

ARTICLE 10

EMPLOYEE MATTERS

Section 10.1 Treatment of Employees.

(a) Hiring of Employees. Seller will deliver to Buyer a list of all of the employees of the Business employed by Seller immediately prior to the Closing (the "Business Employees") not later than three days prior to the Closing. On consummation of the Closing, the Business Employees shall cease to be employees of Seller. Buyer may make offers of employment, effective upon the Closing, to those Business Employees it wishes to employ in its sole discretion.

(b) Union Contracts. Buyer will not be obligated to assume any collective bargaining agreement with any union representing Business Employees, but Buyer shall recognize, and negotiate in good faith with such unions concerning, the terms and conditions of employment of any Business Employees represented by such union which Buyer elects to hire after the Closing.

<http://www.sec.gov/Archives/edgar/data/879526/0000950137-98-000324.txt>

EMPLOYEES

As of December 31, 1997, the Company had 4,320 employees. Approximately 11% of the Company's employees are represented by labor unions. Since the Fruehauf acquisition, the Company has not entered into any collective bargaining agreements. The Company places a heavy emphasis on employees relations through educational programs and quality control teams. The Company believes its employee relations are good.

<http://www.sec.gov/Archives/edgar/data/879526/0000950137-97-000418.txt>

EMPLOYEES

As of December 31, 1996, the Company employed 2,921 persons, of whom 36 are employed in research and engineering, 2,620 in manufacturing, 48 in sales and marketing, 102 in materials and 115 in administration, finance and management. None of the Company's employees are represented by a labor union. The Company places a heavy emphasis on employee relations through educational programs and quality control teams. The Company believes that its employee relations are excellent.