

Caring for Colorado Foundation
1720 S. Bellaire, Suite 1110
Denver, Colorado 80222

January 4, 2001

VIA CERTIFIED MAIL NO.
7000 1530 0000 1327 9150
(Return Receipt Requested)

Secretary of Labor
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

Re: Caring for Colorado Foundation Deferred Compensation Plan

Dear Secretary:

Pursuant to Section 2520.104-23 of the Department of Labor's Regulations, this letter will service as notice that, with respect to the Caring for Colorado Foundation Deferred Compensation Plan (the "Plan"), the undersigned intends to utilize the alternative form of compliance with the reporting and disclosure requirements of Part 1 of Title I of the Employee Retirement Income Security Act of 1974, as amended ("ERISA"), which alternative form of compliance is provided in the aforesaid Regulations Section.

Pursuant to Section 2520.104-23(b) of the Department of Labor's Regulations, the following information is provided:

1. Name and Address of Employer: Caring for Colorado Foundation, 1720 S. Bellaire, Suite 1110, Denver, Colorado 80222.
2. Employer's Employer Identification Number: 84-1477197.
3. The Employer hereby declares that it maintains the Plan primarily for the purpose of providing deferred compensation for a select group of

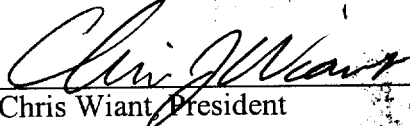
management or highly compensated employees within the meaning of Sections 201(2), 301(a)(3) and 401(a) of ERISA.

4. The number of employees participating in the Plan as of the date of this letter is one.
5. The Employer maintains no other plans primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

The Employer will provide the Plan documents to the Secretary of Labor upon request, as required by Section 104(a)(1) of ERISA.

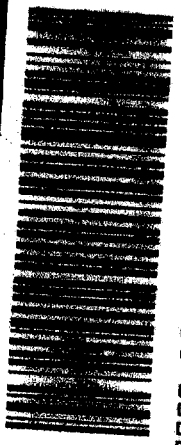
Very truly yours,

CARING FOR COLORADO FOUNDATION


Chris Wiant, President

Caring for Colorado Foundation
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1/19/01