

Doc No. _____

NEW

AMERICAN AXLE & MANUFACTURING, INC.

[Date]

Mr. Jimmy Settles
Vice President and Director
American Axle Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Settles:

Subject: Neutrality

We have had previous discussions with you regarding the Union's efforts to organize hourly non-represented production and maintenance associates traditionally represented by the Union elsewhere in American Axle U.S. subsidiaries and affiliates.

Please be advised that American Axle and its U.S. subsidiaries and affiliates respect associates' rights regarding union representation. American Axle has a positive and constructive relationship with the UAW as well as its many other unions. American Axle is committed that it will remain neutral during a UAW organizing campaign directed at hourly production and maintenance associates traditionally represented by the Union elsewhere in American Axle's U.S. subsidiaries and affiliates facilities. American Axle also recognizes that associates are permitted to express their views and opinions regarding union representation provided their actions are lawful and conducted in accordance with Company policies.

American Axle, on behalf of itself and its subsidiaries and affiliates at which American Axle is the employer, agrees to recognize the UAW as the bargaining representative of hourly production and maintenance associates traditionally represented by the union elsewhere in American Axle U.S. subsidiaries and affiliates in an appropriate unit the Union seeks to represent, upon a showing, pursuant to a card check conducted by a third party, that a majority of such associates have expressed their desire to be represented by the Union. It is agreed by the parties that any such facilities organized by the Union pursuant to this understanding will not be covered under the 2004 UAW-American Axle Agreement or any successor agreements, except by mutual agreement of the parties.

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