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Morgan, Lewis
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C O U N S E L O R S A T L A W

2520042391643

December 3, 1999

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, NW
Washington, DC 20210

Re: The Ford Foundation
Supplemental Executive Retirement Plan
Executive Retention Plan

Dear Sir or Madam:

On behalf of The Ford Foundation (the "Foundation") we are hereby submitting the following information with respect to the above-referenced Plans pursuant to DOL § 2520.104-23.

1. The name and address of the sponsoring employer is:

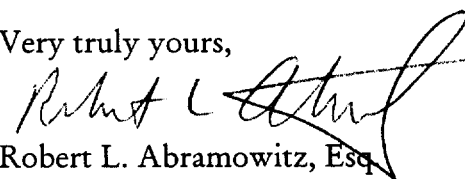
The Ford Foundation
320 East 43rd Street
New York, NY 10017
2. The employer identification number assigned to the Foundation is: 13 1684331
3. The Supplemental Executive Retirement Plan and the Executive Retention Plan are maintained primarily for the purpose of providing deferred compensation to a select group of management and highly compensated employees. The Foundation maintains two such plans, the plans under consideration.

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U.S. Department of Labor
December 3, 1999
Page 2

4. The Supplemental Executive Retirement Plan has twenty-eight (28) participants. The Executive Retention Plan has four (4) participants.
5. The Foundation will provide copies of the Plan documents to the Department of Labor upon request.

Very truly yours,

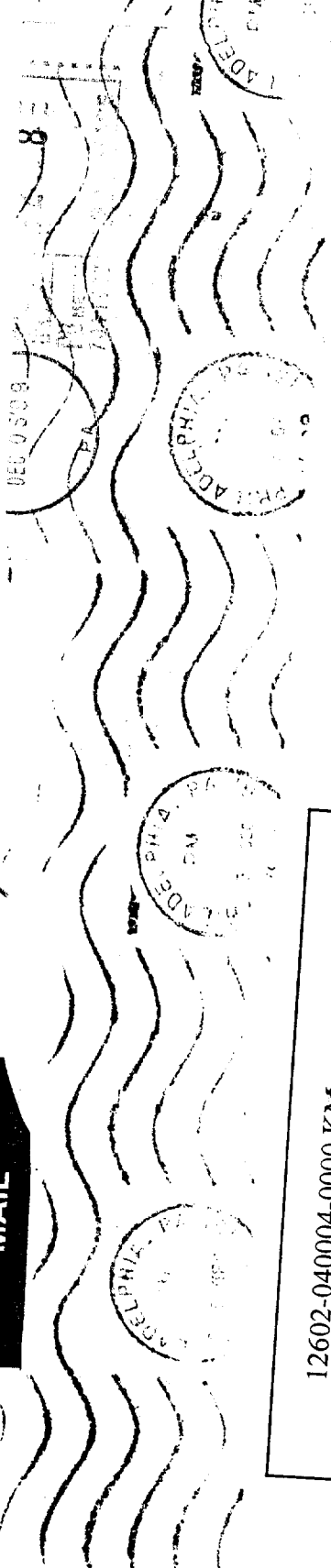


Robert L. Abramowitz, Esq.

RLA/kkm

cc: Nancy Feller, Esq.

MAIL



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1613