IMPORTANT NOTICE TO RECIPIENT: This e-mail, mail or communication may contain or attach confidential information related to individuals and intended solely for the addressee. Please do not read, copy, or disseminate this communication (other than to return it to the sender) unless you are the intended addressee. If you have received this message in error, please return the e-mail, mail or message to the sender or call the sender, and delete the message from you e-mailbox. If you are the intended recipient, federal and/or state law or contractual agreements with the employer might require you to take steps to ensure the confidentiality of the information, whether retained electronically or reduced to hardcopy. If you have questions about your confidentially obligations you should speak to your organization's Privacy Official or legal counsel.