

# JD Norman Industries

## ***How will my seniority be handled during the transition to JD Norman?***

JD Norman will assume the current seniority of all employees who elect employment with the plant.

## ***Will JD Norman move any of the work out of the Indianapolis plant to their plant in Mexico?***

No. The business currently within the Indianapolis plant will remain in the facility. JD Norman's intention in buying the Indianapolis plant is to manufacture product close to assembly plants within the Midwest.

## ***Does JD Norman plan to add any non-GM business to the plant after the sale?***

Yes. JD Norman plans to aggressively market the plant to additional automakers in the Midwest as well as other industries including agricultural equipment, appliance, commercial vehicles and trucks, defense and heavy machinery. Because of its size and flexibility, the Indianapolis plant is also an ideal facility to serve as a base to consolidate future business acquisitions.

## ***If I take a position with JD Norman will I continue to earn credit service for a period of time?***

Yes. Employees who have not retired or commenced a benefit will continue to earn credited service in the GM Hourly-Rate Employees Pension Plan through September 30, 2011.

## ***Does the proposal from JD Norman need to be voted on?***

Yes. The proposal from JD Norman needs to be voted on by the membership from UAW Local 23 to be approved.

## ***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.