

Special Communication



October 23, 2015

Colleagues,

The company has been notified by the National Labor Relations Board (NLRB) that the United Auto Workers (UAW) has petitioned for a secret-ballot election of eligible hourly employees in the skilled maintenance departments.

The company finds the timing of this development unfortunate, given the challenges we are facing as a plant, Brand, and Group. Nevertheless, we will respect our employees' right to petition and vote and will remain neutral throughout this process.

Please note that there are a few differences between this requested election and the one which occurred in spring of 2014:

- The petition for election was submitted by the UAW, not the company.
- There is no Election Agreement between the UAW and Volkswagen.
- The outcome of this election will affect only the maintenance workers involved.
- There is no clear path to a Works Council representing all employees from a bargaining unit representing only the maintenance team.

The UAW has requested the NLRB to hold the election as soon as possible with a target of November 5-6, though this has not yet been confirmed by the NLRB and may still change.

Given the short timeframe and limited number of involved employees, the company does not plan to hold special information sessions or additional communication beyond that which is customary and required as part of the NLRB's legal process.

Attached is a summary of our expectations as we move through this process over the next few weeks. Please take time to review it in full. As always, if you have any questions, please feel free to contact Human Resources.

Sincerely,

Christian Koch
Chairman & CEO
Chattanooga Operations, LLC

Sebastian Patta
Executive Vice President
Human Resources

Key points – Election Process



- Any election will be supervised by the NLRB consistent with U.S. law and practices.
- The election will take place at the Chattanooga plant over a period of time to be determined by the NLRB.
- Eligible employees to vote are Skilled Team Members / Leaders.
- All employees maintain their rights to inform and discuss with each other – for or against the union – in non-work areas during non-work time.
- No employee will be allowed off during work time to solicit other employees for/against the union.
- The company respects the right of our employees to decide whether they wish to join a union or not, and, as such, the company will not:
 - Threaten or coerce any employee
 - Engage in surveillance of employees' legally protected activities
 - Interrogate any employee about the support for or opposition to a union
 - Make promises or grant benefits to convince employees to support or oppose a union
 - Take negative actions if employees do or do not choose a union
- In the event the UAW is elected as the bargaining representative for the maintenance employees, the Company and the UAW would enter collective bargaining.
- No negotiations or pre-agreements exist between Volkswagen and the UAW. All topics (including wages, benefits, etc.) would be subject to the outcome of collective bargaining should the UAW be elected.