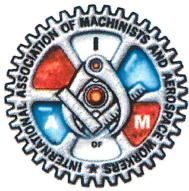


SPEED FACTS



August 2, 2019

Dear Brothers and Sisters,

Two weeks ago I was informed by the Company that they would be giving raises to about 370 Union Employees. The Company said that they wanted to increase the minimum starting rate in some labor grades where they have been struggling for some time to hire and retain employees, past and Future.

Though I applaud the Company for taking action to raise wages for those identified, there are still 2000 more of our Brothers and Sisters who deserve and have earned raises as well. From the newly hired to the most senior in every labor grade, you are the core to making this Company a FINANCIAL SUCCESS. You should be sharing in that success.

The wage increases were solely the Company's decision and DO NOT require the Union's approval or a signed agreement. I will never take action to stop the Company from giving raises to our members. These raises were not subject to mandatory bargaining.

As I have done relentlessly, I will continue to press the Company to raise all wages, eliminate the two tier wage structure and shorten the time it takes to reach the top of the pay rate. As you know, unless the Company chooses to do the right thing and address your concerns voluntarily, we must wait until the next contract negotiations when we will not be ignored. Our Solidarity is Our STRENGTH!

On another note, Brother Steven Engelman has resigned his elected District Plant Chairman position. In accordance with Union Bylaws, I have appointed Brother Chad Stevenson to fill the unexpired term. Brother Stevenson is an Assembly Mechanic with many years experience as a Union Steward and Lodge Officer.

Fraternally yours,

Earl Schuessler

President/Directing Business Representative
Aerospace District #837, IAMAW

