

JD Norman Industries

Date: August 30, 2010

To: Indianapolis Stamping Plant Employees

From: JD Norman Industries

Re: Most frequently asked questions from the August 29th meeting regarding JD Norman's proposal to UAW Local 23

If an employee is retirement eligible, will they be allowed to take retirement from GM and be offered a position with JD Norman?

Yes. All employees who are eligible to retire from GM on the date of sale or who can grow into retirement by September 30, 2011 will be allowed to take retirement from GM and be offered a position with JD Norman in the Indianapolis plant. Additionally, the employee will receive \$35,000 (in two cash payments of \$17,500) for committing to work for JD Norman for a period of two years.

What is the eligibility for Mutually Satisfactory Retirement?

Employees who are 50 years old and have 10 years of service with GM will be eligible for Mutually Satisfactory Retirement. These employees will be allowed to take retirement from GM and be offered a position with JD Norman in the Indianapolis plant. Additionally, the employee will receive \$35,000 (in two cash payments of \$17,500) for committing to work for JD Norman for a period of two years.

If I decide to work for JD Norman and not request a transfer to a GM plant, will I be eligible for a cash payment?

Yes. All employees who relinquish seniority with GM and take a job with JD Norman will receive \$35,000 (in two cash payments of \$17,500) for committing to work for JD Norman for a period of two years.

What are the options if I decline employment with JD Norman?

Employees who decline employment with JD Norman will remain covered under the UAW-GM National Agreement as it pertains to "closed plant" status (e.g. SUB, Placement via Appendix A). It is important to understand that this option exists and remains *unchanged* whether the contract is ratified or not. For those employees who do not wish to continue working at the facility and are only interested in their transfer rights, this option is not hurt by ratification of the contract.

Will I have to pay any portion of the monthly premiums for health care coverage?

No. JD Norman will cover 100% of the monthly premiums for health, dental, vision, life, short-term disability and accidental death and dismemberment insurance.