

NEW NOTICE OF RIGHTS UNDER THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT OF 1994

The Veterans Benefits Improvement Act of 2004 (the "VBIA") was enacted on December 10, 2004, and required the Secretary of Labor to issue a notice to be posted regarding employees' rights, benefits and obligations under the Uniformed Services Employment and Reemployment Rights Act of 1994 ("USERRA") and VBIA. The notice was issued on March 10, 2005, and is required by the VBIA to be posted by employers on March 11, 2005. Enclosed please find a copy of the Model Notice provided in the Federal Register and on the VETS website today. This notice should be posted on March 11, 2005, in a place where you customarily place notices for employees. The notice does not address the individuals' rights under USERRA regarding retirement plans.

If you have any questions regarding the notice, please contact one of the undersigned.

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