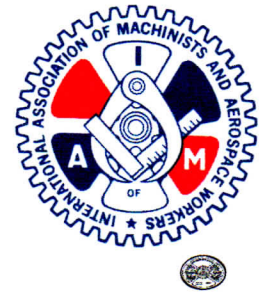


SPEED

**AEROSPACE
DISTRICT LODGE 837**

**IAMAW AEROSPACE
DISTRICT 837
212 UTZ LANE
HAZELWOOD, MISSOURI 63042
Phone: 314/731-0603**

FACTS



August 19, 2014

Dear Brothers and Sisters,

We have recently been notified about some of our members displaying their opinion regarding the recent events in Ferguson, MO and we can't express to you how important it is that you leave your opinion out of the workplace.

The company notified us that verbal, written, and physical displays of your opinions regarding outside issues will not be tolerated. The company states that they will walk you out immediately if employees are found to have engaged in such conduct.

Fraternally,

Stephen McDerman
Assistant Directing Business Representative
District 837, I.A.M.A.W.

SM/jk
Seiu#1