

American Axle, on behalf of its U.S. subsidiaries and affiliates, agrees not to take any retaliatory actions against any of its associates, or any facility, based upon a decision of the associates to join a Union. American Axle also agrees that, upon request by the Union, it will send a copy of the attached letter to such hourly production and maintenance associates at any of its U.S. subsidiaries or affiliates' facilities the Union seeks to represent. We will provide the UAW with an opportunity to address such associates during a meeting to be conducted on the facilities premises during work time.

Further, American Axle U.S. subsidiaries and affiliates will, if requested by the Union, give the Union limited access to such associates in non-work areas, during non-work time, provided such access is not disruptive to the operations of the facility. In addition, it will provide the Union, upon request, with a list of such associates and their job classifications.

American Axle and the Union agree that associates are best able to make decisions on representation when the decision is based on accurate information as opposed to inaccurate or misleading information. American Axle on behalf of its U.S. subsidiaries and affiliates agrees it will not comment in a negative manner about the Union.

In the event the Union is aware of any actions by American Axle U.S. subsidiaries or affiliates, or its agents, that are viewed as anti-union, or if the Union has a concern that American Axle or its U.S. subsidiaries or affiliates, or its agents, are acting in a manner that is inconsistent with this letter, the issue may be presented to the Corporation for review.

Very truly yours,

John E. Jerge
Vice President Human Resources

MAY 16 2008

SUBMITTED TO UAW: _____

INITIALED BY PARTIES: JB / DMA