

Special Communication



April 17, 2019

Colleagues,

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

We were surprised by the timing of the filing, considering our recent announcements and continued investments in Chattanooga and Tennessee. We've heard the concerns that our workers have raised in an open dialogue and we've responded with improvements in working conditions: we've adjusted shift work, we've reduced overtime to have more predictability, and we've raised wages.

We intend to continue that open dialogue but we believe we can achieve more for us all by continuing that open dialogue directly.

We will respect our employees' right to petition and vote and will remain neutral throughout this process. We hope everyone will take the time to inform themselves about the relevant facts before casting a vote.

Please note that there are a few differences between this election and the ones in 2014 and 2015:

- The petition for election was submitted by the UAW, not the company.
- There is no Election Agreement between the UAW and Volkswagen.
- The election will be for both production and maintenance employees.

The UAW has requested the NLRB to hold the election as soon as possible with a target of April 29 and 30, though this has not yet been confirmed by the NLRB and may still change.

The company will hold special information sessions and provide additional communication in the coming weeks. In the meantime, we have attached a summary of our expectations as we move through this process. Please take time to review it in full. As always, if you have any questions, please feel free to contact Human Resources.

Sincerely,

Handwritten signature of Scott Keogh in black ink.

Scott Keogh
President & CEO
Volkswagen Group of America

Handwritten signature of Antonio Pinto in black ink.

Antonio Pinto
President & CEO
Chattanooga Operations



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- 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.
 - 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
 - No negotiations or pre-agreements exist between Volkswagen and the UAW.