



International Automotive Components Group North America, Inc.  
Corporate Headquarters

5300 Auto Club Drive  
Dearborn MI 48126-2628 USA  
Phone 313 240 3000  
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EBSA/PUBLIC DISCLOSURE  
2009 JUL 16 AM 6:53

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July 10, 2009

**CERTIFIED MAIL – RETURN RECEIPT REQUESTED**

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

**Re: Top Hat Plan Exemption**

Dear Secretary:

On behalf of International Automotive Components Group North America, Inc. (the “Employer”), this letter is intended as an alternative method of compliance with the reporting and disclosure requirements of Part 1 of Title 1 of the Employee Retirement Security Act of 1974, as amended. Pursuant to 29 C.F.R. § 2520.104-23, we are providing the following information:

- 1. Plan Name and Number of Employees in the Plan:

The name of the plan is the IACNA Supplemental Retirement Program (the “Plan”). There are 22 individuals currently participating in the Plan.

- 2. Employer Name and Address:

International Automotive Components Group North America, Inc.  
5300 Auto Club Drive  
Dearborn, Michigan 48126

- 3. Employer Phone Number:

(313)-240-3000

- 4. Employer EIN:

20-8306510



International Automotive Components

5. The Employer maintains the Plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

If you need any additional information or if you would like a copy of the Plan, please contact me at (313) 240-3104.

In accordance with your customary practice, please stamp the enclosed copy of this letter "received" and return it to me in the enclosed envelope provided for that purpose.

Best regards,

A handwritten signature in black ink, appearing to read "Cindy Kuzmanov", written in a cursive style.

Cindy Kuzmanov  
Director, Compensation & Benefits

cc: Erin Kartheiser

**CERTIFIED MAIL™**



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