

May 30, 2007

Dear Division of Highways Employee:

The Division of Highways recognizes our employees as being our most valuable asset and you provide one of the most important public safety services to the citizens of West Virginia.

In an effort to enhance communication between the State of West Virginia Public Employees and this administration, identify process improvement opportunities to provide for a quality workplace and to assist in formulating rules and standards for improvements for personnel administration in the state and to encourage our employees to become more efficient and effective in delivering our services, Governor Manchin has chosen the West Virginia Division of Highways as one of the four agencies to participate in a "Meet and Consult" Pilot Program. The other agencies are: Department of Administration's Purchasing and General Services Divisions and the Regional Jail Authority.

We believe in the philosophy of trying to resolve problems at the lowest level possible, as well as sharing your ideas or recommendations for improvements. However, there may be times where it isn't possible to do so.

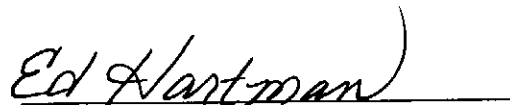
The Pilot Program of Meet and Consult will provide an opportunity for each to participate, to nominate and vote for an employee representative. Participation is voluntary. The employee representative will represent all classifications of employees in that region at a quarterly Meet and Consult Committee (MACC) meeting to present ideas and possible solutions to the Department of Transportation Cabinet Secretary, who in turn, will share the committee's proposals along with recommendations to Governor Manchin.

We are scheduling visits to talk with employees who may be interested in hearing more about this program. Please watch for future posting of dates, times, and additional information.

**"WORKING TOGETHER TO MAKE THINGS BETTER FOR ALL OF US"**



Paul A. Mattox, Jr., P. E.  
Secretary of Transportation/  
Commissioner of Highways



Ed Hartman  
Executive Director  
American Federation of State, County  
& Municipal Employees,  
AFSCME AFL-CIO