

Figure 16.1

ALTERNATIVE REPORTING AND DISCLOSURE STATEMENT  
FOR UNFUNDED NONQUALIFIED DEFERRED COMPENSATION PLANS  
FOR CERTAIN SELECTED EMPLOYEES

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

In compliance with the requirements of the alternative method of reporting and disclosure under Part 1 of Title I of the Employee Retirement Income Security Act of 1974 for unfunded or insured pension plans for a select group of management or highly compensated employees, specified in Department of Labor Regulations, 29 C.F.R. Sec. 2520.104-23, the following information is provided by the undersigned employer.

Name and Address of Employer: RICHMARK COMPANY

1110 EAST PINE STREET

SEATTLE, WA 98122

Employer Identification Number: 91-0670443

(Name of employer) maintains a plan (or plans) primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

Number of Plans and Participants in Each Plan:

1 Plan covering 1 employees (or)

         Plans covering         ,         , and

         employees; respectively).

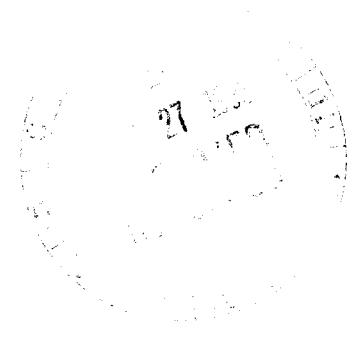
Dated 12/30/92, 19    

(Name of Employer) RICHMARK COMPANY

By [Signature]  
Plan Administrator

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