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**ITS TECHNOLOGIES, INC.**  
INTEGRATED TECHNICAL STAFFING

313 JEFFERSON AVENUE

TOLEDO, OHIO 43604

419-259-3656

FAX 419-255-0519

June 4, 1999

Top Hat Plan Exemption  
Pension & Welfare Benefits Administration  
U.S. Department of Labor, Room N-5644  
200 Constitution Avenue, N.W.  
Washington, DC 20210

Re: Non-qualified Deferred Compensation Plan Registration Statement

Dear Sir/Madam:

This is to provide the information required by ERISA Regulation 2520.104-23 regarding non-qualified compensation arrangements for a select group of management level or highly compensated employees.

<b>Employer's Name:</b>	ITS Technologies, Inc.
<b>Address:</b>	313 Jefferson Avenue Toledo, OH 43604
<b>Employer ID Number:</b>	34-1475830
<b>Plan Name:</b>	ITS Technologies, Inc., Supplemental Executive Retirement Plan

The employer maintains the above non-qualified deferred compensation plan primarily for the purpose of providing deferred compensation for a select group of management executives or highly compensated employees. There are currently four individuals eligible for this Plan. The employer also maintains the ITS Technologies, Inc. Phantom Stock Plan.

For any further information, please contact me.

Very truly yours,

**ITS TECHNOLOGIES, INC.**

Barrie S. Howell, CPC  
Director of Corporate Operations

date

Top Hat Plan Exemption  
Pension & Welfare Benefits Administration  
U.S. Department of Labor, Room N-5644  
200 Constitution Avenue, N.W.  
Washington, DC 20210

Re: Nonqualified Deferred Compensation Plan Registration Statement

Dear Sir/Madam:

This is to provide the information required by ERISA Regulation 2520.104-23 regarding nonqualified compensation arrangements for a select group of management level or highly compensated employees.

Employer's Name: ITS Technologies, Inc.  
Address: 313 Madison Avenue  
Toledo, OH 43604  
Employer ID Number: 34-1475830  
Plan Name: ITS Technologies, Inc. Supplemental Executive  
Retirement Plan

The employer maintains the above nonqualified deferred compensation plan primarily for the purpose of providing deferred compensation for a select group of management executives or highly compensated employees. There are currently four individuals eligible for this Plan. The employer also maintains the ITS Technologies, Inc. Phantom Stock Plan.

For any further information, please contact me.

Very truly yours,

~~Roger Radeloff~~

BSH  
title

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its letterhead



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