



**PLEASE POST BY JANUARY 30, 2005**

# **NOTICE**

**Date:** January 14, 2005  
**To:** All Circuit City Associates  
**From:** Eric Jonas  
**Subject:** Notice of Modifications to Dispute Resolution Rules and Procedures

**The following modifications will be made to the Dispute Resolution Rules and Procedures, effective March 1, 2005:**

- There will no longer be a filing fee required to begin an arbitration.
- The rules regarding an arbitrator's discretion to award relief, including costs, have been clarified.
- The text of the modified Rules will be available online. The Web address for the Dispute Resolution Agreement and Dispute Resolution Rules and Procedures is:

**<http://www.circuitcity.com/cccareers/rules.html>**

A handwritten signature in black ink, appearing to read "Eric Jonas".

Eric Jonas  
Senior Vice President, Human Resources

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## **DO NOT REMOVE**

This notice replaces any prior-dated notices posted in your location and must remain posted until a replacement notice is received from the Store Support Center headquarters.

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