



Kevin W. Williams  
Office of the President

General Motors of Canada Limited  
1908 Colonel Sam Drive  
Oshawa, Ontario  
L1H 8P7

February 11, 2011

Mr. Chris Buckley  
President CAW Local 222  
1425 Phillip Murray Ave.  
Oshawa ON  
L1J 8L4

Dear Chris:

I have received your letter dated February 1, 2011 regarding the payout of a "performance annual payment" by Chrysler to its employees in both Canada and the United States.

I agree with your assessment of the contributions made by our hourly team members and retirees in producing award winning products with excellent quality, as well as the productivity and efficiency improvements that have been realized by the Company. General Motors of Canada Limited currently has a disciplined business plan in place to ensure a sustainable future for General Motors of Canada, our employees and our retirees.

Chrysler chose to make this discretionary payment. General Motors intends to make any profit sharing/performance bonus type payments part of our agreements with our respective unions. As you know, the CAW agreement does not contain such provisions and as such, paying a performance bonus, cannot be contemplated at this time.

General Motors is more than willing to have discussions regarding innovative and creative compensation programs that reflect performance and would allow the Company to recognize future efforts and accomplishments on the part of all employees.

We continue to look to the CAW as a partner to ensure that we achieve long term success to enable us to invest in our future and the future of our employees.

Yours truly,

A handwritten signature in black ink, appearing to read 'Kevin W. Williams', with a long horizontal flourish extending to the right.

Kevin W. Williams