

Doc No. 120

PLANT CLOSINGS AND SALE MORATORIUM  
AMERICAN AXLE & MANUFACTURING, INC.

February 25, 2004

Mr. ~~Cal Rapson~~ Jimmy Settles  
Vice President and Director  
AAM-UAW Department  
International Union, UAW  
8000 East Jefferson Avenue  
Detroit, MI 48214

Dear Mr. ~~Rapson~~ Settles:

In response to your expressed concern about job security in our negotiations and discussions regarding this subject, please be advised that during the term of the new Collective Bargaining Agreement, the Corporation will not close, nor partially or wholly sell, spin-off, split-off, consolidate or otherwise dispose of in any form, ~~any present the Detroit Gear & Axle or Cheektowaga Pplant~~, or business unit constituting a bargaining unit under the Agreement.

In this regard, it is understood that conditions may arise that are beyond the control of the Corporation, e.g., act of God, and could make compliance with this commitment impossible. Should such conditions occur, the Corporation will review both the conditions and their impact on a particular location with the Union.

Should it be necessary to close a plant constituting a bargaining unit, the Corporation will attempt to redeploy associates to other locations and, if necessary, utilize the "Special Programs" identified in Appendix K of the AAM-UAW National Agreement or may utilize other incentivized attrition programs as agreed to by the Corporate Leadership Council.

Very truly yours,

~~Patrick J. Paige~~ John E. Jerge  
Vice President, Human Resources

MAY 16 2008

SUBMITTED TO UAW: \_\_\_\_\_

INITIALED BY THE PARTIES: EB / JERJE

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