

Michael L. Hance
Senior Vice President and General Counsel



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May 10, 2013

Top Hat Plan Exemption
Employee Benefits Security Administration, Rm. N-1513
U.S. Department of Labor
200 Constitution Avenue NW
Washington, D.C. 20210

Re: Forward Air Corporation Top Hat Plan Filing

Dear Sir or Madam:

Pursuant to Department of Labor Regulation § 2520.104-23, this statement is being filed on behalf of Forward Air Corporation to inform the Secretary of the Department of Labor that Forward Air Corporation (62-1120025), whose principal address is:

430 Airport Road
Greenville, Tennessee

has adopted the following unfunded plan of deferred compensation primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees:

Forward Air Corporation Executive Severance and Change in Control Plan: Eight Employees.

Sincerely,

A handwritten signature in black ink, appearing to read "M. L. Hance", is written over a light blue circular stamp.

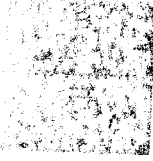
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Forward Air[®]

P.O. BOX 1058 GREENEVILLE, TN 37744



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