



November 12, 2007

Dear Fellow Employee:

Over the past five weeks the bargaining committees for the Company and the Union have been engaged in negotiations aimed at reaching a new collective bargaining agreement. During this time we have heard rumors and comments that are both inaccurate and emotionally fueled. Contract negotiations are very serious and important to all of us. It is extremely important that you have factual information so that you can objectively draw your own conclusions.

As discussed during negotiations, our Foundry continues to face a number of issues making it imperative that we improve the ways in which we operate. As I have explained, our industry continues to be in the midst of a prolonged downturn and it is not certain when we will see the industry return to normal levels. Further, over the last several years we have lost business to our competitors due to pricing and our inability to reliably supply product. And the impact from low-cost countries is real, it's happening, and could worsen over the longer term. The bottom line is that I cannot stress enough the need for us to improve the foundry's cost structure and operating efficiency so that we can return to being a viable business and substantially improve our competitiveness going forward.

Despite the hard work and dedicated efforts to achieve a satisfactory agreement, there is always the possibility of having a work stoppage. We've heard a lot of talk on the floor about the possibility of a strike. It is important to understand that a strike can be very disruptive. Do not let others sway you with emotional arguments. Instead, you should carefully consider what a strike means and the lasting impact it can have.

The decision to strike is a serious one. If a strike were to occur, it would disrupt our lives and those of our families. It is certainly not a decision to be made in the heat of the moment. Rather, you should consider all of the facts, including:

- Employees do not earn wages and do not receive paychecks when they are not working due to a strike.
- Weekly strike pay of \$150 to \$200 is a far cry from your normal weekly paycheck.
- Many benefits normally available to employees would be interrupted during a strike. For instance, striking employees would not receive paid holidays, paid funeral leave, and paid jury duty benefits. Credit toward a paid vacation would not be earned during a strike.

- You would have to pay the cost of continuing your medical coverage during a strike.
- Strikers generally are not eligible for unemployment compensation from the State of Illinois, and they are not entitled to supplemental unemployment benefits from the Company.
- It can take a very long time to regain wages and benefits lost during a strike, and often strikers never recover what they lose.

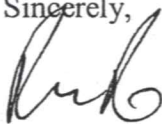
A decision to strike should not be taken lightly. Whether or not you choose to strike is your own decision. No one else can make that decision for you.

In the unfortunate event of a strike, the Company has contingency plans in place to operate the Foundry at full production levels and welcomes you to come to work. Arrangements have been made to help you cross any picket line that may exist. You should be aware that in order to avoid the potential for Union-imposed fines and/or discipline, you can resign your Union membership prior to crossing a picket line. Of course, like the decision about whether or not to strike, the decision about whether to resign your membership is entirely your decision and the Company respects whatever decision you might make.

While we want you to be informed about what may happen if we do not reach a settlement, you should keep in mind that the Company is working hard to hammer out a new agreement with the Union before the current contract expires on November 17. The Company remains committed to providing excellent wages and benefits, and is confident that through our efforts, we will improve the Rockford Foundry and the future job security of all of us.

Thank you for reading this letter and please continue working safely.

Sincerely,



Bruce Figi
Director of Operations