

A G R E E M E N T

THIS AGREEMENT made and entered into this 23rd day of October, 1967, by and between SMITH & KANZLER COMPANY, Linden, New Jersey, a Wholly owned subsidiary of the Dana Corporation (hereinafter referred to as the "Company"), and the UNITED PACKING HOUSE, FOOD AND ALLIED WORKERS, AFL-CIO, on its own behalf and on behalf of its local union 1257 (hereinafter referred to as the "union").

WITNESSETH, that in consideration of the mutual performance in good faith by both parties to this Agreement, individually and collectively, the said parties do hereby agree to and with each other as follows:

ARTICLE I Recognition, Union Security and Checkoff

Section 1-1. Recognition. The Company agrees to recognize the Union as the Sole Bargaining Agent for all production and maintenance employees, excluding all office and clerical employees, and technical employees, and guards, supervisors and professional employees, as defined in the National Labor Relations Act, as amended.

VPD-153-0001139

DANA-092