

May 2, 2001

Dear Jeffboat Employee:

The purpose of this letter is to fill you in on what's going on at Jeffboat. I have enclosed a summary of the proposal you voted last Sunday.

I hope everyone understands the situation with the picketing. The current contract remains in effect under the renewal clause on page 48. The contract will remain in effect for one year unless a new contract is voted for by a majority of employees. Under Article XX of the contract, any strike during the existing contract is illegal. We want everyone to return to work so that the needs of our customers can be met, which protects the jobs of those employees who want to work.

The Company has not taken disciplinary action against any employee. Some of you may fear you've already lost your job, either by being fired or by pointing out. That's not true. Your job at Jeffboat is waiting for you and the offer is still on the table.

We are asking all employees to report immediately to work on their regular shifts. We are requiring that all employees report by the start of their regularly scheduled shift on Monday, May 7th (third shift employees report at 10:30 p.m. on Sunday night May 6th). For all employees who report to work as scheduled, there will be no penalties for being absent this work week. Any employee who does not report by this deadline will be subject to discipline up to and including discharge.

We all want Jeffboat to be a good place for you to work and to provide for your families. I look forward to working together to build a stronger Jeffboat.

Thanks,

Robert W. Greene
President

RWG/kk