

XX/XX/XXXX

Mr. Jimmy Settles
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Settles:

Subject: Preferential Hire for Automotive Components Holdings, LLC (ACH)
Hourly Employees - Ford Entry Level Opportunities

Dear Mr. Settles:

Consistent with the parties' commitment to restructure ACH plants for sale or closure, this is to confirm our mutual understanding regarding preferential hiring of ACH hourly employees for Ford Entry Level opportunities.

Eligible Employees

Such preferential hiring shall be limited to ACH hourly employees on the active employment roll of ACH on the effective date of the 2011 UAW-Ford Master Agreement, with the exception of the displaced ACH hourly employees from the Indianapolis Plant, provided periods of separation do not exceed periods of employment.

Survey and Sign-up

Prior to Ford hiring new hire Entry Level employees, all eligible ACH employees will be surveyed once for placement on the preferential hiring list when either Entry Level openings in Ford locations occur or when the UAW and the Buyer of an ACH plant or business reach a Tentative Agreement on a new collective bargaining agreement.

Entry Level Openings in Ford Locations

Eligible employees on the preferential hiring list will be surveyed for opportunities within their home location zone and out of zone locations in accordance with the opportunity offer process outlined below using the administrative posting process. For the purposes of this letter, Zones 1 and 2 will be considered as one zone.

Point of Sale of an ACH Facility

When the UAW and the Buyer of an ACH plant reach a Tentative Agreement on a new collective bargaining agreement, eligible employees within the affected ACH plant will be offered the following options:

- o Eligible employees may elect to accept an offer of employment with the Buyer and commence employment with the Buyer effective with the sale close date, or decline such offer of employment and elect to be placed

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10/03/2011

Handwritten signatures and initials: JM, TW, MW, DW, SG, JH, BR, etc.