

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

AFL-CIO



OFFICE OF
JAMES P. HOFFA
GENERAL PRESIDENT

September 3, 2004

Mr. Freddie N. Simpson
President - BMW
20300 Civic Center Drive, Suite 320
Southfield, MI 48076-4169

Dear President Simpson:

During the period of merger discussions, some of your members raised the concern that the BMW Division would represent only a small percentage of IBT's total membership and, therefore, the significant resources of the IBT may not be fully available to the BMW Division during national bargaining when you need them most. Your members can rest assured I recognize that one of the primary reasons for BMW to merge with the IBT is to enjoy the considerable resources of the IBT, particularly when BMW is engaged in a national round of bargaining.

This will serve as a guarantee that the resources of the IBT will be fully available to support the BMW Division during national bargaining. In particular, the Research Department and Office of Corporate Affairs will be available to assist you in developing your contract campaign. Moreover, the full force of the Government Affairs Department and my personal influence will be exercised to strive for timely releases from mediation by the National Mediation Board, fair Presidential Emergency Boards and fair treatment by Congress if it becomes involved in the process.

With best wishes, I am

Fraternally,

A handwritten signature in black ink, reading "James P. Hoffa", is positioned above the typed name and title.

James P. Hoffa
General President

JPH/psb

