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### LEGAL AMENDMENT ON OBLIGATORY HOLIDAYS

On January 17, 2006, the Official Federation Journal published a decree, that amends fractions II, III and VI of the 74 Article of the Labor Federal Law, which establishes as obligatory holidays, the first Monday of February in celebration of February the 5th; the third Monday of March in celebration of March the 21st, and the third Monday of November in celebration of November the 20th.

It is clear that this amendment does not involve the introduction of new obligatory holidays, but only the modification of the memorial civic holidays related to the Promulgation of our Constitution, the anniversary of Benito Juarez's Birthday, and the anniversary of the Mexican Revolution, in order to situate them on the closer Monday to each event.

The decree started its legal effect since the next day after its publication, with the exception of the memorial holiday related to Benito Juarez's birthday, which will come into effect until 2007.

Therefore, regarding year 2006, although February 5th is Sunday, it will be observed on Monday February 6th, regarding Tuesday, March 21st, it will be a day off, as well as November 20th.

In order to avoid confusions or claims of granting double days off, it is suggested that companies have clear communications with its employees, including, make agreements with their representative syndical organizations, to set the legal amendment scope.

Goodrich, Riquelme y Asociados  
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