

THALES

THALES INC.

675 NORTH WASHINGTON STREET, SUITE 400
ALEXANDRIA, VA 22314
Tel: 703 838 9685
Fax: 703 838 1688

2520040762153

March 7, 2003

**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: Pension Plan for Certain Selected Employees

Dear Sir:

On behalf of the Thales North America Benefits Committee, as plan administrator, and each company listed on the attached Schedule of Employers (each an employer sponsoring or participating under the plan), the following statements are made as an alternative method of compliance for pension plans for certain selected employees in accordance with 28 C.F.R. §2520.104-23:

- (1) The name and address of the plan administrator for the plan is:

Thales North America Benefits Committee
c/o Thales, Inc.
675 North Washington Street, Suite 400
Alexandria, VA 22314

- (2) The parent company and plan sponsor of the plan is:

Thales North America, Inc.
c/o Thales, Inc.
675 North Washington Street, Suite 400
Alexandria, VA 22314

(3) The employer identification number assigned to Thales North America, Inc. by the Internal Revenue Service is 06-0938363.

(4) The employers maintain one new plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. A copy of the plan document is available to the Secretary of Labor upon request. The new plan became effective on January 1, 2003, and there are 195 employees in the plan.

(5) Certain of the employers or their affiliates also maintain other plans primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees, as you have earlier been advised. As of the present time, there is one plan covering 61 employees, one plan covering 199 employees, one plan covering 6 employees, one plan covering 4 employees, one plan covering 10 employees, one plan covering 16 employees, and one plan covering 24 employees. There are a total of seven plans (not including the plan described in item (3) above). Each of these plans is frozen and employees will not become covered in the future. The term "employee" includes former employees in some cases.

If further information regarding any of the plans is desired, please contact the undersigned.

Very truly yours,

THALES NORTH AMERICA
BENEFITS COMMITTEE



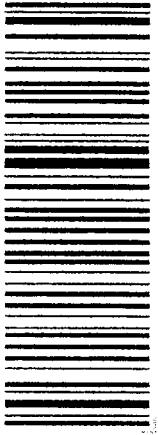
By: David A. Brandies

Enclosure

Schedule of Employers

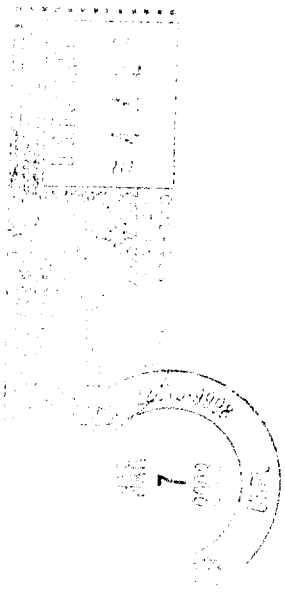
Thales ATM, Inc.
Thales Avionics, Inc.
Thales Avionics In-Flight Systems, LLC.
Thales Broadcast & Multimedia, Inc.
Thales Communications, Inc.
Thales Components Corporation
Thales Computers, Inc.
Thales e-Security, Inc.
Thales e-Transactions, Inc.
Thales GeoSolutions, Inc.
Thales GeoSolutions (Pacific), Inc.
Thales Mackay Radio, Inc.
Thales Navigation, Inc.
Thales North America, Inc.
Thales Radio Systems, Inc.
Thales, Inc.
Thales Training & Simulation, Inc.

USPS MAIL



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