

**TABLE 13****LABOR - MANAGEMENT RELATIONS**

Is the State Right to Work	YES		
% of Workforce Organized			
All Workers	9%		
Manufacturing	5%		
<b>Union Elections - Companies w/50 or more Employees, Last 5 Years</b>	<b>Number</b>	<b>% Won by Union</b>	
# and % Won by Unions in Manufacturing	2	50%	
# and % Won by Unions in Distribution	0	0%	
# and % Won by Unions in F.I.R.E.	0	0%	
# and % Won by Unions in All Sectors	1	0%	
<b>Union Elections - Companies w/50 or more Employees (Listing by Company, Last 5 Years)</b>	<b>Company</b>	<b>Company</b>	<b>Company</b>
Company Name	Tower Automotive	FOC Headstart, Canton	Madison Materials, Co.
Union Involved	Steelworkers	IUE	Laborers(Local 145)
Industry SIC Code			
Date	4/30/2004	8/19/2004	2/4/2000
Number of Votes For Union	18	12	20
Number of Votes Against Union	162	29	15
<b>Strikes &amp; Work Stoppages</b>	<b>Last Five Years</b>		
Number	NONE		
Average Duration			
<b>Strikes by Company (Listing by Company)</b>	<b>Last Five Years Including 50 or More Employees</b>		
Company Name	NONE		
Industry SIC Code			
Union Involved			
# of Striking Workers			
Duration of Strike			
Strike Called by National or Local Union			