

New Side Letter Regarding Payroll Date at Master Plants (Not to be published)

_____, 2013

Mr. Randy Boulton
USW BATO Coordinator
Five Gateway Center – 7th Floor
Pittsburgh, PA 15222

Dear Mr. Boulton:

This letter will confirm that beginning in January 2014, Bridgestone Americas Tire Operations, LLC's normal payroll date will be on Fridays at all of the USW represented facilities located in Akron, OH, Bloomington-Normal, IL, Des Moines, IA, LaVergne, TN (for both the separate production and maintenance bargaining units), Russellville, AR, and Warren County, TN.

Yours truly,

Bill Phillips
Vice President, Labor Relations & Benefits
Bridgestone Americas Tire Operations, LLC

Agreed: _____

Randy Boulton

Side Letter Regarding Mandatory Overtime (Not to be published)

July 29, 2013

Mr. Randy Boulton
USW BATO Coordinator
Five Gateway Center – 7th Floor
Pittsburgh, PA 15222

Re: 90-day Moratorium on Daily, Extend of Shift Mandatory Overtime

Dear Mr. Boulton:

During the course of the 2013 negotiations for the Master and Bloomington Agreements, the parties reached agreement concerning changes at Article VIII, Sections 1(b)(3) and (7), and the corresponding new mandatory overtime provisions to the Bloomington CBA, pertaining to the procedure for employees to volunteer to work unexpected, daily, extend of shift overtime, and the use of mandatory overtime under where the voluntary process does not produce the needed manning. In the course of those discussions, *the Company agreed that if the Master and Bloomington contracts are ratified*, management will suspend from October 1, 2013, through December 31, 2013, the assignment of mandatory daily, extend of shift overtime at the covered plants. This suspension is intended to allow the plants time to implement the new daily voluntary overtime polling procedure, and provide a trial period for the Company to assess whether the agreed upon changes to the daily polling procedure are producing sufficient volunteers to satisfy the plant's manning needs for unexpected, daily extend of shift overtime. The suspension of daily, extend of shift mandatory overtime will not apply to crew operations (tubing, calendaring, and stock prep/cutting) in the event of business needs due to a major mechanical or equipment breakdown.

After December 31, 2013, the Company will determine at each plant on a week-to-week basis whether to continue this suspension of daily, extend of shift mandatory overtime based on the results of the daily volunteer overtime procedures. Nothing in this letter shall affect the Company's right under Article VIII, Sections 1(b) and (c) of the Master Agreement, or the corresponding new provisions in the Bloomington contract, to appropriately use mandatory overtime assignments to fill manning needs for expected, off-shift overtime.

Yours truly,

Bill Phillips
Vice President, Labor Relations & Benefits
Bridgestone Americas Tire Operations, LLC

Agreed: _____
Randy Boulton

New

New Side Letter Regarding \$1.00 C.O.L.A. Diversion (Not to be published)

_____, 2013

Mr. Randy Boulton
USW BATO Coordinator
Five Gateway Center – 7th Floor
Pittsburgh, PA 15222

Dear Mr. Boulton:

In the 2007 and 2009 Wage Agreements, the parties reserved \$1.00 of accumulated cost-of-living allowance (“C.O.L.A.”) adjustments from active employees to help current retirees defray rising medical costs through a pension supplement. In the 2013 Master negotiations, the parties agreed to continue the \$1.00 reservation of accumulated C.O.L.A. from actives, with the value of the \$1.00 being already fully allocated from July 27, 2013, to July 29, 2015. Thereafter, from July 30, 2015 to July 29, 2017, the parties have agreed to discuss how this \$1.00 of reserved accumulated C.O.L.A. may be used. Such discussions will take place between the Company and the USW International.

Yours truly,

Bill Phillips
Vice President, Labor Relations & Benefits
Bridgestone Americas Tire Operations, LLC

Agreed: _____
Randy Boulton