2186
ACCOUNT # 14777052
ACTUAL WGT: 1 LBS 17.94G

TO: PENSION & WELFARE
US DEPARTMENT OF LABOR
208 CONSTITUTION AVE
N.W.
WASHINGTON DC 20210

REF: SANDY JOHNSON

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