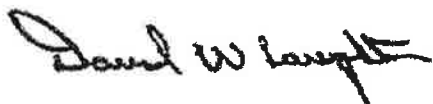


April 29, 2013

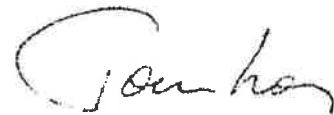
Shenandoah Employees:

We are writing to inform you of some important information. This letter is a result of a settlement reached in the NLRB Cases 05-CA-89566, -92796 & RC-87985. This letter is issued jointly by Tom Long – MillerCoors CEO and David Laughton – Director Teamsters Brewery and Soft Drink Workers Conference.

1. A rerun secret ballot election on the issue of union representation by the Teamsters' Union will be conducted in Shenandoah by the NLRB on a date after October 15, 2013. The specific date will be announced at a later date by the NLRB. The unit description (i.e. who is eligible to vote) and voting procedure will be essentially the same as the previous election. If the union does not receive the majority of the votes in the election, the Union will honor the employees' decision and discontinue campaigning. If the Union receives a majority of the votes, the Company will recognize the Union and bargain in good faith.
2. MillerCoors and the Teamsters Union support the right of employees to form, join or assist labor organizations, or to refrain from doing so, without suffering any penalty or threat of adverse action. The choice of a bargaining representative is a decision for the employees, not the Company or the Union. MillerCoors confirms its commitment that employees are not to be subjected to interrogation concerning their union activity nor coerced concerning their decision to support or not support a labor organization, nor threatened with adverse consequences of unionization. MillerCoors and the Teamsters Union will not tolerate violation of these rights.
3. In order to avoid disputes concerning campaign communications in the upcoming election, MillerCoors and the Teamsters will follow guidelines which they have jointly agreed to with respect to the content of campaign communications.
4. MillerCoors denies that it committed any violations of employee rights under the National Labor Relations Act.



David Laughton
Director - Teamsters Brewery &
Soft Drink Workers Conference



Tom Long
Chief Executive Officer
MillerCoors

