

April 14, 2004
(Via facsimile)

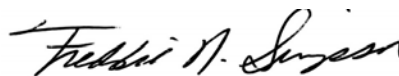
ALL GENERAL CHAIRMEN IN
THE UNITED STATES AND CANADA

Dear Sirs and Brothers:

This is to advise that for reasons related to the health of President Mac A. Fleming, he has advised that he will retire effective April 14, 2004.

Brother Fleming will be missed for the time and effort he put forth in our battles to improve our members' lives. We all wish Mac and Phyllis the very best in the years to come.

In solidarity,

A handwritten signature in cursive script that reads "Freddie N. Simpson".

Freddie N. Simpson
Acting President

cc: Grand Lodge Officers