

AAM Proposal	Tentative Agreement								
LEGAL SERVICES									
Eliminate Legal Services.	The current Legal Services Plan was maintained.								
SUB									
Eliminate SUB.	<p>The corporation liability is capped at \$18 million. Health care and life insurance will continue while eligible for SUB per the chart below, as long as the \$18 million cap is not exhausted. When the cap is exhausted, the entire SUB program will terminate. Weekly SUB, short work week, health care and life insurance costs count against the cap.</p> <p>SUB benefits will be paid at 80 percent of net pay according to the following schedule of benefit duration:</p> <table border="1" data-bbox="847 745 1526 1066"> <thead> <tr> <th>Years of seniority on last day worked prior to layoff</th> <th>SUB benefit eligibility duration</th> </tr> </thead> <tbody> <tr> <td>1 but fewer than 10 years seniority</td> <td>26 weeks</td> </tr> <tr> <td>10 but fewer than 20 years seniority</td> <td>34 weeks</td> </tr> <tr> <td>20 years or more</td> <td>42 weeks</td> </tr> </tbody> </table> <p>Short week benefits will be paid at 60 percent of net pay.</p>	Years of seniority on last day worked prior to layoff	SUB benefit eligibility duration	1 but fewer than 10 years seniority	26 weeks	10 but fewer than 20 years seniority	34 weeks	20 years or more	42 weeks
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PROFIT SHARING									
AAM proposed no change to 2004 profit share.	<p>The profit sharing plan will be improved to enhance its fairness and expand the opportunities for future profit-sharing payouts.</p> <p>AAM agreed to eliminate significant negative accounting adjustments the company made to the profit-sharing calculation under terms of the previous agreement. These adjustments effectively excluded several profitable programs from the calculation.</p> <p>Our members will no longer see profits reduced for selling, general, and administrative costs related to the support of AAM's foreign operations.</p> <p>As a result, our members will receive a larger share of AAM's future U.S. profits due to these improvements. In addition, if in the event that the profit-sharing plan does not generate a payment for a member in any given year and AAM pays incentive compensation to its salaried employees working at the same facility, AAM will pay the member a maximum of \$250 based on compensated hours. The \$250 maximum is based on the member reaching 1,850 compensated hours for the year.</p>								