# C:\Users\Brent Petit\Pictures\usw logo 3.bmp

Union brothers and sisters,

As we continue to negotiate a benefits agreement with Cornerstone Chemical Company it is important to realize that all current benefits under the previous Cytec benefits plan will continue to stay in place until we have concluded our negotiations. At this time there will be a seamless transition period that will take place with the result of a continuation of coverage without any break in said coverage. This means that we will continue to receive benefits with no stoppage of coverage. Therefore it is not necessary to sign up for any Cobra coverage offered in order to maintain your medical insurance benefit.

Please be patient and before making any changes in benefits please consult with a Union official to see the necessity of making said change. As we get more information we will communicate it, but we are in the process of completing negotiations and is not in anyone's best interest to communicate information that is not complete.

Thank you for your patience and support.

Brent Petit

Cytec Group Chairman