

Message from Joe Ashton and Cathy Clegg

Dear UAW-GM Team –

In 2010, we saw a lot of progress made by our company. During the year, we announced investments in 13 U.S. plants totaling more than \$2.5 billion and we created or retained more than 4,500 jobs. We witnessed our company's return to the New York Stock Exchange. We also saw products built by the UAW-GM team win awards for quality and steadily gain market share: the Buick LaCrosse, Chevy Traverse, Cadillac CTS Coupe, Chevy Silverado HD, Chevrolet Volt, Chevy Cruze and Chevy Suburban to name a few.

We all remember the extraordinary effort it took to help GM survive and recover from the global economic crisis. Restructuring our company and changing our business model was extremely difficult, but we are beginning to see that the hard work and dedication of this team is helping to create a healthier GM, which benefits employees, our customers and the many others who depend on our success.

Therefore, we are pleased to announce that our business results are expected to generate a profit-sharing payout of upwards of \$4,000 per-employee for the GM plan, and \$3,000 per-employee for the GM Component Holdings plan, as dictated by the formula in their respective national agreements. This payout is a good example of how we are sharing in the success of the New GM. The final average payout per-employee will be communicated during the earnings release in late February.

We know that 2011 is an important year for both the UAW and GM with contract talks approaching. We look forward to getting a contract that is beneficial to both employees and the company.

Thank you again for your efforts.



Joe Ashton
UAW Vice President



Cathy Clegg
Vice President – GM Labor Relations

