

JD Norman Industries

Can I request a transfer to a GM plant and take a job with JD Norman while I wait?

Yes. Employees can request a transfer to a GM plant and receive a job with JD Norman with benefits while they wait for the transfer. Also, these employees will receive \$25,000 (in two cash payments of \$12,500) for committing to work for JD Norman for a period of two years.

If I take a job with JD Norman while I wait for a transfer to another GM plant, is JD Norman allowed to deny my transfer?

No. If an employee decides to work for JD Norman while they wait for a transfer opportunity to another plant, the employee will not be denied the transfer when the option becomes available.

Will the temporary employees be offered a position with JD Norman?

Yes. All temporary staff employed at the plant on the date of sale will be offered a job with JD Norman that includes full benefits.

If I take the options that include either a \$35,000 or a \$25,000 payment for taking employment with JD Norman and sign the Promissory Note, under what circumstance would I have to pay that money back?

The only circumstance that an employee will have to return money will be if an employee voluntarily quits. In this situation, an employee would owe back the portion of the payment that they have not accrued. For example, if an employee has received a \$17,500 payment and resigns after six months, the employee would owe back 50% of the \$17,500 payment. Employees who receive a job transfer to a GM plant will not be required to return any of the payments that they have received.

Will I have the opportunity to gain advancement and grow into a skilled labor position?

Yes. Shortly after the date of sale, JD Norman will begin an apprenticeship program within the Indianapolis plant. It is standard practice at JD Norman plants to develop skilled trades from within the organization. Additionally, it is the goal of JD Norman to develop new tool and die build operations at the facility. This will require the additional skilled trade staff to help the plant build new dies for future production requirements.

What exactly are the wages that JD Norman will be offering at the Indianapolis plant?

Production employees will be offered \$15.50 per hour (base) and skilled trade employees will be paid \$24.00 per hour (base). Additionally, there will be premiums for team coordinators, overtime, and second/third shift work.

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.