

**Alternative Reporting and Disclosure Statement  
For Non-Qualified Deferred Compensation Plans**

November 3, 2003

To: U.S. Department of Labor  
Employee Benefits Security Administration  
Top Hat Plan Exemption  
200 Constitution Avenue, NW, Suite N-1513  
Washington, DC 20210

2520040764114

In compliance with the requirements of the alternative method of reporting and disclosure under Part I of Title I of the Employee Retirement Income and Security Act of 1974 ("ERISA") for unfunded or insured pension plans for a select group of management or highly compensated employees, specified in Department of Labor Regulations, 29 CFR Sec. 2520.104-23, the following information is provided by the undersigned administrator:

1. The name of the Employer is: National Geographic Society
2. The mailing address of the Employer is: 1145 17<sup>th</sup> Street N.W.,  
Washington DC 20036-4701
3. The Employer Identification Number is: 53-0193519
4. The above named Employer maintains Plans primarily for the purpose of providing deferred compensation benefits for a select group of management or highly compensated employees.
5. Number of Plans and employees in each Plan:  
  
3 Plans covering 1 employee
6. ~~The Employer will provide a copy of the plan documents for the aforementioned Plans to the Secretary of Labor upon request as required by section 104(a)(6) of ERISA.~~

In addition to the aforementioned three (3) Plans, the Employer currently maintains three (3) additional plans that may or many not be covered by ERISA. All of these plans are solely paying benefits to former employees and therefore cover no "employees" within the meaning of section 3 (6) of ERISA.

Employer: National Geographic Society

By: Lucy Morgan  
Lucy Morgan, SPHR  
Director, Human Resources Operations  
(202) 857-7734

Date: 11/3/03

**NATIONAL  
GEOGRAPHIC**

1145 17th Street N.W.  
Washington, D.C. 20036-4688

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