

From: Doug Kight

Sent: Thursday, July 24, 2008 3:45 PM

Subject: New resource for connecting with your team

****This message is being sent by Doug Kight, vice president of Human Resources, to all managers and HR employees in Washington, Oregon and Kansas.****

New resource for connecting with your team

As we move closer to main-table negotiations for the IAM contract, I want to make sure managers have the right tools to be a credible source of information during this critical time period.

Many of you have asked for more details on important topics and easier ways to share that information with your team. We've listened and that's why we are starting to distribute one-page fact sheets on key issues.

I encourage you to visit the [negotiations Web site](#) where you can download and print new fact sheets that focus on health care and cost of living adjustments (COLA).

We wanted these one-page fact sheets to have just the right amount of information and be flexible enough so you can use them as a reference, share them with your team or even post them in a work area.

These fact sheets were developed to give you and your team a clear idea of the direction the company is heading in negotiations. As our contract discussions move forward and we start exchanging economic offers, we will provide you with specific details.

In the coming weeks, the company will provide more fact sheets on topics ranging from wages to retirement benefits.

Thank you for your leadership and commitment to communicate with our employees throughout this negotiations process.

Doug