

# SIGNER

BUICK • CADILLAC

July 21, 1995

Mr. Don Crosatto  
East Bay Automotive Machinists Lodge No. 1546  
10260 MacArthur Blvd.  
Oakland, CA 94065

Dear Don:

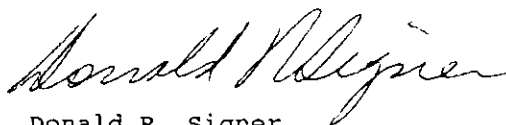
When we met Monday, you suggested that our people be allowed to vote on my contract proposal using the NADA 401K plan or the union pension plan. I would be agreeable to do so on the following conditions:

1. A meeting would be held with our employees and I would be allowed equal time to present our 401K plan. Bob Grande would be present for any questions.
2. A secret ballot would be taken immediately after the presentation with both of us present. Whichever way the vote goes will be final.

Before we hold the meeting, you and I will need to meet to work out the details of how your proposal would distribute the pay cut to the pension plan based on the amount of the cut and job classification.

Please let me know immediately if this is acceptable so that we may make arrangements.

Sincerely,



Donald R. Signer  
President

