

**FULL DISCLOSURE**

**AMERICAN AXLE & MANUFACTURING, INC.**

February 25, 2004~~8~~

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

Dear Mr. ~~Rapson~~ Settles:

During these negotiations the Union cited several instances where Management delayed in providing information requested by the Union during the processing of a grievance. In response, Management assured the Union that they fully support the principle of full disclosure. The principle of full disclosure has been discussed in several Umpire decisions dating back to 1941. Management fully supports the principles outlined in those decisions.

Further, ~~while the UAW and AAM relationship has a short history dating back to 1994, the Parties recognize that the AAM-UAW National Agreement has origins from the GM-UAW National Agreement. Therefore, Management is in agreement with the Union~~ the parties agree that the Umpire, as outlined in the Grievance Procedure Section of this Agreement, will only consider ~~GM-UAW and/or AAM-UAW umpire~~ the entire collection of U.S. labor arbitration decisions as precedent.

Very truly yours,

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

SUBMITTED TO UAW: APR 12 2008  
INITIALED BY PARTIES: PPU DMA