



**Alternative Reporting And Disclosure Statement**  
**For Nonqualified Deferred Compensation Plans**

U.S. DEPT. OF LABOR  
 PENSION AND WELFARE BENEFIT ADMINISTRATION  
 00 MAY -4 AM 11:55

To: U.S. Department of Labor  
 Pension and Welfare Benefit Administration  
 Room N 5638  
 200 Constitutional Ave. N.W.  
 Washington, DC 20210

In compliance with the requirements of the alternative method of reporting and disclosure under Part I of Title I of the Employee Retirement Income Security Act of 1974 for un-funded 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: Copic Trust.
2. The mailing address of the Employer is: 7351 Lowry Boulevard  
Denver, CO 80230
3. The Employer Identification Number is: 84-6170618.
4. The above named Employer maintains a Plan (or 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 Participants in each Plan:  
  
One Plan(s) covering 20 Employees.
6. The Employer will provide a copy of the agreement(s) to the office of Pension and Welfare Benefit Program upon request.

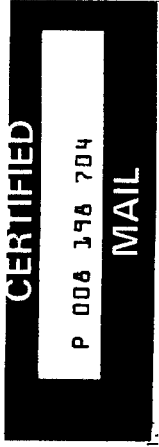
Copic Trust  
 A 'Colorado' Trust

By: Larry W. Thoma  
 Secretary and Administrator

Dated: 4/24/00



Copic Companies  
7800 East Dorado Place, Suite 200 • Englewood, CO 80111



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