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October 28, 2002

VIA FEDEX EXPRESS DELIVERY

Top Hat Plan Exemption
 Pension and Welfare Benefits Administration
 Room N-5644
 U.S. Department of Labor
 200 Constitution Avenue NW
 Washington, D.C. 20210

ALSO VIA CERTIFIED MAIL
RETURN RECEIPT REQUESTED

Dear Sir/Madam:

The following information is provided pursuant to Section 110 of the Employee Retirement Income Security Act of 1974 ("ERISA") and the Regulations thereunder set forth in Section 2520.104-23:

1. Employer's Name: Forward Management, Inc.
2. Employer's Address: 110 South Brooks Street
Madison, WI 53715
3. Employer's I.D.#: 39-1620297
4. The Employer maintains the following unfunded plan primarily for the purpose of providing nonqualified deferred compensation for a certain management/highly compensated employee.

<u>Plan Name</u>	<u>Number of Employees Participating</u>
Employment and Salary Continuation Agreement	One (1)

5. Plan documents will be provided upon request as required by ERISA Section 104(a)(6).

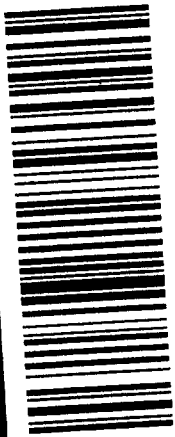
Please contact us if you have questions regarding any of the information set forth above.

Respectfully submitted,

FORWARD MANAGEMENT, INC., as
 Plan Administrator

By: 
 Dan R. Schmidt, President

CERTIFIED MAIL



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Neider & Boucher, S.C.
Attorneys

University Research Park
440 Science Drive
Post Office Box 5510
Madison, Wisconsin 53705-0510

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