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managed by Brookhaven Science Associates
for the U.S. Department of Energy

Memo

date: December 10, 2003

to: All Employees

from: Denise J. DiMeglio

subject: BSA 401(k) Plan

We have good news for you. The Internal Revenue Service has increased the amount of money that you may contribute to the BSA 401(k) Plan as of January 1, 2004. Beginning in January, you may contribute up to \$13,000 per year to the Plan.

Also, for those of you who want to take advantage of the catch-up provision, you may contribute an additional \$3,000 during calendar year 2004. The catch-up provision is available to plan participants who are or will be age 50 or older during the calendar year.

The current limits for 2003 are \$12,000 and \$2,000 (for the catch-up provision).

You should review your current level of contributions and determine if you want to make changes so that you can take advantage of the new limits. Remember that by setting aside money in the 401(k) plan on a pre-tax basis, you are lowering the amount of State and Federal taxes that you will pay.

To make a change to your 401(k) election, you must complete a "BSA 401(k) Agreement for Salary Reduction" form that is available on the web at:
<http://www.bnl.gov/HR/Benefits/retirement.htm>. The completed form should be sent to Payroll, building 134J.

For additional information on the 401(k) Plan, please contact Joyce Wund at x7516.