

# The Informer

Representing Workers of Goodyear Tire and Rubber/Servitex/Goodyear Service Store/URW 831 Credit Union

## Goodyear Shareholders Report

*Have you read any of the information in the 2003 Annual Meeting of Shareholders report?*

In case you haven't, here are just a few of the items included:

- Samir Gibara had a 2002 salary of \$1,250,000.00, however he did not receive any bonus dollars. He did receive other annual compensation dollars in the amount of \$441,692.00. Gibara has now stepped down from the "Chairman of the Board" position. Gibara did not take any vacation in 2001 or 2002 and has taken it pay-in-lieu to the amount of \$432,692.00. *I'd like to cash mine in too using his plan!*

- Robert J. Keegan had a 2002 salary of \$840,000.00 plus \$8,250.00 in other compensation. Keegan also received a moving expense \$75,311.00 in 2001. He also purchased 50,000 shares of stock for \$.01 (one cent) per share. *I'll take the same!*

- Approximately 846 Key Employees including all executive officers will participate in the Performance Recognition Plan for 2003. Target bonuses for Mr. Keegan \$1,000,000.00, Mr. Roney \$280,000.00, Mr. Tieken \$330,000.00, Mr. Kaplan \$180,000.00, and all participants (846 persons) as a group, \$27,427,800.00. *Maybe we could use this to pay off some debt. After all I thought Goodyear said it wanted to end the PRP, I guess it was just for the working folk!*

- Mr. Keegan will receive a total pension benefit equal to what he would have earned under the Pension plans if his service with Goodyear were equal to the total of his service with Goodyear and Eastman Kodak Company. Mr. Keegan also received a \$10,000 relocation allowance. *So what it looks like they are saying, "he gets credited with his years at Kodak in addition to Goodyear" and they are asking us to freeze our pension while they give him extra. If you noticed above, it stated he received a moving allowance of \$75,311.00. What happened to the \$10,000.00 agreement?*

There is a ton of information in these reports if you just take a little time to read it. These were only a few bits and pieces that jumped right out. We may have misunderstood, so check it out for yourself. This is enough to make all employees union and salary sick to their stomach, especially at a time when all you hear is cut, cut, cut.

## Relay for Life set for May 30, & 31st

Relay for Life which is sponsored by The American Cancer Society is due to start on May 30, 2003 at 7:00pm and end on May 31, 2003 at 7:00pm. The event will be held on the track at John M. Langston Jr. High School.. The walk is for the memory of cancer patients and survivors of this terrible disease. Our local contributed \$1,000.00 to this foundation and we are in our second year of participation. Besides getting good exercise by walking there will be all sorts of activities planned for the two-day event. You may walk as much as you like. Also, by participating in the event everyone will receive a T-shirt. Luminaries dedicating deceased cancer patients and survivors of cancer will adorn the track. If you would like a luminary representing someone who has died of cancer or is a survivor of cancer you can donate \$10.00 at the Union Hall and a luminary will be placed on the track. At opening ceremonies cancer survivors will begin the walk. All money is raised to help find a cure for cancer. So, come on out and bring the family for fun and fellowship and help bring more awareness to finding a cure for cancer.



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# The Myth of Management

Management is a myth? How can management be a myth? Some managers may say, "I'm a manager for goodness sakes. It's even in my title."

The very word "manage" means "to exercise control over; to handle manipulate or influence (someone) so that he does as one wishes." It implies that managers have the power to control people and what they do. Could anything be further from the truth? The manager who tries to know it all and to tell everyone what to do is doomed for (failure).

Management hasn't always been a myth, but it has become one in the post industrial, information-and-knowledge age in which we are living. The most tyrannical control freak can't be present at all employee interactions. Today, managers simply do not have the time or resources to manage the way they did 10 or 20 years ago. And it will be worse 10 years from now.

The reality is we can lead others but we can only manage ourselves. Managers have the power to lead - to establish a vision, to develop plans and goals, to use the power of setting a good example. Leadership means leading people into a position to succeed in doing what we are paid to do. To ensure we are trained, empowered and supported to the point that we efficiently build the best tires in the world safely and then distance ourselves from our competition.

When someone tries to exercise the power to manage, it often ends up in a power to obstruct, a power to irritate, a power to slow things down. Everyone who works in the plant is a self-manager. We don't need more managers. We need leaders.

## Management Lesson Number One

A bird was sitting on a tree, doing nothing all day. A small rabbit saw the bird and asked him, "Can I also sit like you and do nothing all day long?" The bird answered: "Sure, why not." So, the rabbit sat on the ground below the bird, and rested. All of a sudden, a fox appeared, jumped on the rabbit and ate it.

### Management Lesson:

*To be sitting and doing nothing, you must be sitting very, very high up.*

## Workin' Man

I was never one to eavesdrop when someone was having a chat. But, late one night as I came through our yard, I found I was doing just that. My wife was talking to our youngest son as he sat on the kitchen floor. So I stopped quietly to listen just outside the screen door.

Seems she'd heard some kids all bragging about their daddy's jobs and how they all were big executives. And then they asked our Bob, 'What fine career does your father have?' their queries all began. Bob mumbles low as he looked away, "He's just a workin' man."

My good wife waited 'til they all had left then called our young boy in. She said, "I have something to tell you, son," as she kissed his dimpled chin. 'You said your Dad's just a workin' Man, and what you said was true. But, I doubt if you know what that really means, so I'll explain it to you.

In all the sprawling industries that make our country great, in all the shops and stores and trucks that daily haul our freight... whenever you see a new house built, remember this my son, it took the common workin' man to get that big job done!

It's true executives have nice desks and stay real clean all day. They plan big PROJECTS to achieve ... send memos to relay. But, to turn their dream into fact, remember this, my son, it took the common workin' man to get those big jobs done!

If all the bosses left their desks and knocked off for a year, the wheels of industry still could turn running in high gear. If men like your Dad aren't on the job, that industry can't run. It takes the common workin' man to get the big jobs done.

Well, I choked back a tear and cleared my throat as I entered through the door. My young son's eyes lit up for joy as he jumped off the floor. He gave me a hug as he said, "Hey Dad, I'm so proud to be your son ... Cause you're one of the men, the special men, who get the big jobs done!"

-author unknown (reprinted from the Trade Winds, IAM, Local Lodge 1781)



## PENSION & INSURANCE

**Just A Reminder**... Any member that has United Health Care as their Insurance carrier please remember to check your EOB's (Explanation of Benefits) for Reasonable and Customary charges. If you incur a charge for a covered service performed by a covered provider in excess of a "reasonable and customary" level and claim is made against you with respect to it, then, in the absence of agreement to or ratification of such charge by the member or their dependent the insurance company shall, at its own cost and expense, defend such claim and indemnify the member against liability thereon, provided that the member and their dependent give prompt notice of the claim to the company, tender defense of the claim to the carrier and cooperate fully with it in the defense of the claim.

If you have R/C charges send the EOB, a copy of the bill from the provider back to United Healthcare to be adjusted. If you have paid the bill, send EOB, copy of bill and receipt back to UHC and you will be reimbursed.

United Healthcare continues to make progress in contracting with providers in the Danville Area.



May 13, 2003

President Jack Dodson called the meeting to order.

Prayer was by Lester Doss.

Minutes of the last Board meeting were read and approved.

- The stove cannot be installed without a hood that meets NC codes. The cost is \$2,000.
- **The June meeting will be a picnic/ ball game to be held at Dan Daniel Park at 4:30 pm on June 26, 2003 in Section 17. The picnic will be held rain or shine.**
- Jack Casparriello, SOAR District Director will be in Danville for a District SOAR meeting on July 8, 2003 at 10:00 a.m. at the union hall.
- Thank you card received from Mildred Beck. If anyone is sick, please turn his or her name in to Myrtle Fitzgerald.
- Local 831 donated a copy machine and other items for the SOAR Chapter. It was moved by Willie Fitzgerald and seconded by Earl Guill to have the copy machine serviced and buy supplies for it.
- Dues are paid according to the date on your blue membership card. Give your dues to treasurer, Earl Guill. Dues are to be paid at the SOAR meetings instead of sending to the International.
- Cookbooks are still on sale for \$8.00.

Treasurer's report read (by Willie Fitzgerald) and approved.

Names drawn for oil changes were Mac Nelson, Diane Hyler, Betty Scott and Betty Hedrick. Thanks to Goodyear Service Store and Perry Brothers for the donation of oil changes.

Judy Stevens won the 50/50 drawing for \$48.00.

Meeting Adjourned.

**Please remember the June meeting will be a picnic/ball game on June 26, 2003 at Dan Daniel Park.**

## The Pullman Strike

(Chicago, 1894)

The Pullman Strike of 1894 was the first national strike in the United States. Before coming to an end, involved over 150,000 persons and twenty-seven states and territories and would paralyze the nations railway system. All rail labor force of the nation would walk away from their jobs. In supporting the business side totally President Cleveland for the first time in the Nation's history would send in federal troops, who would fire on and kill United States Citizens, against the wishes of the states.

Pullman Palace Car Company manufactured sleeper and luxury railcars. One of these manufacturing locations was in Pullman, Illinois. The town was conceived on the premise of being a model town but when workers of Pullman received several wage cuts that on an average added up to twenty five percent things didn't seem to be so cozy after all. The cuts were bad enough but when coupled with Pullman's action of not lowering rent for his company owned homes, the labor began to unite. In order to work for Pullman one had to live in his houses. From the outside, Pullman appeared to be a model town, and guided tours were given to impress outsiders. The town however was not a model; the homes on the outskirts of town were shabbily built. Some without plumbing. The rent was also about twenty-five percent higher than normal for the area.

The workers formed a committee and on May 7th went to Pullman to ask to have the rent lowered, they were flatly refused. Three of these committee members were terminated. On May 10, 1894 workers walked off their jobs and on May 11, 1894 the Pullman Plant closed. The American Railway Union had 465 locals and because they were an affiliated union on strike they offered to send arbitrators for the Pullman cause. They were refused by the Pullman workers but under the leadership of Eugene Debs decided to stop handling Pullman cars if the Union would not agree to arbitration. The stage was now set for the largest strike in the nation's history!

On June 26, the ARU switchman refused to switch trains with Pullman cars. The strike and boycott expanded, paralyzing the Chicago rail yards and most of the twenty-four rail lines in the city. On July 2, a federal injunction was issued against the leaders of the ARU. This prevented ARU leaders from "...compelling or inducing by threats, intimidation, persuasion, force or violence, railway employees to refuse or fail to perform duties..." This injunction prevented the ARU leadership from communicating with their subordinates and chaos began to reign.

Governor Altgeld of Illinois had been hesitant to employ the state militia to put down the strike instead relying on the local authorities to handle the situation. The fact that mail trains might be delayed caused President Cleveland to send in federal troops. The reaction of the strikers to the federal troops was that of outrage. What had started out to be a peaceful strike turned to complete mayhem. Rioting grew and spread and on July 7, a large fire consumed seven buildings in Jackson Park. The fires destroyed 700 rail cars and caused \$340,000 of damages. At this time there were 6,000 federal and state troops, 3,000 police and 5,000 deputy marshals. However, all this manpower could not prevent the violence from peaking when on July 7, national guardsman after being assaulted, fired into a crowd killing at least four and possibly thirty and wounding at least twenty.

The results of the Pullman Strike were enormous because the strike showed the power of unified unions and at the same time showed the willingness of the federal government to intervene and support the capitalist against unified labor.

## Members Support the Jack M. Hall Fund

Dr. Jack Hall was a Nephrologist with the Danville Urology Clinic from 1972 until his death in October 1990. He was a valued member of the community and a strong advocate for providing help through fundraising for those patients with kidney disease. Under Hall's guidance The Piedmont chapter of the National Kidney Foundation was formed and later became known as The Jack M. Hall Memorial Fund. The funds are dispersed for medication, nutritional supplements, dental care, transportation and other assistance to patients on dialysis, transport patients or those otherwise afflicted with kidney disease.

Local 831 decided that this was a well-deserved fund and wanted to help support it by selling raffle tickets and giving the money to the foundation. They raised a total of \$1,002.00. Recording Secretary Brenda Miles who helped in organizing the raffle stated, "We were glad to help for such a worthy cause." Lisa Walker who works at The Danville Urology Clinic was also very helpful in our drive for this foundation. President of the Hall Fund, Marion Comer accepted the check and added, "All donations will be added to all fundraisers to help those who can't afford drugs, specialty foods and dialysis. Thanks to everyone who contributed to this foundation."



## USWA Local 831 CREDENTIALS

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Providence, NC 27315-9477  
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USWA District 8 • [www.uswa831.org](http://www.uswa831.org)

■  
**Danny Barber**  
President and Editor

■  
**Dana Dixon**  
Managing Editor

■  
**Gloria Gravely & Danny Travis**  
Associate Editors



# Editor's Column

## What the workers need is support!

For months now, there has been talk about how to bring Goodyear out of this slump. Many think that Gibara alone put us here, that's not likely though he did lead the parade to non-profitability with poor acquisitions, terrible distribution and a flop of what could have been great business (the Firestone recalls). Well, he's finally gone and Kodak has a chance to provide the world, the shareholders and the workers with a clear and precise picture of Goodyear 2003 and beyond. If Goodyear's plan is successful, it means everything comes on the backs of the workers. If the union plan is successful, success would be shared and the pains would be shared. However, there is a lot more to be done than the negotiations deal. What the workers really need now is support, not idle talk!

Imagine a day when you call management to your machine or job location, discuss a problem and they leave with a simply reply, "I'll handle that problem and be back with you to make sure it has been resolved!" I'm not so sure we have anyone in our plant that thinks this way, but if local management wants to better our plant they need to change the culture, change the way we manage or should I say mis-manage. The workers are looking for management to provide the tools we need to do our jobs. I'm not talking about hot knives or service rides, I'm talking about the information and support necessary to fulfill the job requirements. It is a common thing to have a quality representative or area manager come to the job, fill out a couple of forms or reports and take off. Recently a member discussed an issue with me concerning quality on his machine. He said he called the Quality Analyst to his machine, showed him the problems and as he was leaving he asked, "What is your plan of action?" The only response he got was I put it in my report. We don't need reports we need action. If it's bad components, we need answers as to why and resolutions to eliminate the problem. The problems the entire plant has are the same problems we've had for 20 years. If management is not providing the workers with the proper tools to produce a quality, efficient and safe product they are noting doing their job. Until someone realizes that charts don't produce components or tires we will never succeed. Our management has got to address the problems on machinery immediately for us to regain our position in the world economy. It is not an easy job to provide the workers with the necessary tools and that is why most managers fill their day with managing a little things like "did you ring in at the right clock", or "you took to long for break" etc. Yes, sometimes we take too long for break, but what is an extra couple of minutes compared to hours of idle time because we don't want to pay a builder AHE to get a shell or hours of downtime because of lack of components.

If you are a manager and reading this and I know many of you do. Think about this....you have an opportunity to be a key player in the comeback of the greatest tire and rubber company ever. Get out of the box; explore more modern and efficient ways of working with people instead of against them. Be a part of your module or employee group. Many employees are looking for leadership. If you provide leadership, you won't have to manage. The days of old are disappearing- you have a choice, be part of the solution or continue to be the problem.

And for the worker, don't wait to be told what to do-you know your job, let's do it. There is no one out there that couldn't do his or her job without any manager influence. We too could show a little more ownership in the day-to-day operations of our plant. None of us sit around waiting for someone to tell us when we need to mow our grass or pay our bills etc., you see it needs to be done and you do it. We need to have passion in our jobs. If someone is telling you to do something that will hurt the plant quality-wise or production-wise, notify your union representative. We must play a different role in this company if it is going to change unless you just want to give in to the company plan and accept cuts in wages and benefits. It is a choice we have to make, what direction do you want to go?

**Dana Dixon**, Managing Editor

# Questions & Answers

If anyone has a question for *The Informer*, please submit it to Dana Dixon, Gloria Gravely, Danny Travis or your Division Chairman.

## Traditionally we've had three or six year contracts. Why are we considering anything different?

At the merger convention in 1995, the Steelworkers agreed to let the URW locals to continue as they were as far as elections until 2000. Since 2000, the International has asked locals to move their elections to April of the year. If we had elections in April, it would possibly put a new group at the negotiations table during the middle of the talks. Therefore, if we move to a two or four year contract it would move elections and negotiations away from each other. This will ensure the members that they have representatives at the table that have some experience.

## Annual Meeting!

June 7th

Community Market, Danville

12PM to 4PM

Lunch will be served!  
Bring the kids and make it a  
picnic!

If you are working on that day, please stop by the credit union and see Bev Hedrick for a ticket to enter our prize drawings.

Anyone interested in a Board or Volunteer position should contact the credit union to be considered.



URW 831 MEMBERS  
FEDERAL CREDIT UNION

*People Helping People Since 1970*

539 Arnett Boulevard Danville, VA 24540  
(804)793-1278 toll free 866-879-6328 [www.urwfcu.org](http://www.urwfcu.org)

## Rules for Investing

in Today's Stock Market

Edward Jones

Hershel Stone - 836-4717

Chris Eastwood - 791-2595

# PAF Check-Off Has Begun!

If you have noticed a withholding on your check entitled COPE, you are contributing to candidates that support working people. Now more than ever with big business trying to take away benefits and moving jobs to foreign lands and our government looking at doing away with our time and half after 40 hours we must enter the political arena. Our contributions will help preserve and protect American jobs. Since this started everyone that is contributing \$1.00 or more is in the running for the drawing of a Harley Davidson Motor Cycle and will be receiving a Political Action T-shirt. Additionally, the local will be holding a drawing for 9 Political Action Jackets. Be proud when you see that withholding coming out of your check because you are fighting for the working man and woman in this country and possibly saving your job



# VACATION

## CAR CARE PACKAGE!

- Lube, Oil Change & New Filter (Up to 5 quarts of a major brand oil)
- Top Off Antifreeze & Other Fluids Under The Hood\*
- complete Tire Rotation
- Check Tread Depth On All Four Tires
- Adjust Tire Pressure To Manufacturer's Specs
- Evaluate Brake Condition
- Inspect Battery Terminals & Conditions
- Examine All Belts & Hoses For Cracks & Proper Tension

\* Except extended-life antifreeze.


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## Member Chatter

The union hall recently completed its' renovations. This is the only renovation since the hall was built. We asked members for their opinion at the 7:30 pm union meeting.



*"I really like what they've done to the offices, it feels so comfortable."*

**Monica Gray,**  
Dept. 2421



*" Really nice, they did a great job. It was long overdue!"*

**Tom Lewis,**  
Dept. 2541



*" It's so nice and such a comfortable setting."*

**Janet Gwynn,**  
Dept. 2415



*"I think everything is nice. I really like the upgrades to the restrooms."*

**Art Boyes,**  
Dept. 1525

# May Membership Meeting Minutes

USWA Local 831 held its' regular membership meeting on May 8, 2003 with Vice President Terry Trull presiding. Highlights of the meeting included the following:

■ Prayer by Dennis Saunders followed by the Pledge of Allegiance.

■ Roll Call of Officers-All were present except Danny Barber (negotiations).

■ Recording Secretary, Brenda Miles read the minutes from the April 10, 2003 meeting and they were approved as read.

■ Executive board action from May 5, 2003 meeting was approved as read and the following items were agreed to:

● Donate 1 used computer to SOAR and 2 used computers to communications.

● Purchase a printer and 2 rolling carts for \$400.00 for communications.

● Purchase a full page ad for \$100.00 for Pelham Summer Fest.

● Send President and Vice-President to President's meeting to be held in Roanoke.

● Send the Negotiating Committee, Financial Secretary and Treasurer to Cincinnati, Ohio for negotiations review and strike information.

● Local 831 By-PASS Summer School District 8 2003

■ Financial Secretary, William "Stick" McLaughlin presented the financial report for April and it was approved as read. Brother McLaughlin made a motion to accept 2

rejoining members with no members exiting. Motion Carried.

■ Gloria Gravely, alternate Pension & Insurance Representative reported on Reasonable/Customary charges with United Healthcare and how to send claims back if you incur these.(See Page 2)

■ Women of Steel report given by Brenda Miles

● Thank you for Jack Hall Raffle. Donation to the fund of \$1,002.00.

● Relay for Life - May 30 & 31, 2003 Langston Track Field.

■ Vice President Terry Trull gave these Points of Information:

● Update on negotiations and explanation of meeting in Cincinnati.

● 3 Prime things needed - Successorship, Job Security, Neutrality.

● Goodyear hiring summer vacation help.

● Discussed shutdown week notice that company posted.

■ Juanita Turner and Gloria Gravely won the 50/50 drawings.

■ E.L. Hammock cc#5356, dept. 2541 was drawn for the attendance prize of \$625.00; the member was not present so the June Prize will be \$650.00.

■ Motion the adjourn, motion carried.

## Virginia Legislator's Weak!

The Virginia AFL-CIO has released the voting records of all Virginia Legislators. The Southside Delegation did not have such a strong showing with the exception of Reynolds and Armstrong.

\* Delegate Ward Armstrong voted with labor 63% of the time in committee action and 92% of the time on the house floor.

\* Delegate Allen Dudley voted with labor 7% of the time in committee action and 17% of the time on the House floor.

\* Delegate Clarke Hogan did not vote with labor on any issues in committee action and only supported labor 40% of the time on the house floor.

\* Delegate Robert Hurt voted identical to Delegate Hogan.

\* Delegate Daniel Marshall had no labor bills in his committee and voted 20% in favor of labor on the house floor.

\* Senator Charles Hawkins had 26 bills in his committees and support labor on six of them for 20% and voted with labor 9 of 33 times on the Senate floor for 27%.

\* Senator Roscoe Reynolds had five bills in his committees and he voted with labor on three of those for 60%. On the Senate floor, he voted 34 times with labor and 7 times against for 83% rating.

The COPE Committee will keep you updated on the actions and votes of our locally elected legislators. Information is the key to future elections. We only want the legislators that support the working men and women views.

**Hoffman Chiropractic**  
**799-4000**

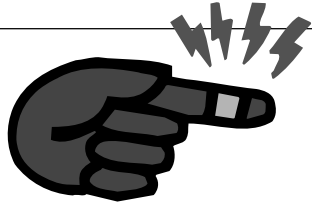
**RETIREES**

Congratulations to the following retirees. We wish them much success in their future endeavor's and hope they can fully enjoy their union negotiated retirement benefits.

- Lynn Gibson, Donald Blevins, Russell Kennon, Lonzy Robertson, Roy Horne, Braxton Edmonds, Aaron Easome, Nick Camburides, Horance Carter, Thomas Brooks

*We Send Our Sincere Condolences To*

- Darrel Altizer, Gary DeMott, Bobby Dixon, Lonnie Dixon, Ted Fitz, Mike Fitzgerald, Herbert Jones, William Knight, Cecil Law, Kevin McNeil, Broderick Norman, Larry Norris, Anthony Rice, Nicole Rucker, Tim Russell, Bruce Saunders, Bobby Shively, Phillip Smith, Curtis Walters, Sheila Williams, Jeffrey Womack



**NOTE**

If you are injured on the job, please come by the Union Hall to find out your rights.

**U.S.W.A. Local 831**  
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Providence, NC 27315

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| Sunday                                      | Monday   | Tuesday             | Wednesday       | Thursday   | Friday                                  | Saturday   |
|---|--|---------------------|-----------------|--|---|--|
| <b>JUNE 2003 CALENDAR</b>                   |  |                     |                 |  |   |  |
| May BD<br><b>25</b>                         | AC<br><b>26</b><br>Memorial Day                | AC<br><b>27</b>     | BD<br><b>28</b> | BD<br><b>29</b>  | AC<br><b>30</b><br><br>Begins 7:00 p.m. | AC<br><b>31</b><br><br>Ends 7:00 p.m.                |
| June AC<br><b>1</b>                         | BD Executive Board Meeting 7:30 AM<br><b>2</b> | BD<br><b>3</b>      | AC<br><b>4</b>  | AC President's Meeting Roanoke, VA<br><b>5</b>                       | BD<br><b>6</b>                          | BD Pelham Summer Fest 9:00am - Until<br><b>7</b>     |
| BD<br><b>8</b>                              | AC<br><b>9</b>                                 | AC<br><b>10</b>     | BD<br><b>11</b> | BD Union Meeting 7:30 AM/PM<br><b>12</b>                             | AC<br><b>13</b>                         | AC<br><b>14</b>                                      |
| AC Father's Day (Don't Forget)<br><b>15</b> | BD<br><b>16</b>                                | BD<br><b>17</b>     | AC<br><b>18</b> | AC<br><b>19</b>  | BD<br><b>20</b>                         | BD<br><b>21</b>                                      |
| BD<br><b>22</b>                             | AC<br><b>23</b>                                | AC<br><b>24</b>     | BD<br><b>25</b> | BD SOAR Picnic & Ball Game At Dan Daniel Park - 4:30 pm<br><b>26</b> | AC<br><b>27</b>                         | AC U.R.W. Credit Union Contract Expires<br><b>28</b> |
| AC<br><b>29</b>                             | BD<br><b>30</b>                                | July BD<br><b>1</b> | AC<br><b>2</b>  | AC<br><b>3</b>   | BD<br><b>4</b>                          | BD<br><b>5</b>                                       |