is the reservoir for one of Dana's greatest strengths -- its experience. Because we believe in an invest in our people, they like to stay with us. As a result, Dana has a richer reservoir of experience than any company I know. That experience creates wisdom and judgment. It provide for caution in the good times, and optimism in the bad. It is extraordinarily valuable. After all, nothing in this world stands still for long. Everything changes.

Experience prepares us for change. It teaches us to keep moving forward, looking for opportunities, wary of pitfalls. Change can sometimes be intimidating, because it's uncertain -- b it's also vital to our continued growth. After all, if it wasn't for change, we'd still be making universal joints in the corner of a printing plant, not enjoying our stature as a Fortune-100, multi-product, global corporation.

Change has been good to us. Change has made us strong.

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