

2520040150228

The Howard Company, Inc.
1375 North Barker Road
P.O. Box 0748
Brookfield, WI 53008-0748
United States of America
414-782-6000

March 22, 1994

Pension and Welfare
Benefits Administration
U. S. Department of Labor
200 Constitution Avenue N.W.
Washington, D. C. 20210

Re: Alternative reporting and disclosure statement

Dear Sir or Madam:

In compliance with the requirements of the alternative method of reporting and disclosure for unfunded plans for a select group of management or highly compensated employees pursuant to Part 1 of Title I of the Employee Retirement Income Security Act of 1974, as amended and Department of Labor Regulation, 19 C.F.R. Section 2520-104-23, the following information is provided:

Name and Address	The Howard Company 1375 North Barker Road Post Office Box 0748 Brookfield, Wisconsin 53008-0748
TIN	39-0929231
Number of unfunded deferred compensation plans maintained by employer	1
Number of employees initially in the plan	2
Date plan adopted	March 14, 1994

The employer adopted the plan for the purpose of providing deferred compensation for a select group of management or highly compensated employees. Copies of the plan will be provided to the Secretary of Labor upon request.

Very truly yours,

the HOWARD COMPANY

Kent D. Howard, president
Kent D. Howard

MAR 27 1994
RECEIVED

HOWARD
Results At The Point-Of-Purchase