



August 17, 2005

Dear Employees and Families:

There is some confusion about the Company's present position regarding its hourly workers who are on strike. The purpose of this letter is to clear up that confusion.

I am asking those of you who are hourly workers to return to work as soon as possible under the same terms and conditions as your previous contract with the Company. Your wages would remain the same. Your same benefit coverage would start up immediately.

These terms and conditions are better than the Company's last proposal offered in the labor negotiations, which asks concessions of you. The Company has committed to the unions that it will not implement its last proposal following your return to work.

Consequently, no changes could occur to your wages and benefits unless they are ordered by the bankruptcy court.

The future of the Company depends upon you returning to work quickly. I hope you will see the wisdom in doing so.

Sincerely,

Daniel Tellechea