

APPENDIX 2

Audit Committee Procedures for Handling Confidential Complaints Regarding Accounting or Auditing Matters

The Audit Committee has established the following procedures for the handling of Confidential Complaints regarding accounting or auditing matters.

1. Submission of Confidential Complaints. Any person who wishes to:
 - (a) submit a Confidential Complaint regarding accounting, internal accounting controls, or auditing matters, or
 - (b) bring to the attention of the Audit Committee his or her concerns regarding what that person believes are questionable or erroneous accounting or auditing matters,may make such submission confidentially and anonymously by sending pertinent information directly to the Audit Committee as follows:

Audit Committee
Attention: Herbert T. Buchwald
P.O. Box 24649
Denver, CO 80224
Fax Number: (303) 355-2240

Submission of complaints may also be made by calling the Compliance Committee at:

(303) 804-7716 – Michael Touff
(303) 804-7714 – Christopher M. Anderson
(303) 804-7730 – Joseph Fretz

The procedures of this Section 1 are to be posted on the Company website.

2. Handling of Complaints. If the Compliance Committee receives a submission pursuant to Section 1 above it shall promptly forward the submission to the Audit Committee. The Compliance Committee is to retain copies or a summary of each submission for a period of at least one year. The Audit Committee will consider any submissions and take action as may be appropriate.
3. Non-Retaliation. It is the policy of the Company that neither the Company, nor any officer, employee, contractor, subcontractor or agent of the Company, shall harass, retaliate or otherwise

discriminate against an employee in the terms and conditions of employment because of any lawful act, made in good faith, committed by the employee:

- (a) To provide information, cause information to be provided or otherwise assist in an investigation regarding conduct the employee reasonably believes constitutes a violation of federal law relating to mail fraud, any rule or regulation of the Securities and Exchange Commission (SEC) or fraud against shareholders, when the information or assistance is provided to or the investigation is conducted by a federal agency, congressional member or committee, or person with supervisory authority over the employee; or
 - (b) To file, cause to be filed, testify, participate in or otherwise assist a proceeding filed or about to be filed relating to an alleged violation of mail fraud statutes, any rule or regulation of the SEC, or any provision of federal law relating to fraud against shareholders.
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