

Celina Aluminum Precision Technology Inc. ("CAPT") strives to provide a compensation program for our associates that will ensure a good quality of life for yourself and your families. Every year CAPT reviews our current business situation and the latest industry and economic trends.

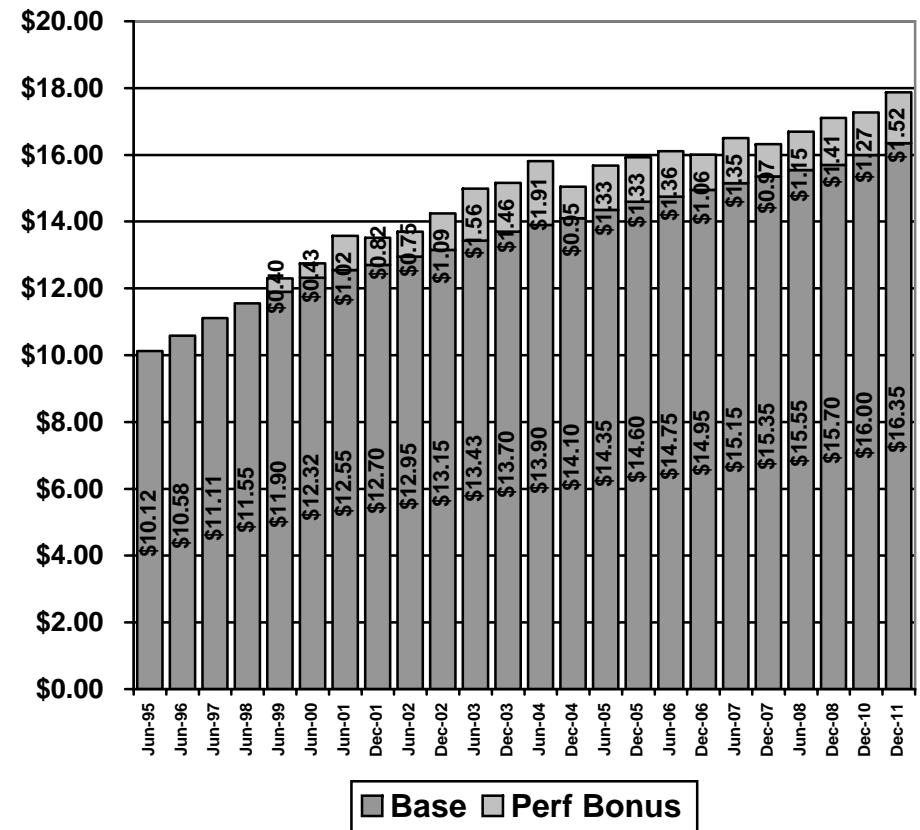
In **April 2011** we were able to provide a one time payment in the amount of **\$.85** per hour of compensation in 17ki. We have reviewed our current business situation, the latest industry and economic trends and we are pleased to announce a new wage scale effective **December 5, 2011** for the Production classification listed below.

Progressive Steps	Current Wage Scale	New Wage Scale (Effective December 5, 2011)
Start	\$13.20/hour	\$13.55/hour
3 Months	\$13.55/hour	\$13.90/hour
6 Months	\$13.90/hour	\$14.25/hour
9 Months	\$14.25/hour	\$14.60/hour
12 Months	\$14.60/hour	\$14.95/hour
15 Months	\$14.95/hour	\$15.30/hour
18 Months	\$15.30/hour	\$15.65/hour
21 Months	\$15.65/hour	\$16.00/hour
24 Months	\$16.00/hour	\$16.35/hour

This wage increase will go into effect during the payroll week beginning December 5, 2011. It will appear on your paycheck for **December 15, 2011**.

History of Production Associate Compensation at CAPT

Data represents total hourly compensation for associates at the maximum of the pay progression scale.



In addition to wages and bonuses, CAPT provides the following benefits programs and services to eligible associates:

Health Care Plans

- Medical
- Prescription Drug
- Dental
- Vision

Insurance Plans

- Basic Life
- Short Term Disability
- Long Term Disability
- Workers Compensation
- Accidental Death and Dismemberment

Compensation

- Base Hourly Wage
- Performance Bonus
- Bereavement Pay
- Holiday Pay
- Jury Duty Pay
- Vacation Pay
- Birthday Off Pay
- Social Security (company's contribution)
- Military Pay
- Shift Premium Pay
- Call-in Pay

Retirement Plans

- ◆ 401 (k) Savings
- ◆ Pension Plan

Other Benefits Programs and Services Offered

- ✓ Tuition Payment Policy
- ✓ Safety Glasses and Safety Shoes subsidies
- ✓ Honda Federal Credit Union
- ✓ Supplemental Life Insurance
- ✓ Health Club Membership
- ✓ Uniforms
- ✓ Holiday Events and Gifts
- ✓ Career Interest Policy
- ✓ Voluntary Involvement Programs
 - P.I.T. Crews
 - RS Challenge

Celina Aluminum Precision Technology Inc.



Production Classification

Wages and Benefits

December 5, 2011