



TEL: 210-491-8724

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Norman M. Green, Director - Human Resources

norm.green@us.issworld.com

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

Dear Sir:

ISS Facilities Services, Inc. maintains the following unfunded top-hat plan(s) providing deferred compensation to a select group of management or highly compensated employees.

Employer's Name and Address: ISS Facilities Services, Inc.
 1019 Central Parkway North, Suite 100
 San Antonio, TX 78232

Employer Identification Number: 74-2012133

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<u>Name of Plan</u>	<u>Number of Participants</u>
Executive Deferred Compensation Plan	45

Sincerely,

A handwritten signature in black ink that reads 'Norm Green'. The signature is fluid and cursive, with the first name 'Norm' and last name 'Green' clearly distinguishable.

Norm Green



ISS Facility Services, Inc.
1019 Central Parkway North
Suite #100
San Antonio, TX 78232



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MAILED FROM ZIP CODE 78230

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Washington, DC 20210

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