



Plant Manager Communication

To all CAMI Assembly Hourly Team Members;

February 11, 2019

Resolution to '30 and Out' Age Reduction Factor Concern

As the result of collaborative discussions, regarding a concern with the '30 and out' age-reduction factor for CAMI Assembly hourly employees retiring before age 55, we are pleased to inform you of the following decision:

- All eligible team members retiring under the '30 and out' provision will now receive their full '30 and out' pension with no age reduction factor applied.
- Team members who have already retired under the '30 and out' provision and affected by the age reduction factor, will be paid retroactively. The details of the process for retroactive payments will be worked out in the coming days.

We would like to thank all team members for their patience as we worked together to resolve this issue.

Sincerely;

A handwritten signature in cursive script, appearing to read 'Gary'.

Gary Duff
CAMI Assembly
Plant Manager

A handwritten signature in cursive script, appearing to read 'Mike Van Boekel'.

Mike Van Boekel
Unifor Local 88
Plant Chair