

NEW

To: _____ [Appropriate Corporation] Associates

From: _____ [Plant Manager]

Subject: _____ Associates Rights Regarding Union Representation

[Corporation] recognizes that associates have the right to support union representation. The Corporation fully respects this right.

We also recognize that it is in our mutual interest for [Corporation] to respect a decision by our associates who wish to seek union representation.

For these reasons, we have agreed that, if a majority of our production and maintenance associates sign authorization cards indicating a desire for union representation, we will immediately recognize the union chosen by our associates. We will also immediately undertake efforts to building a constructive relationship with that representative.

I can assure you that there will be no negative consequences for associates who exercise their rights to support union representation.

We would like to establish a positive relationship with the UAW so that we do not have division in our plants that would in any way divert our focus from our mutual goals. We respect the UAW, and they respect us.

SUBMITTED TO UAW: _____

MAY 11 2008

INITIALED BY PARTIES: EB / DnVA

338