


**ARTICLE I
RECOGNITION**

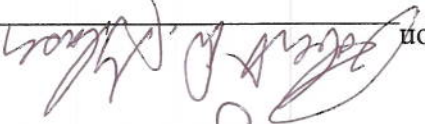
The Company recognizes the Union as the exclusive collective bargaining representative for the production and maintenance employees at the plants located within the Company's Saginaw, Michigan site located at 3900 East Holland Road in Buena Vista Township, Michigan (the "Saginaw Site") including the secondary site referred to as Plant 14. Excluded from the unit of employees represented by the Union are all other employees of the Company, including office clerical employees; guards; professional employees; and supervisors; and any other employees not employed at the Saginaw Site.

Section 1. FLYING OF UAW FLAG AT NEXTERR SAGINAW

The parties also discussed the value in visibly communicating the partnership of the UAW and Nexteer Automotive. As such, the parties agreed that the joint leadership at all levels of the organization should take advantage of opportunities to visibly display this partnership to our employees and our customers externally.

- Continue to have and maintain UAW sign on outside of building at Plant 4.
- Fly the UAW Local 699 flag at each plant.
- Develop a process and guidelines for local union presidents and plant managers to identify, through signage, the UAW local(s) representing workers at their location.

Management  date 12-1-15

Union  date 12-1-2015

