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**Foundation
Fighting Blindness**

Driving research to save & restore sight

To cure RP (retinitis pigmentosa), macular degeneration, Usher syndrome and related retinal degenerative diseases

**ALTERNATIVE REPORTING AND DISCLOSURE STATEMENT FOR
A NONQUALIFIED DEFERRED COMPENSATION PLAN**

To: Top Hat Plan Exemption
Employee Benefits Security Administration
Room N-5644
US Department of Labor
200 Constitution Avenue NW
Washington, DC 20210

In accordance with 29 CFR Section 2520.104-23 of the Department of Labor Regulations, which provides an alternative method for complying with the reporting and disclosure requirements of Part 1 of Title I of the Employee Retirement Income Security Act of 1974, you are hereby notified that the Employer identified below maintains the Plan[s] identified below for the purpose of providing deferred compensation for a select group of management or highly compensated employees, and that all benefits provided by this Plan are paid as needed solely from the general assets of that Employer.

Employer's Name: The Foundation Fighting Blindness, Inc.

Employer's Address: 11435 Cronhill Drive, Owings Mills, Maryland 21117

Employer Identification Number: 23-7135845

457(b) Eligible Tax Exempt Deferred Compensation Plan, which covers 6 Participants.

Total Number of Plans: 1.

Plan Administrator of the Plan Specified Above.

By: 
Randall Hove

Date: March 25, 2004.

The Foundation Fighting Blindness is a 501(c)3 non-profit, publicly-supported national organization.

11435 Cronhill Drive, Owings Mills, Maryland 21117-2220

(410) 568-0150 ♦ TDD: (410) 363-7139 ♦ Fax: (410) 363-2393 ♦ www.blindness.org

Human Resources



The Foundation Fighting
BLINDNESS

11435 Cronhill Drive
Owings Mills, MD 21117-2220

CERTIFIED MAIL



7099 3400 0011 7936 1862

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