

LEHMAN BROTHERS HOLDINGS INC.
Minutes of the Compensation and Benefits Committee
June 19, 2008

A meeting of the Compensation and Benefits Committee (the "Committee") of the Board of Directors of Lehman Brothers Holdings Inc. (the "Corporation" or "Holdings" and collectively with its subsidiaries, the "Firm") was held on June 19, 2008 at 11:00 a.m., pursuant to written notice.

PRESENT - COMPENSATION AND BENEFITS COMMITTEE MEMBERS

Mr. John F. Akers (Chairman)
Ms. Marsha Johnson Evans
Sir Christopher Gent
Mr. John D. Macomber

ALSO PRESENT BY INVITATION

Messrs. Richard S. Fuld, Jr.
Herbert H. McDade
Thomas A. Russo
Ms. Tracy A. Binkley

Approval of Minutes

Mr. Akers opened the meeting with the approval of the Minutes of the prior meeting. Upon motion duly made and seconded, it was unanimously

RESOLVED, that the Minutes of the Compensation and Benefits Committee Meeting held on April 14, 2008 are hereby approved in the form submitted at this meeting, and that a copy of such minutes be placed in the appropriate Minute Book of this Corporation.

Equity Award Program for 2008

Ms. Binkley described to the Committee the proposal to make certain amendments to the equity award program for 2008, including eliminating the discount, amending vesting and sales restrictions, and changing the portion of compensation paid in equity. These changes were considered significantly material to employees to warrant early approval to enable announcement of the changes to employees mid year. Material describing the proposed changes, including the impact on employee ownership and expense, had been distributed to the Committee members and reviewed with each of them individually in advance of the meeting. The Committee discussed and approved the proposed 2008 equity program and agreed to proceed with communicating the program to employees.

LBEX-AM 003769

Mr. Fuld also discussed a proposal to grant a special equity award for retention to a select group of senior-level leaders and to award a portion of the 2008 equity award for all employees in the summer months as an advance on year-end compensation. The Committee asked Mr. Fuld to proceed with these plans and agreed to schedule a meeting when management was prepared to present their recommendations.

After discussion, upon motion duly made and seconded, the following resolutions were unanimously adopted:

WHEREAS, the Committee in its discretion intends to grant equity awards in connection with the Firm's 2008 fiscal year as a component of 2008 total compensation for eligible employees of the Firm, on a grant date to be determined by the Committee at a meeting to be held at a later date in the fiscal year, such grant date to be no later than December 19, 2008 (the "Grant Date"); and

WHEREAS, the Committee intends to communicate the general terms and conditions of the 2008 Equity Award Program as is currently anticipated at the present time without conferring any binding obligation on the part of Holdings or the Firm, now, therefore, be it

2008 Employee RSU Awards

RESOLVED, that the Committee determines that any equity awards to be granted as part of Holdings' 2008 Equity Award Program shall be in the form of restricted stock units ("RSUs") related to shares of Holdings' Common Stock, par value \$.10 per share ("Common Stock"), under and subject to the terms of the 2005 Stock Incentive Plan ("SIP"); and be it further

RESOLVED, that the Committee determines that the eligibility criteria for any such RSUs shall be as provided in Exhibit A, the number of RSUs which may be granted to any such employee shall be determined in accordance with the 2008 Stock Component Summary Table to be determined by the Committee prior to the Grant Date, and any such RSUs shall be subject to the terms and conditions set forth on Exhibits A and B, and the Change in Control provisions set forth on Exhibit C; and be it further

RESOLVED, that the purpose of the foregoing resolutions is solely to permit the communication of the terms and conditions of Holdings' 2008 Equity Award Program to the Firm's employees as are currently contemplated without conferring any binding right or entitlement related thereto, and accordingly, are merely precatory in nature, and nothing in the foregoing shall limit the Committee's ability or authority to modify the terms and conditions of, or eligibility with respect to, any such awards up through and including the Grant Date or to require the Committee to grant any bonus at all to any employee of the Firm with respect to Holdings' 2008 fiscal year; and be it further

Delegation of Authority

RESOLVED, that the officers of the Corporation be, and they hereby are, authorized and directed to take such further action with respect to all the foregoing plans and programs including, without limitation, preparing and distributing award agreements and/or statements and executing such further documents and taking such further action as they may, with the advice of counsel, deem necessary or desirable to carry out the purpose and intent of the foregoing resolutions, or to comply with law, and with respect to those awards which are subject to the laws of any foreign jurisdiction, the officers of the Corporation are each hereby authorized and directed to determine the form of awards to employees who are personally residing outside the United States and to take such actions and to make such amendments including, without limitation, preparing and executing such trust instruments or other documents as they may, with the advice of counsel, deem necessary or desirable to carry out the purpose and intent of the foregoing resolutions and to achieve tax efficiency (including by awarding discounted options or using deferrals) and to comply with the provisions of any relevant local law or regulations in those territories, provided such actions do not result in an incremental material cost to the Corporation.

Review of Global Benefit Programs

The Committee then discussed the Firm's broad-based employee benefit programs. The material for this topic had been distributed to the Committee members and reviewed with each of them individually in advance, as preparation for this meeting. This review of benefits incorporated programs in all global locations and included health, welfare, savings and retirement plans. Specific topics discussed included the expense to the Firm for these programs and the proposed changes to the Firm's US-based retirement program. The Committee agreed to continue to review these programs biennially going forward.

Review of Travel and Entertainment ("T&E") Expense

Additionally, consistent with the scope of the Committee's charter, the Committee reviewed materials summarizing the Firm's T&E policies and procedures and the expense reimbursement levels of the Firm's executive officers. This material had been distributed to and reviewed in advance of the meeting by each Committee member individually in conference calls with management. The Committee concluded that the policies, internal review procedures, and level of expenses were appropriate.

Review of Tally Sheets for Executive Officers

The Committee then discussed the tally sheets which were distributed to and reviewed in advance of the meeting by each Committee member individually in conference calls with management. The tally sheets were consistent in format with those the Committee reviewed last year and contained a complete summary of the compensation

and benefits provided to senior management. They included information on total remuneration provided to the executives during fiscal 2007 and the prior year, a summary of the total equity holdings of the executives, and the amount of potential payments under alternative termination scenarios (assuming an April 30, 2008 termination date).

RSU Awards to New Hires

The Committee also approved the equity awards for selected new hires. These awards had been reviewed in advance by the members of the Committee in preparation for this meeting. After discussion, upon motion duly made and seconded, the following resolutions were unanimously adopted:

WHEREAS, the Committee deems it appropriate to grant RSU awards to facilitate the hiring of key employees, and

WHEREAS, the Committee has delegated its authority to award RSUs to new employees to certain officers in the Firm's Human Resources division; now therefore be it

RESOLVED, that the Committee acknowledges and approves the grants of RSUs made under the Lehman Brothers Holdings Inc. (the "Corporation") 2005 Stock Incentive Plan as set forth on Exhibit D attached hereto, which RSUs will be subject to the terms and conditions (a) set forth on Exhibit D and (b) of the 2007 Stock Award Program; and

RESOLVED, that all actions previously taken by any officer, director, representative or agent of the Corporation, in the name or on behalf of the Committee, in connection with the matters contemplated by the foregoing resolutions be, and each of the same hereby is, adopted, ratified, confirmed and approved in all respects as the act and deed of the Committee.

Delegation of Authority

RESOLVED, that the officers of the Corporation be, and they hereby are, authorized and directed to take such further action with respect to all the foregoing plans and programs including, without limitation, preparing and distributing award agreements and/or statements and executing such further documents and taking such further action as they may, with the advice of counsel, deem necessary or desirable to carry out the purpose and intent of the foregoing resolutions, or to comply with law, and with respect to those awards which are subject to the laws of any foreign jurisdiction, the officers of the Corporation are each hereby authorized and directed to determine the form of awards to employees who are personally residing outside the United States and to take such actions and to make such amendments including, without limitation, preparing and executing such trust instruments or other documents as they may, with the advice of counsel, deem necessary or desirable to carry out the purpose and intent of the foregoing

resolutions and to achieve tax efficiency (including by awarding discounted options or using deferrals) and to comply with the provisions of any relevant local law or regulations in those territories, provided such actions do not result in an incremental material cost to the Corporation.

Extending a Loan or Other Financial Liquidity to Executives

The Committee also discussed the potential need to extend a personal loan or to find other means to provide liquidity to certain senior executives. The Committee discussed the potential terms for loans, including size, duration and interest rate, as well as the potential disclosure implications and other matters. It was agreed that Mr. Russo would continue to work with Mr. Akers on the appropriate approach and process to accomplish this.

Employee Turnover for 2008

The Committee also discussed employee retention and reviewed a summary of turnover rates for the first half of the fiscal year.

There being no further business to be conducted by the Committee at this meeting, upon motion duly made and seconded, the meeting was adjourned.

Respectfully submitted,

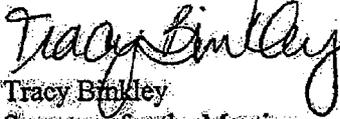

Tracy Brinkley
Secretary for the Meeting

EXHIBIT A

Eligibility Criteria, Award Levels and Vesting Schedule

The group of employees as defined below is eligible to receive 2008 Equity Award Program RSUs:

All active employees and employees on leaves of absence from Holdings, Lehman Brothers Inc., or any of their subsidiaries as of the Grant Date (as determined exclusively by the Global Head of Human Resources), excluding employees on long-term disability or notified prior to the Grant Date of their pending termination, employees who notify the Firm prior to the Grant Date of their termination with the Firm or their intent to terminate employment with the Firm, part-time hourly employees, employees hired into the Firm's formal Analyst programs, and individuals employed by the following subsidiaries: Aurora Loan Services (except corporate officers), Capital Crossing, Champion Energy Services, Campus Door (except selected corporate officers), Capstone Mortgage Services Limited (except corporate officers), ELQ Hypotheken (except corporate officers), Lehman Brothers Services India Private Ltd. (except corporate officers), Lehman Brothers Financial Services India Private Ltd. (except corporate officers), Liberty View (except selected executives), and Small Business Finance (except selected corporate officers), the exceptions of which as may be determined in the sole discretion of the Global Head of Human Resources (or her designee).

All eligible employees will be awarded RSUs under the SIP as of the Grant Date. The portion of compensation payable in RSUs will be the value determined using 2008 Compensation as defined below and the 2008 Stock Component Summary Table to be determined by the Committee prior to the Grant Date. Although production-based employees and certain employees with 2008 guaranteed compensation will otherwise participate in the Equity Award Program, the equity portion of their 2008 compensation will be calculated in accordance with the Summary Table in place at the beginning of the fiscal year—or, in the case of employees with 2008 guaranteed compensation, as provided to them as part of their offer of employment.

The number of RSUs awarded will be based on the closing price of the Common Stock on the Grant Date. These RSUs will vest in 1/3 increments on each of November 30, 2009, 2010, and 2011, unless otherwise provided in Exhibit B. RSUs will convert to shares of Common Stock, which will be issued without restrictions on November 30, 2011 (the "Share Payment Date"), unless otherwise provided in Exhibit B.

Furthermore, if the number of RSUs calculated under the 2008 Stock Component Summary Table results in fewer than five RSUs being awarded for an eligible participant, then such a participant will no longer be considered eligible to receive an RSU award. Bonus-eligible employees who do not receive a bonus will not receive an equity award of RSUs.

Note: Amount of 2008 compensation awarded in RSUs may be offset by the pre-tax equivalent of participation in Private Equity investment vehicles established to align investment professionals with the funds they invest and manage.

Termination Provisions - Restricted Stock Units

Event	Treatment of 2008 RSUs
Voluntary Termination	Forfeit unvested 2008 RSUs upon termination. Participant will become entitled to vested RSUs on the Share Payment Date, provided no Detrimental Activity ⁱⁱ through the Share Payment Date.
Involuntary Termination with Cause ⁱⁱⁱ	Forfeit all outstanding 2008 RSUs.
Involuntary Termination without Cause	Participant is entitled to all outstanding 2008 RSUs on the Share Payment Date, provided such participant signs a Release Agreement and does not engage in Detrimental Activity through the Share Payment Date.
Full Career Termination ^{iv}	<p><u>Voluntary Termination</u></p> <p>Participant is entitled to all outstanding 2008 RSUs on the Share Payment Date, provided no Competitive Activity^v through the earlier of (i) the end of the Firm's first fiscal quarter which ends following the one year anniversary of the termination date or (ii) the Share Payment Date and no Detrimental Activity through the Share Payment Date.</p>
Death, Disability ^{vi} , or Termination for Select Government Service ^{vi}	<p><u>Involuntary Termination without Cause</u></p> <p>Participant is entitled to all outstanding 2008 RSUs on the Share Payment Date, provided no Detrimental Activity through the Share Payment Date.</p> <p>All 2008 RSUs immediately vest and shares are issued within 30 days following the termination date.</p>

Change in Control ProvisionsVesting of RSUs

Following a Change in Control (as defined in the SIP), except to the extent that, and without limiting the provisions hereunder that specify that RSUs would otherwise vest earlier or be forfeited in the event of Detrimental Activity, Termination with Cause or voluntary termination or otherwise under this Agreement, all RSUs shall vest upon the later of (x) the 18 month anniversary date following a Change in Control or (y) a date determined by the Committee that is within 15 days of the November 30 of the Fiscal Year immediately following the Fiscal Year in which the Change in Control occurs (such later date, the "Change in Control Vesting Date").

Additionally, all RSUs shall become immediately vested in the event of any involuntary Termination without Cause following a Change in Control occurring prior to the Change in Control Vesting Date.

Delivery of Shares

Following a Change in Control, except to the extent that, and without limiting the provisions hereunder that specify that, shares would otherwise be delivered earlier hereunder or RSUs are forfeited due to engagement in Detrimental Activity, Termination with Cause or voluntary termination or otherwise hereunder, shares with respect to RSUs will be delivered on the Change in Control Vesting Date; provided that in the event of Termination for any reason other than death or Disability occurring after a Change in Control but prior to the Change in Control Vesting Date, shares with respect to then vested RSUs will be delivered upon the earlier of (x) the end of the fiscal quarter one year following the termination date or (y) the Change in Control Vesting Date.

For purposes of this Exhibit C, "Fiscal Year" shall mean December 1 through November 30 of the relevant calendar year and references to "hereunder" shall relate to the terms and conditions of the RSUs as described in this Exhibit C.

ⁱ "2008 Compensation" means fiscal year 2008 salary earnings, bonus, cash flow, commissions, salary supplements, the value of 2008 car allowances, and housing allowances for local employees (i.e., non-expatriates).

ⁱⁱ "Detrimental Activity" means (i) using information received during a person's employment with Holdings or any of its subsidiaries related to the business affairs of Holdings or any of its subsidiaries, affiliates or their clients, in breach of such person's undertaking to keep such information confidential; (ii) directly or indirectly persuading or attempting to persuade, by any means, any employee of Holdings or any of its subsidiaries or affiliates to terminate employment with any of the foregoing or to breach any of the terms of his or her employment with the foregoing; (iii) directly or indirectly making any statement that is, or could be, disparaging of Holdings, its subsidiaries or affiliates, or any of their employees (except as necessary to respond truthfully to any inquiry from applicable regulatory authorities or to provide information pursuant to legal process); (iv) solicitation of employees of Holdings or any subsidiary to work at another company; (v) improper use or disclosure of confidential information; (vi) the violation of policies and practices adopted by Holdings or any subsidiary; (vii) a material breach of a person of any contract between the person and Holdings or any subsidiary; or (viii) directly or indirectly engaging in any activity that is, or could be, substantially injurious to the financial condition, reputation, or goodwill of Holdings or its subsidiaries or affiliates, in each case as determined in the sole discretion of the Chief Executive Officer or Chief Operating Officer of Holdings (or their respective designees). Notwithstanding the foregoing, if following any termination of employment other than for Cause, but prior to the scheduled Share Payment Date, it is determined that an act constituting Cause has occurred which was not determined by Holdings (or its designee) at the time of such termination, such act shall also be deemed to constitute Detrimental Activity.

ⁱⁱⁱ "Cause" means a material breach by a person of an employment contract between the person and Holdings or any subsidiary, failure by a person to devote substantially all business time exclusively to the performance of his or her duties for Holdings or any subsidiary, willful misconduct, dishonesty related to the business and affairs of Holdings or any subsidiary, conviction of a felony or of a misdemeanor constituting a statutory disqualification under U.S. securities laws (or failure to contest prosecution for a felony or such a misdemeanor), habitual or gross negligence in the performance of a person's duties, solicitation of employees of Holdings or any subsidiary to work at another company, improper use or disclosure of confidential information, the violation of policies and practices adopted by Holdings or any subsidiary, including but not limited to the Code of Conduct, or a material violation of the conflict of interest, proprietary information or business ethics policies of Holdings or any subsidiary, or such other circumstances as may be determined in the sole discretion of the Chief Executive Officer or Chief Operating Officer of Holdings (or their respective designees).

^{iv} "Full Career Termination" means a termination of employment when (i) a person has at least 20 years of service, or (ii) a person meets all of the following criteria: (a) the person's age plus years of service equals at least 55, (b) the person is at least 45 years old, and (c) the person has at least 10 years of service; or (iii) a person meets all of the following criteria: (a) the person is at least 50 years old, and (b) the person has at least 5 years of service.

^v "Competitive Activity" means involvement (whether as an employee, proprietor, consultant or otherwise) with any person or entity (including any company and its affiliates) engaged in any business activity which is materially competitive with any business carried on by Holdings or any of its subsidiaries or affiliates on the date of termination of a person's employment with Holdings or any of its subsidiaries, as determined in the sole discretion of the Chief Executive Officer or Chief Operating Officer of Holdings (or their respective designees).

^{vi} "Disability" means a disability under both the Long-Term Disability Insurance Plan and Social Security Act.

^{vii} In the event of a termination for select government service, shares will be issued as soon as practicable following the date of termination, to the extent permitted under Treas. Reg. § 1.409A-3(j)(4)(iii) regarding compliance with laws or agreements related to ethics or conflicts of interest.

The terms and conditions of the SIP shall be incorporated by reference into these Awards. Without limiting any of the foregoing, a Participant shall forfeit any outstanding RSU if the Participant fails to comply with either Section 4(e) or Section 12 of the SIP as may be interpreted by the Corporation and/or as may be evidenced in any Award Agreement.

In the event that it is reasonably determined by the Committee that, as a result of Section 409A of the Code, payments may not be made at the time contemplated by the terms of the RSUs or the SIP, as the case may be, without causing the individual to be subject to taxation under Section 409A of the Code, Holdings will make such payment on the first day that would not result in such individual's incurring any tax liability under Section 409A of the Code. If the individual is a "specified employee" (within the meaning of Section 409A(a)(2)(B)(i) of the Code), payments and/or deliveries of shares of Common Stock that are linked to the date of such individual's separation from service shall not be made prior to the date which is six (6) months after the date of the individual's separation from service Holdings and its affiliates, determined in accordance with Section 409A of the Code and the regulations promulgated thereunder.

2008 NEW HIRES STOCK AWARDS

EXHIBIT D

LBEX-AM 003778

NAME	FUNCTION	DATE OF HIRE	TOTAL VALUE OF AWARD	NUMBER OF RSUs	Vesting Schedule
Kim, Hong-Il	SVP, Equity Capital	4/7/2008	\$1,321,832	29,833	RSUs vest and convert to stock over 3 years beginning in 2009.
Tahara, Kunio	MD, Sr Mgr, Japanese Product	4/24/2008	\$988,908	21,927	RSUs vest over 3 years beginning in 2008. RSUs convert to stock over 3 years.
Johannessen, Tom	MD, Desk Mgr, High Yield	5/1/2008	\$681,627	18,786	RSUs vest and convert to stock over 3 years beginning in 2009.
Cosme, Javier	SVP, Sr Trader, Emerging Markets	3/24/2008	\$655,525	14,858	RSUs vest and convert to stock over 4 years beginning in 2009.
Ibanez-Meier, Rodrigo	SVP, Sr Research Analyst, Mortgage	4/28/2008	\$604,930	12,730	RSUs vest and convert to stock over 3 years beginning in 2009.
Ries, Anthony	SVP, Sr Trader, Grange Securities	1/29/2008	\$551,202	8,815	RSUs vest and convert to stock over 2 years beginning in 2008.
Koh, Dae Suk	VP, Debt Capital Markets	4/8/2008	\$545,089	12,482	RSUs vest and convert to stock over 3 years beginning in 2009.
Chalkay, Guy Duncan	SVP, Sr Sales, Governments	6/5/2007	\$388,609	5,178	RSUs vest over 4 years beginning in 2007. RSUs convert to stock over 3 years.
Bolsford, Bryon	MD, IR, Private Investment Mgmt	3/8/2008	\$377,571	6,848	RSUs vest and convert to stock over 2 years beginning in 2008.
Wysola, Adam	SVP, Sr Mgr, Support & Control	5/23/2007	\$337,593	4,605	RSUs vest over 4 years beginning in 2007. RSUs convert to stock over 3 years.
Shah, Saurin	VP, Portfolio Mgr, Asset Mgmt	3/17/2008	\$318,072	10,018	RSUs vest and convert to stock over 4 years beginning in 2008.
McGuiloch, Laura	SVP, Sr Salesperson, Commodities	10/22/2007	\$275,204	4,782	RSUs vest over 4 years beginning in 2009. RSUs convert to stock over 2 years.
Katayama, Shunji	MD, Japan	3/16/2008	\$267,717	6,417	RSUs vest over 3 years beginning in 2008. RSUs convert to stock over 3 years.
Wong, Clifford	VP, Trader, Emerging Markets	4/14/2008	\$261,877	6,650	RSUs vest and convert to stock over 4 years beginning in 2009.
Aublin, Gilles	SVP, Director, Finance	4/14/2008	\$230,964	5,865	RSUs vest and convert to stock over 3 years beginning in 2009.
Danechi, Michel	MD, Desk Mgr, Emerging Markets	7/4/2007	\$197,093	2,642	RSUs vest and convert to stock over 2 years beginning in 2009.
Singh, Chiranjeet	SVP, Sr Trader, India Equities	3/6/2008	\$189,920	4,128	RSUs vest and convert to stock over 3 years beginning in 2009.
Legmann, Frederic	SVP, Financial Services	1/15/2008	\$157,659	2,830	RSUs vest in 2008. RSUs convert to stock over 3 years.
Jordan, Benjamin	SVP, Sr Trader, Foreign Exchange	12/10/2007	\$156,969	2,394	RSUs vest and convert to stock over 3 years beginning in 2008.
Tewlow, Jeff	SVP, Sr Sales, Emerging Markets	5/5/2008	\$155,463	3,357	RSUs vest and convert to stock over 4 years beginning in 2009.
Falholm, Ole	SVP, Debt Capital Markets	2/1/2008	\$127,512	1,932	RSUs vest and convert to stock over 3 years beginning in 2008.
Cadgen, Keith	VP, IR, Private Investment Mgmt	4/16/2008	\$118,318	2,836	RSUs vest and convert to stock over 4 years beginning in 2010.
Judkins, Wayne	SVP, Sr Trader, Governments	1/28/2008	\$97,493	1,608	RSUs vest and convert to stock in 2010.
Tan, Rina	VP, Salesperson, High Grade	4/7/2008	\$95,087	2,132	RSUs vest and convert to stock over 2 years beginning in 2010.
Stephens, Raymond	SVP, Project Mgr, Analytics	3/10/2008	\$93,482	2,175	RSUs vest and convert to stock over 4 years beginning in 2009.
Kim, Juwon	SVP, Sr Salesperson, Generalist	5/18/2008	\$87,120	2,036	RSUs vest over 4 years beginning in 2008. RSUs convert to stock over 4 years.
Gupta, Suchitra	SVP, Sr Mgr, Support & Control	5/5/2008	\$86,646	1,871	RSUs vest and convert to stock over 4 years beginning in 2009.
Banc, Julie	VP, France	10/26/2007	\$81,869	1,355	RSUs vest over 3 years beginning in 2008. RSUs convert to stock over 2 years.
Gieling, Sean	VP, Trader, Global Opp. Group	3/3/2008	\$78,943	1,824	RSUs vest and convert to stock over 4 years beginning in 2010.
Cohen, Adam M	SVP, Sr Sales, Futures Origination	4/7/2008	\$78,853	1,788	RSUs vest and convert to stock over 4 years beginning in 2008.
Stater, Michael	VP, Trader, Oil	3/13/2008	\$64,202	1,396	RSUs vest over 3 years beginning in 2008. RSUs convert to stock over 3 years.
Tomomitsu, Celso Kenji	VP, Sr Programmer, Emerging Mkts	2/19/2008	\$58,981	1,101	RSUs vest and convert to stock over 4 years beginning in 2008.
Fraser, Jason	VP, Marketing	3/5/2008	\$56,759	1,181	RSUs vest over 4 years beginning in 2008. RSUs convert to stock over 4 years.
Total	33		\$9,988,889	208,950	

* Additional grant to true-up original buyout; date of grant is based on date of notification.