



**VOLKSWAGEN
OF AMERICA, INC.**

WESTMORELAND ASSEMBLY PLANT

One Volkswagen Plaza
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Telephone: 412 / 696-6000
Western Union TWX 510-468-1469

September 14, 1982

Herrn Dr. Carl Hahn
Vorsitzender des Vorstands der
Volkswagen AG
Postfach
3180 Wolfsburg 1

Sehr geehrter Herr Dr. Hahn!

Per the enclosed memo dated August 4, 1982 concerning Minority Employment, we have advised Volkswagen of America Management that there are a number of issues of importance to Volkswagen and us which require resolution. To date we have been denied our request for a meeting to air, in more specific terms these concerns and to discuss correction or clarified communication over them between respected members of management and ourselves.

Because of this failure and because we believe the concerns are of such magnitude that they could impact unfavorably upon Volkswagen's ability to do business in the United States, we see no reasonable alternative but to invite your intervention and participation. The details of our allegations against Volkswagen Westmoreland and Volkswagen of America would appear only to acknowledge racial disparities; however, we are unanimous and fervent in our belief that if addressed, these details would improve the work environment for at least the 4,000 plus employees at Westmoreland, if not the approximate 10,000 nationwide.

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Because this correspondence may appear to be somewhat dramatic or even uncalled for, we are supplying objective, supportive evidence that our claims are legitimate. Enclosed is an excerpt from a book by Dr. Wayne Alderson whom VW hired as a consultant to implement a "Value of the Person" program at Westmoreland, several newspaper clippings, and a union publication which all seem to demonstrate a pattern of insensitivity or even maliciousness on the part of management. Claims are continually made that interest rates and stabilizing gasoline prices are chomping away at Volkswagen's bit. We propose that Westmoreland has been managed into much of this dilemma and can be managed out of much of it if purged of favoritism, vindictiveness and incompetence. All employees will benefit from an even-handed, systematic, and responsive management team. A sound conclusion is that employees who perceive themselves as beneficiaries of such a well managed team will build a better quality product and at a lower price in return.

While the nobler motive will ultimately be served via this effort, we are faced with the reality that our civil rights have been grossly violated and no apparent voluntary redress is in sight. We know nothing of your interest in human rights and can only remind you that in America, Equal Employment Opportunity is the law. Our humblest and most sincere request is that you do not misconstrue this advice as either an attempt to strong-arm Volkswagen into some self-serving, undeserved, reaction or as idle conversation not to be followed by consistent action.

The parties signatory to this and the enclosed memo feel that our injuries have been great enough to warrant risking everything and anything to get justice. We would like nothing more than to have our problems, and those of the organization with us aired and resolved within the confines of the VW family house. However, the pains and anxiety of the struggle has reached an explosive ebb. Our intent is to await a direct response from you only as long as we realistically can, considering the circumstances involved.

We feel we have no choice but to bring local, national, and international, attention to the matter through a law suit for not only Volkswagen's \$ Millions, but for the concession that it be required to cease and desist from building and/or selling cars in the United States of America and be barred from ever doing so again as long as either shall exist.

VOLKSWAGEN OF AMERICA, INC.

Reiteration is in order that we do not wish to hear from you through American management, but rather directly and to each of us individually so we may determine our next appropriate course of action.

Mit freundlichen Gruessen,

William B. Brock

Charles E. Penn Sr.

Beverly S. Coleman

Ronald B. Saunders

Michael W. Dixon

Charles A. Scales

Ronald H. Johnson

Betty J. West

Leroy E. Holland

John H. White

ENCLOSURES

cc: Herrn Claus Borgward
Herrn Karl-Hein Briam
Herrn Siegfried Ehlers
Herrn Prof. Dr. Ernst Fiala
Herrn Dr. Peter Frerk
Herrn Guenter Hartwich
Herrn Horst Muenzner
Herrn Dr. Werner Schmidt
Herrn Dr. Rolf Selowsky