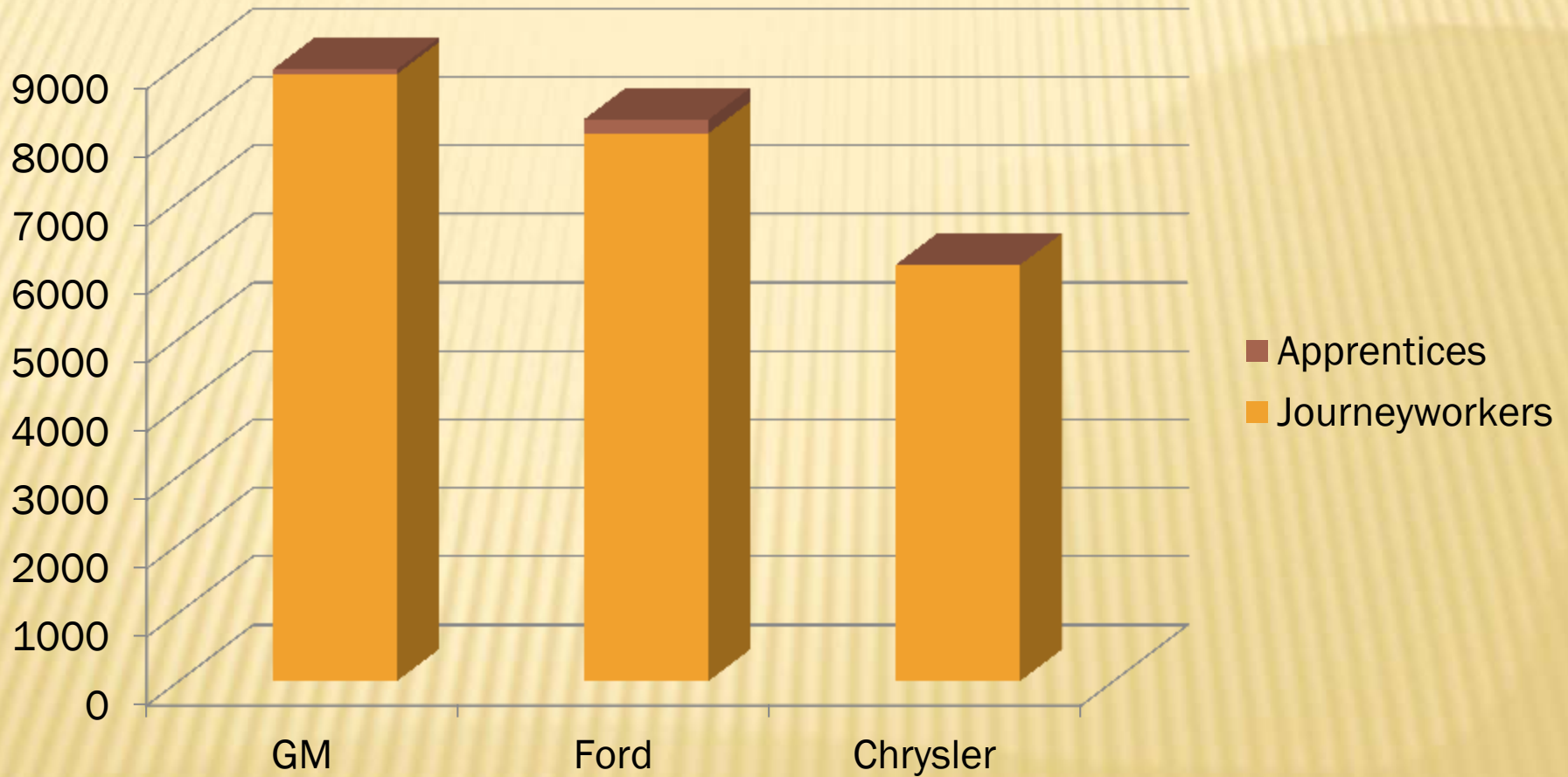


APPRENTICES INDENTURED AT BIG 3



UAW-NEW and Updated Apprentice programs 2006-2012

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Region	Local Union	Company	Contact UAW	Contact Plant HR	Contact DOL-OA or SAC	Agreement for Program	JAC Formed	STANDARDS REVIEW	Standards Developed	DK's With DOL or SAC	Submitted to DOL or SAC	Returned and Registered	Approx # of Apprentices	Comments
1D	1002	Bradford White	Dan Strimback poineswest@gmail.com	Chris Jones	Dick Overton 269-325-8707 Overton.Richard@dol.gov	2007	Yes							Local Barg Committee Using Program as Leverage-Shelved
1D	1813	Lear Roscommon			Dave Jackson 517-377-1746 jackson.dave@dol.gov	May-08	Yes	Jun-09	Jul-09	Yes	Yes	Yes	4	Tool & Die, Millwright, Electrician
2B	2382	IAC Greencastle Indiana	Jason Waller jwaller@iacgroup.com	Pauls Miller 765-658-9203 PMiller01@iacgroup.com	Stephen Steed-317-226-7002 Steed.Stephen@dol.gov	11/10/2011	Yes	11/10/2011	Nov-13	Nov-13	Nov-13	Nov-13	2	
2B	4193	AAM Colfor	Mike Chiurco Mike.Chiurco@aam.com	Chad Garrot 330-863-0404 chad.garrott@aam.com	Shirley Sloan 330-884-7378 ext.597978 shirley.sloan@jtrahia.gov	1-Sep-10	Yes	13-Jan-11	1-Feb-11	Yes	Yes	Yes	4	Approve-in place 3-20-2011
4	719	Electromotive Diesel	Jerry Nawojski 708-387-5241 jerry.nawojski@redfire.com			30-Mar-10	Yes	3-Apr-10	18-May-12	Yes	Yes	Yes	?	Approve-in place 6/25/2010
1A	723	Devon Facilities-(GEMA)Dundee MI	Tim Couch 734-740-3762 timothy.couch@chrysler.com	Alan Polutski	Marybeth Koski 313-226-6208 Koski.Marybeth@dol.gov	1-Feb-12	Yes	1-May-12	1-Jun-12					Reviewed by DOL-OA JAC Considering Recommendations
2B	953	Crescent Tool-Fremont OH	Arleta Meyers ameyers@fremont.crescentblades.local	Michelle Kimmet mkimmet@crescentblades.com	Shirley Sloan 330-884-7378 ext.597978 shirley.sloan@jtrahia.gov	11-Nov-11	Yes	1-Sep-12	1-Nov-12				2	Slow moving JAC
1-D	2304	AutoDie-Grand Rapids MI	Brian Bosak 616-822-6865 bbosak@uaw.net	Mary Nicholson 616-293-3473	Dave Jackson 517-377-1746 jackson.dave@dol.gov	1-Dec-12	Yes	25-Jan-13	No-30%					New edition 11/21/13-under review
2B	1904	Standt Corp Connersville IN	Jim Zent 260-413-7086 jzent@uaw.net	Kelly Wetherly kwetherly@standtinc.com	John Delgado 317-226-7001 delgado.john@dol.gov	15-Jun-12	Yes	30-Jun-12	No-75%	Yes	Yes	Yes	3	Complete Sent to DOL Chicago
1	155	Oakland Stamping-Detroit MI	Greg Bauer 586-427-9200 gbauer@uaw.net	Julian Flint 313-852-3728 jflint@oaklandstamping.com	Marybeth Koski 313-226-6208 Koski.Marybeth@dol.gov	1-Jan-11	Yes	Yes	Yes	Yes	Yes	Yes	1	Waiting on Certificate
1	155	HHI Formtech Detroit MI	Steve Cunnings 586-206-1066 scunnings@gmail.com	Marshall Williams 248-537-7353 perrywilliams@formtech2.com	Marybeth Koski 313-226-6208 Koski.Marybeth@dol.gov	1-Jan-11	Yes	Yes	Yes	Yes	Yes	Yes	2	Waiting on Certificate



Eight New/Revised programs in six years

UAW-NEW and Updated Apprentice programs 2013

Region	Local Union	Company	Contact UAW	Contact Plant HR	Contact DOL-DB or SAC	Agreement for Program	JAC Formed	STANDARDS REVIEW	Standards Developed	DK's With DDL of SAC	Submitted to DDL of SAC	Returned and Registered	Approx # of Apprentices	Comments
1A	723	Gerdsu Steel-Monroe MI	Jeff Morris 734-364-6736 jeff.morris@gerdsu.com	Julie Soderberg julie.soderberg@gerdsu.com	Marybeth Koski 313-226-6208 Koski.Marybeth@dol.gov	2-Feb-12	Yes	3-Jan-12	Yes-100%	Yes/okays	Yes	Yes	12	Program Registered effective 2-1-13
2B	12	Mobis Industries	Jim Waingrow jwaingrow@usw.net		Stephen Steed-317-226-7002 Steed.Stephen@dol.gov	13-Jul-13	Yes							Initial inquiry from Regional Rep -back on 7-13-13
1	155	Sodocio-Warren MI			Marybeth Koski 313-226-6208 Koski.Marybeth@dol.gov	15-Jun-12	Yes	1-Feb-13	No					Good Initial Meeting, serious parties involved
ID	2033	AAM Three Rivers	Garry King gary.king@aam.com	Jody Daugherty 263-278-0461 jody.daugherty@aam.com	Dick Overton 263-325-8707 Overton.Richard@dol.gov	2011 National	Yes	18-Mar-13	No	Yes/okays	Yes	Yes	8	Approved In Place 8/1/2013
All		General Motors National	Larry Erickson 313-324-5000 lerickson@usw.net	Dave Kady 248-705-2301 dave.kady@gm.com	Russ Davis 517-377-1747 davis.russell@dol.gov	2011 National	Yes	Yes	Yes	Yes	Yes	Yes	77	Submitted to Dean Guido-then to John Ladd
1A	174	Martinez Fabco-Hot Stamping	Union.MFHS@Martinez.com	Dana Beurem 313-272-8400 dana.beurem@martinez.com	Marybeth Koski 313-226-6208 Koski.Marybeth@dol.gov	2010 Local	Yes	1-Jun-12	Yes	Yes	Yes	Yes	2	Three Apprentices-Part of DRAPP program
ID	455	Means Industries			Jim Demercado 313-226-6215 demercado.james@dol.gov	30-Jun-05	Yes	Yes	Yes	Yes	Yes	Yes	0	Update Only
ID	503	IAC Mendon Michigan	Steve Brown 263-436-8688 sbrown01@iacgroup.com	Frank Poradzisz dezertchicken@msn.com	Dick Overton 263-325-8707 Overton.Richard@dol.gov	26-Mar-13	Yes	Yes	Yes	Yes	Yes	Yes	1	Met w Joint Committee Local will contact when ready
2B	1888	Almco Steel	Richard Lepird	Danny Burns	Jeanette McClain 413-831-8606	18-Mar-13	Yes							Met w Joint Committee Local will contact when ready
1	155	Tower Automotive	Marie Ventimiglia 586-840-3882 ventimiglia.marie@towerinternational.com	Steve Cunnings swcunnings@gmail.com	Marybeth Koski 313-226-6208 Koski.Marybeth@dol.gov	10-Sep-07	Yes	Yes	Yes	Yes	Yes	No		Standards ok with Marybeth-Sent to DOL 4-3-14 by Tracy
ID	2275	Meggitt Thompson	dean.anker@meggitt.com; nathan.lendrix@meggitt.com; steve.arndt@meggitt.com	zconliss@gmail.com	Dick Overton 263-325-8707 Overton.Richard@dol.gov	21-May-13	Yes	Yes						Met w Joint Committee Local will contact when ready
ID	383	Bosch St. Joe	Larry Costello@us.bosch.com; steve.pear@us.bosch.com	rcerberfield@usw.net	Dick Overton 263-325-8707 Overton.Richard@dol.gov	Yes	Yes	Yes						Prelim meeting only on 6-2-13
ID	2017	Federal Mogul	Dawn McGourty	Gordon Waller	Dave Jackson 517-377-1746 jackson.dave@dol.gov	13-Sep-12	Yes	Yes	Yes	Yes	Yes	Yes	2	Update Only
1	653	General Motors	Dave Kady	James Trice	Marybeth Koski 313-226-6208 Koski.Marybeth@dol.gov	2011 National	Yes	Yes	Yes	Yes	Yes	Yes	2	Adding Experimental Auto Assembler Schedule
2B	1216	Ventra Sandusky				No		Plant interested in EIT/JIT type program only						Ventra is Union Flex-in-gate shops Apprentices Program unlikely
ID	167	North American Fuel Roman LLC	Roman Kosiorek	Richard Carter	Dave Jackson 517-377-1746 jackson.dave@dol.gov	N/A	Yes	Yes	Yes	Yes	Yes	Yes	2	Told State Director to go ahead with these



Ten new programs registered/revised in
2013-five (yellow) still actively working

UAW-NEW and Updated Apprentice programs 2014

Region	Local Union	Company	Contact UAW	Contact Plant HR	Contact DOL - OIA or SAC	Agreement for Program	JAC Formed	STANDARDS REVIEW	Standards Developed	DK'd With DOL or SAC	Submitted to DOL or SAC	Returned and Registered	Approv # of Apprentices	Comments
1A	174	Hercules Drawn Steel	Doug Yuhac yuhac8769@aol.com	Dave Verville 248-737-5331 dverville@herculessteel.com	Marybeth Koski 313-226-6208 Koski.Marybeth@dol.gov	8-Oct-13	Yes	Yes	Yes	Yes	YES			Under electronic Review with MB Koski 4/8/14
1D	19 U 68	Corvac Composites	Dave DeGraff d.degraff@hotmail.com	Lana Garvelink 616-281-4043 lgarvelink@corvaccomp.com	Dick Overton 269-325-8707 Overton.Richard@dol.gov	Jun-13								First Meeting TBD Contact w Dan K 2/25/14
1	3633	IAC-St Clair Michigan	Darryll Bragg 810-543-2334 darryllbragg@hotmail.com	Jeff Frieburger 2480455-3350 jfrieburger@iacgroup.com	Marybeth Koski 313-226-6208 Koski.Marybeth@dol.gov	N/A	Yes	Yes						First Draft of Standards 10/10/2013
1D	2403	Lear Traverse City MI	Mike O'Brien 231-439-0315 mobcoach@gmail.com	Jack Lathrop 419-784-7985 lathropj@jm.com	Jim Demercado 313-226-6215 demercado.james@dol.gov	N/A	Yes	Yes						Revamping/update existing program
2B	211	Johnz Manville MFG Unit Defiance OH	Stephen Rupley 419-345-6042 srupley@usw.net	Jack Lathrop 419-784-7985 lathropj@jm.com	Jeanette McClain 419-831-8606	N/A	Yes	Yes						OSAC Standards to Steve Rupley 10/10/2013
2B	86	IAC Wascon Ohio	Eric Blosser 419-337-9715 usw86-wascon@iacgroup.com	Liza Wilson 419-337-9533 lwilson@iacgroup.com	Jeanette McClain 419-831-8606	Yes	Yes	11/25/2013						Visit for Standard review 11/25/13
1D	138	Hastings Manufacturing	Laurie Newton Laurie_200303@hotmail.com	James E. Cook 269-345-2431 jcook@hastingsmfg.com	Dick Overton 269-325-8707 Overton.Richard@dol.gov	Yes	Yes	12/17/2013						Met with Mgmt and Shop chair committee to be formed 12/17/13
1	3633	Huron Inc-Lexington MI	Darryll Bragg 810-543-2334 darryllbragg@hotmail.com	Connie Panduren 810-353-4028 connie.panduren@huroninc.com	Marybeth Koski 313-226-6208 Koski.Marybeth@dol.gov									New interest 1/17/14
2B	1073	Johnz Manville Richmond IN	Mike Ailes 765-744-4542 mailes@usw.net	Stephen Steed-317-226-7002 Steed.Stephen@dol.gov	Yes	Yes								Met with Shop Chair and Apprentice chair 2/12/14 at Region 2B
2B	1935	Parker Hanifan	Maria Torres 419-830-4677 mtorres@usw.net	Jeanette McClain 419-831-8606	Yes									Region 2B Standards with Local JATC-reviewed 2-12-14
1A	163	GM Romulus Engine	Rob Jones robert.w.jones@gm.com	Kenneth W Crockett Robert F Crumley	Marybeth Koski 313-226-6208 Koski.Marybeth@dol.gov	2/13/2014	Yes	Yes						Discussion with JAC-delivered copr standards
1D	533	CWC Textron	Larry, John 'lugg37@comcast.net'; 'guitarlarrydl@gmail.com'	Kimberly Morris 231-739-2737 kimberly_morris@kaiserfratres.com	Dick Overton 269-325-8707 Overton.Richard@dol.gov	2/13/2014	Yes	Yes						Met with local JATC and Dan Kosheba on March 31 2014
1	5360	Sodacia-Orion Assembly	Rodney Boskovich rboskovich16@gmail.com	Trish	Marybeth Koski 313-226-6208 Koski.Marybeth@dol.gov	2/25/2014	Yes	Yes	Yes	Yes	YES			Under electronic Review with MB Koski 4/8/14
1A	174	Quality Metalscraft	John Zimmick 248-217-6310	Kurt Saldano	Marybeth Koski 313-226-6208 Koski.Marybeth@dol.gov	2/24/2014								Contact John Zimmerman LU President-3rd party consultant?
2B	533	Frodenburg-NOK	Linda Neundorfer 419-266-0664 lneundorfer@usw.net	Stephanie Fraizer 419-427-5221 zyf@fngp.com	Jeanette McClain 419-831-8606	In process								Management trying to run in-house non-joinit program
1D	455	Johnson Carbide	Chad Wurtzell 369-205-0360 cwurtzell@usw.net	John Jacob 369-754-7496x230 jjacob@johnsoncarbide.com	Dave Jackson 517-377-1746 jackson.dave@dol.gov	Yes	4/14/2014	14-Apr-14						Initial contact good-JATC has already had contact with Delta College and Jim Demercado
1D	1484	Dematic	Brian Bosak 616-822-6865 bbosak@usw.net	Bob Gardner	Dave Jackson 517-377-1746 jackson.dave@dol.gov									Add Electrical Maintenance schedule to existing program
1A	723	Gerdsu Steel-Monroe MI	Jeff Morris 734-384-6798 jeff.morris@gerdsu.com	Julie Soderberg julie.soderberg@gerdsu.com	Marybeth Koski 313-226-6208 Koski.Marybeth@dol.gov	2-Feb-12	Yes	3-Jan-12	Yes-100%	Yes	no	No	N/A	New RTI Provider added-Owens Comm College
1		Flex-n-Gate	Greg Bauer 586-427-9200 gbauer@usw.net		Marybeth Koski 313-226-6208 Koski.Marybeth@dol.gov									



Three new programs already registered/revised in 2014-
Yellow actively working

APPRENTICESHIPS

We are presently in negotiations to modify, or have had preliminary discussion and/or completion, with the following local unions and companies regarding new apprentice programs in over 60 locations.

General Motors Corporation-National Guidelines for Apprenticeship-Completed
Chrysler, LLC National Guidelines for Apprenticeship
Ford Motor Company National Guidelines for Apprenticeship

Region 1	Local 155	Sodecia – Warren, MI
Region 1	Local 812	Sensient Flavors
Region 1	Local 5960	Sodecia – Lake Orion
Region 1	Local 9699	Huron Inc.
Region 1	Local 9699	IAC – St. Clair
Region 1A	Local 163	GM Romulus Engine
Region 1A	Local 174	Quality Metalcraft
Region 1A	Local 723	Devon Facilities Management
Region 1C	Local 334	Blissfield Manufacturing
Region 1C	Local 373	Litchfield Metal Products

APPRENTICESHIPS (CONT'D.)

Region 1D	Local 19	Corvac Composites – (Unit 68)
Region 1D	Local 138	Hastings Manufacturing
Region 1D	Local 383	Bosch St. Joe
Region 1D	Local 455	Johnson Carbide
Region 1D	Local 539	CWC Textron
Region 1D	Local 1433	AAR Industries
Region 1D	Local 1484	Dematic
Region 1D	Local 2270	Ventra Evert
Region 1D	Local 2275	Meggitt Thompson Aerospace
Region 1D	Local 2403	Lear Traverse
Region 2B	Local 12	Mobis Industries
Region 2B	Local 86	Lear Corporation
Region 2B	Local 86	IAC Wauseon
Region 2B	Local 493	Defiance Precision Products
Region 2B	Local 533	Freudenburg-NOK
Region 2B	Local 1073	John Mansville Manufacturing

APPRENTICESHIPS (CONT'D.)

Region 2B	Local 1888	Almco Steel
Region 2B	Local 1935	Parker Hanifan
Region 4	Local 6	Navistar
Region 4	Local 434	John Deere Seeding
Region 4	Local 1076	Eclipse Manufacturing
Region 5	Local 186	John Deere
Region 5	Local 2366	John Deere Manufacturing
Region 8	Local 732	Middle River Aircraft Systems
Region 8	Local 737	Carlex Glass
Region 8	Local 1372	Johnson Controls Inc. (JCI)
Region 8	Local 1516	Johnson Controls Inc.
Region 8	Local 1617	Lear Corporation
Region 8	Local 2999	International Automotive Components (IAC)
Region 9	Local 376	Colt Manufacturing
Region 9	Local 2300	Cornell University/T-CAT
Region 9A	Local 365	Salem Truck King Leasing

The playing field is beginning destabilize.

- A recent demographic study conducted by UAW-GM shows that 85% of it's Skilled Trades workforce will be retirement eligible by the close of the current National Agreement. In one GM Location, only 6 of 238 cannot retire in 2015.
- Ford and Chrysler are conducting similar studies. It is expected that the study outcome will have similar results as UAW-GM.
- Following Apprenticeship, it is often a few more years before an apprentice graduate is fully 'proficient' in his/her trade.
- Department of Labor Regulations require that an apprentice MUST be assigned to a Journeyworker, and that a Journeyworker may not train more than one Apprentice at a time.

How long can we wait to before we have to take action?

- Apprenticeship programs for skilled tradespersons take around four years to complete.
- Manufacturers are focusing on retention of their current skilled workforce in order to train the next generation will determine which companies can achieve their production goals and maintain quality over the long term.
- Regional UAW Servicing Representatives have been wrestling with requests from local managements to “open early” or create a mechanism/MOU to increase Skilled Trades rate of pay in order to retain their current workforce. Some of these companies are requesting that they be allowed to pay their Skilled workers as much as a \$5 per hour increase. (\$10K per year based on 40hr week)

NEGOTIATIONS

The Skilled Trades Department is routinely asked to provide assistance during contract negotiations where matters of special concerns to our skilled members are being discussed. Currently, many locations are seeking language that will move them towards the registration of an apprentice program

- Local 1612 SPD Unit
- Local 1904 Standt
- Local 2999 IAC
- Local 1516 Johnson Controls,
- Local 376 Colt Manufacturing
- Local 1617 Lear Corporation
- Local 737 Carlex Glass
- Local 533 Fruedenberg NOK
- Local 86 Tenneco Automotive
- Dana Automotive Master Agreement
- Local 365 Salem Trucks King Leasing

NEGOTIATIONS

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- Local 1612 SPD Unit
- Local 1904 Standt
- Local 2999 IAC
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- Local 376 Colt Manufacturing
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- Local 533 Fruedenberg NOK
- Local 86 Tenneco Automotive
- Dana Automotive Master Agreement
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2013

TALENT SHORTAGE SURVEY

RESEARCH RESULTS

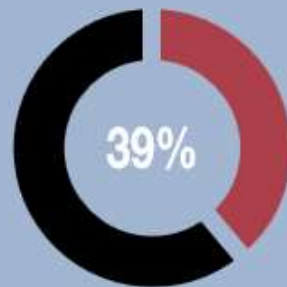


ManpowerGroup™

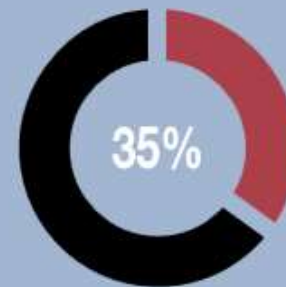
TOP 10 HARDEST JOBS TO FILL



PERCENTAGE OF **U.S. EMPLOYERS**
HAVING DIFFICULTY FILLING JOBS



PERCENTAGE OF **GLOBAL EMPLOYERS**
HAVING DIFFICULTY FILLING JOBS



Leading global economies are now experiencing an immediate and future skilled trades personnel shortage, this should come as no surprise.

“As educational systems around the world have focused on four-year university education, this has resulted in the decline of vocational/technical programs-”.

ManpowerGroup

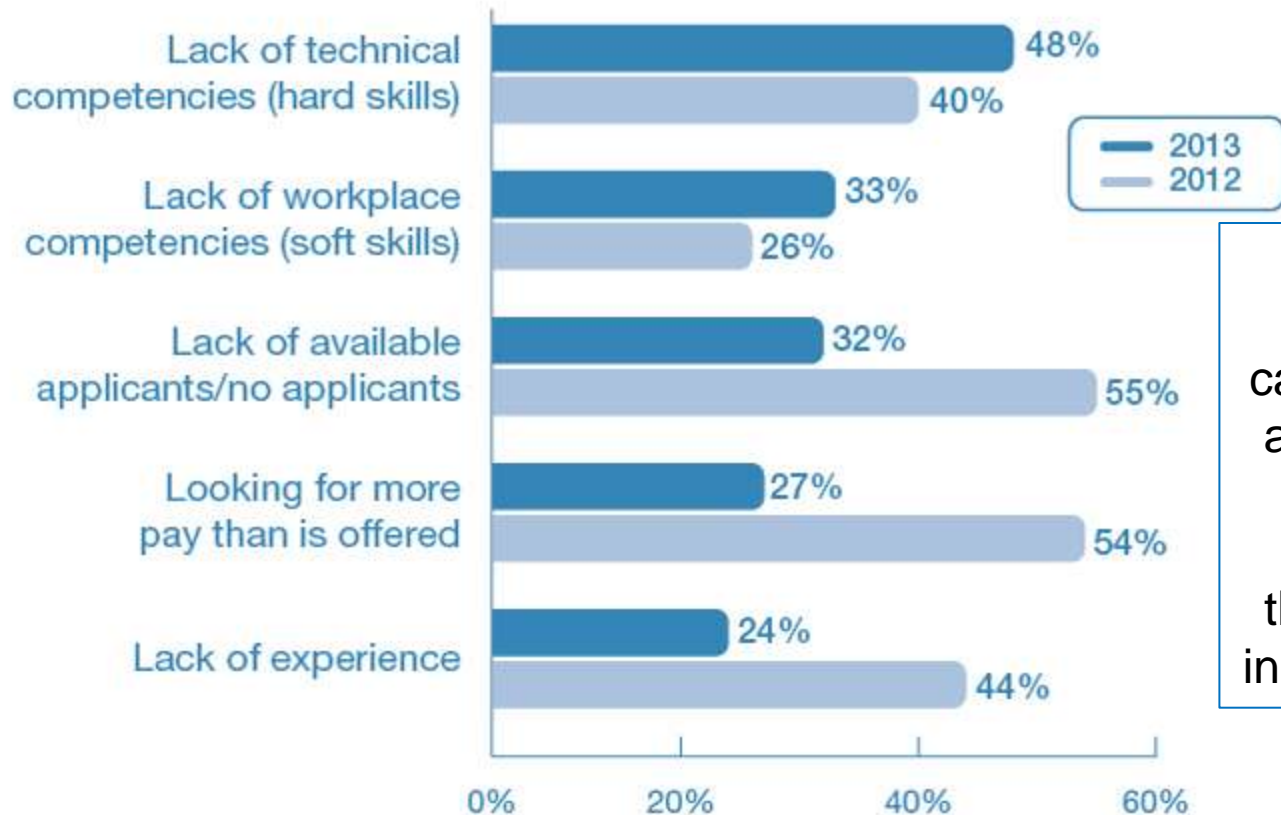
GLOBAL: TOP 10 JOBS EMPLOYERS ARE HAVING DIFFICULTY FILLING

- 1 | Skilled Trade Workers
- 2 | Engineers
- 3 | Sales Representatives
- 4 | Technicians
- 5 | Accounting & Finance Staff
- 6 | Management/Executives
- 7 | IT Staff
- 8 | Drivers
- 9 | Secretaries, PAs, Administrative Assistants & Office Support Staff
- 10 | Laborers

FIGURE 5

Skilled Trades Worker Shortage is not just a U.S. issue-
It is a Global issue

REASONS WHY U.S. EMPLOYERS ARE HAVING DIFFICULTY FILLING JOBS



Many employers cite lack of available candidates and of those available they note the lack of foundational technical aptitude as their biggest challenge in filling skilled positions.

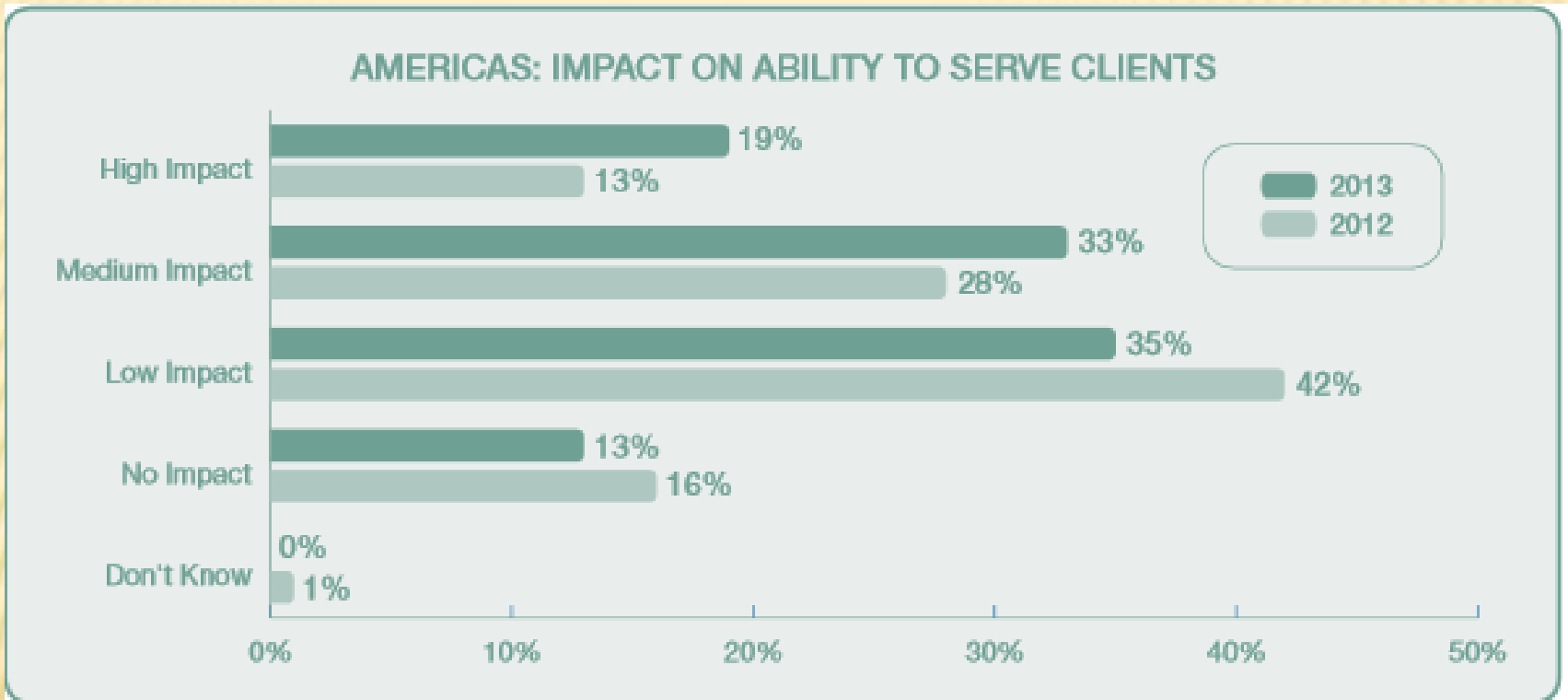


FIGURE 17

While employers do cite the need for, and shortage of, available skilled workers. There still remains an attitude among potential employers that there are still available skilled technicians available in the marketplace.

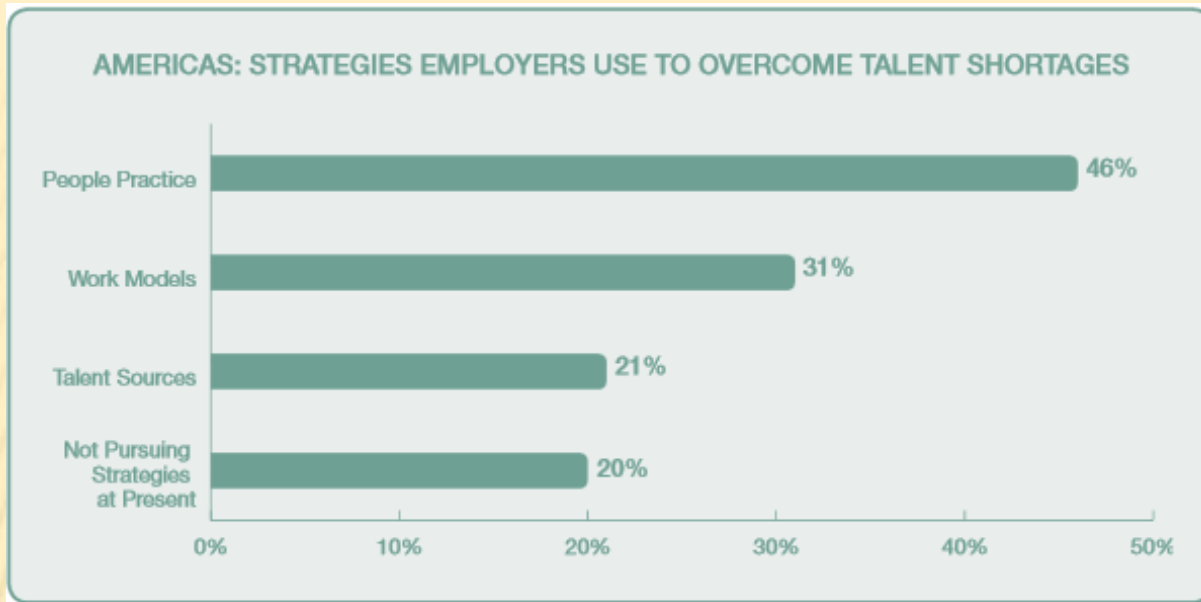
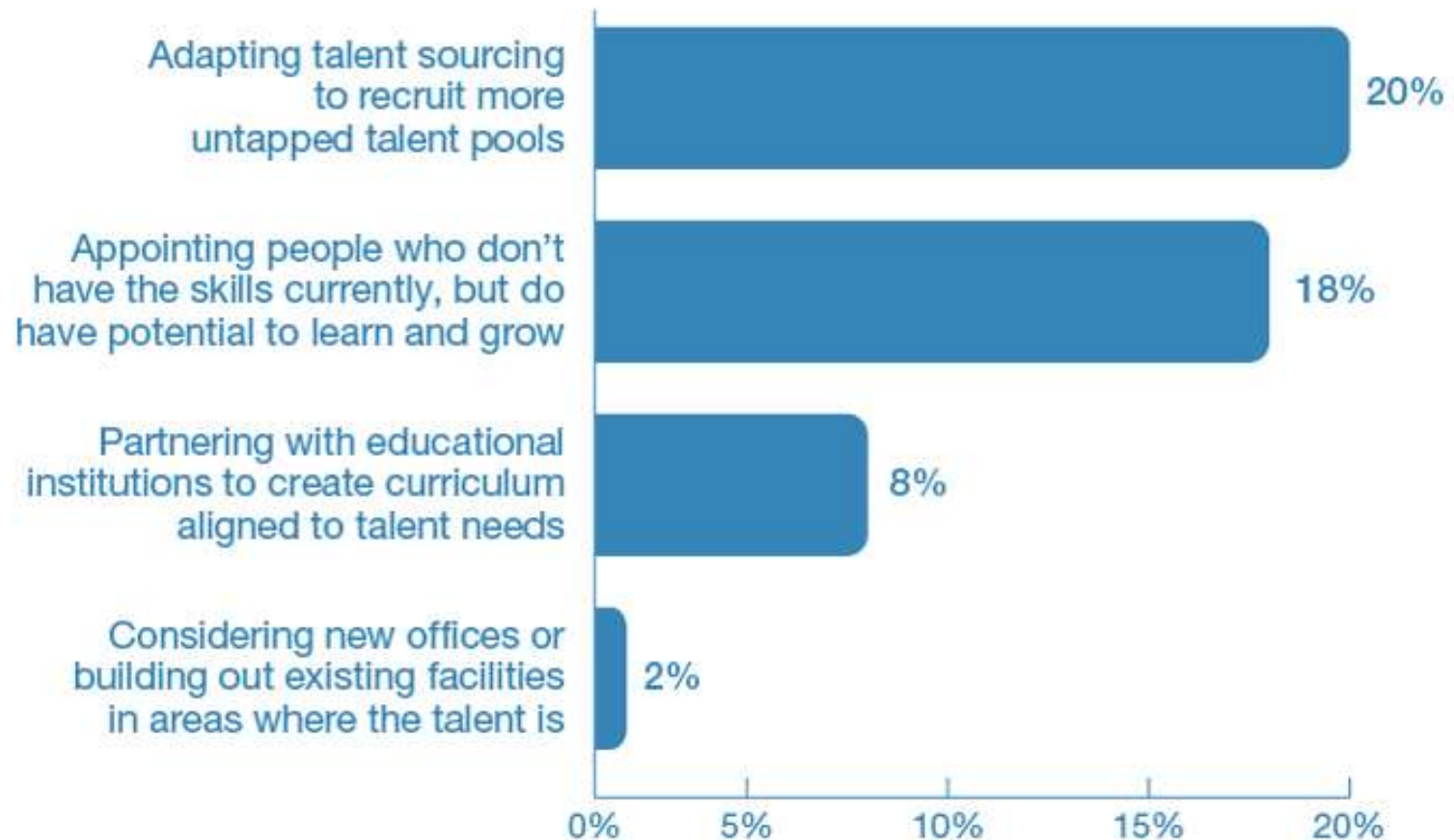


FIGURE 19

There has been a notable increase of UAW represented locations becoming interested in registering new, or revising existing U.S. DOL-OA apprenticeship programs.

- 42 UAW Represented locations are now in various stages of becoming sponsors of Department of Labor-Office of Apprenticeship registered programs.
- 17 US-DOL apprentice programs were been registered in 2013 in UAW shops.
- Most new programs are in Tier I & II IPS shops.
 - Big 3 retirees currently filling out some IPS location's need for skilled labor.
 - Big 3 retirees went through "Revolving Door" and are still in the workplace.
 - Service Agreement Contractors hired, almost exclusively, Big 3 retirees.

WAYS U.S. EMPLOYERS ARE SEEKING NEW TALENT SOURCES

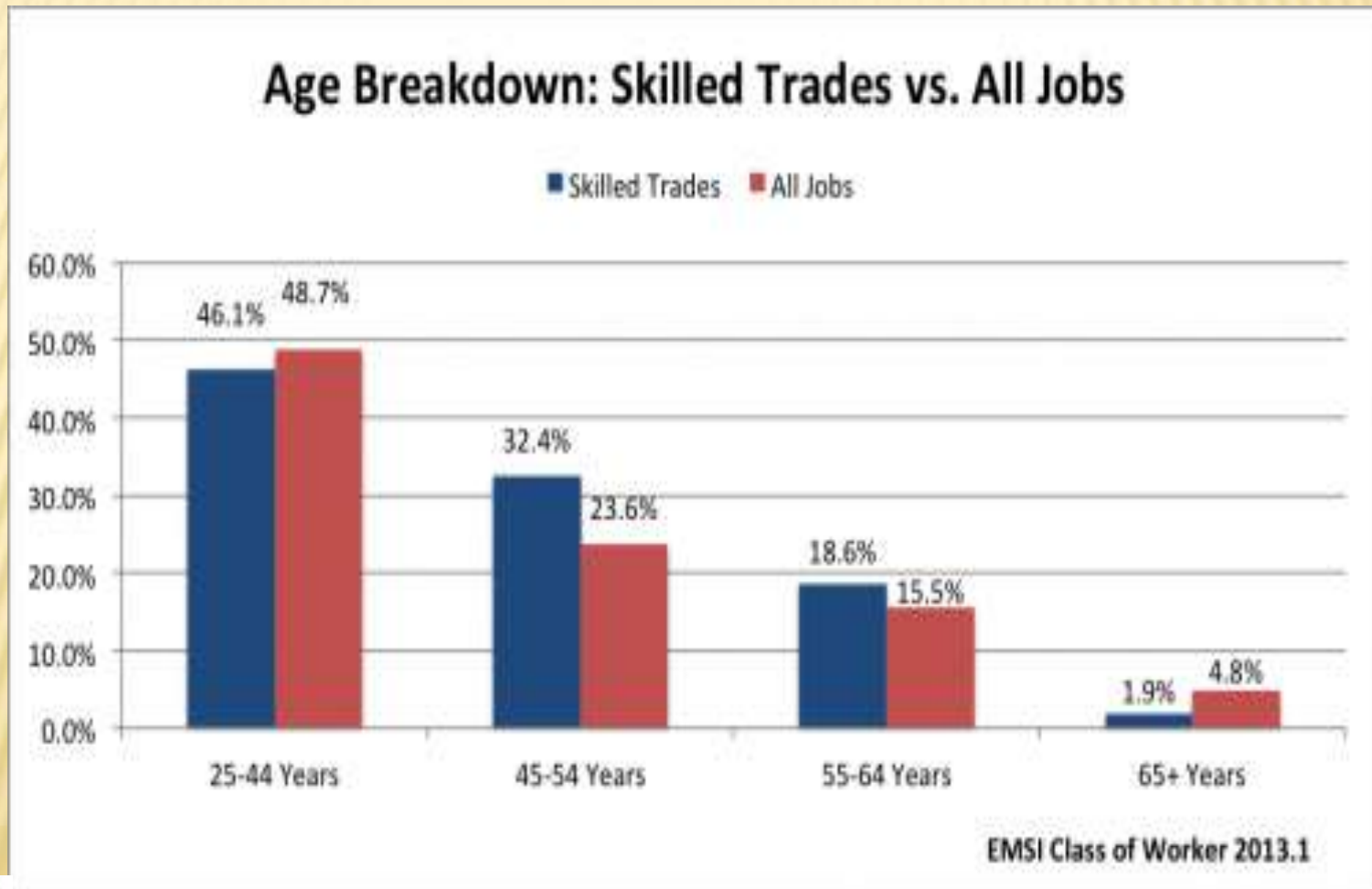


Current State:

Skilled Trades workers are getting OLD

52.9% of the *entire* U.S. Skilled Workforce is age 45 or older .

(Includes 'construction trades')



The manufacturing picture is a little more desperate.

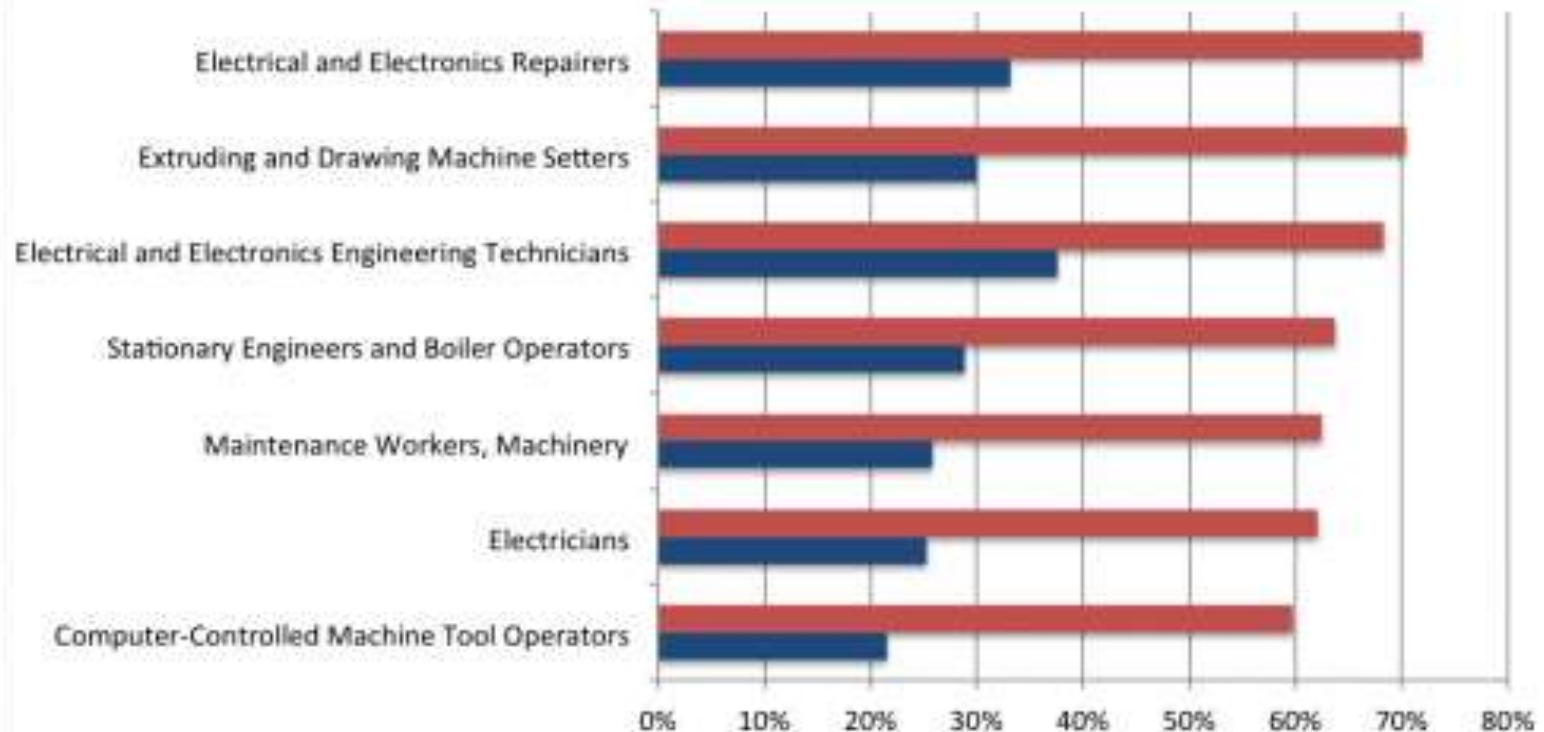
Approx. 28% of all manufacturing skilled trades are 55+

Approx. 65% of all manufacturing skilled trades are 45+

93% of the U.S. Manufacturing skilled trades workforce is over 45

Skilled Trades Group 1: The Oldest Occupations

■ Share of 45+ Workers ■ Share of 55+ Workers



EMSI Class of Worker 2013.1

Questions?