



Alcoa

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Regina M. Hitchery
VP Human Resources

April 17, 2007

Jim Robinson
Director District 7, USW

Paul Howes
National Vice President, AWU

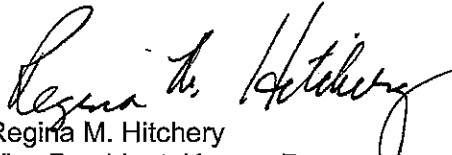
Dear Mr. Robinson and Mr. Howes,

Alain Belda has referred to me your letter of April 4, 2007 concerning the proposed Draft Labor Contract Law in China. Thank you for sharing your concerns with Alcoa. You are correct in your assumption that Alcoa has not been directly involved in the Draft Labor Contract Law.

Alcoa's operations around the world are governed by our Visions & Values, its Principles and its Human Rights Policy. We do not waiver. As you know, China's industrialization is in its early stages resulting in a much different environment than the United States or Australia. We agree that there is a lot of room for improvement in terms of recognition of human rights and the worker in China. However, Alcoa and its China operations are setting the right example. Again, we do this by living the values no matter where we operate.

With respect to commenting on the Draft Labor Contract Law, Am Cham is comprised of over 4000 organizations so we are only one voice among many. But as a result of your letter, I have directed our business unit leads in China to meet with officials of AmCham to express Alcoa's concerns pertaining to the draft legislation. They will also seek out like-minded companies to see if we can form meaningful coalitions.

Sincerely,


Regina M. Hitchery
Vice President, Human Resources
Alcoa, Inc.

Cc: Alain Belda, Chairman & CEO
Lloyd Jones, President, Asia Region