

February 26, 2010

Mr. Roland Smith:

I would like to invite you to Zanesville, Ohio to tour the New Bakery Airport Road plant, and meet the great people who made this company what it is today. The airport is next door, you could fly in and still be home before supper.

My wife and I would like to meet you and have you look our son Jack (if you remember, Jack was adopted, has down's syndrome, autism, ADHD, fetal alcohol syndrome and is legally blind) in his big brown eyes and tell him the truth. What might that be?

"Jack, the cuts we are making are necessary for Wendy's/Arby's Group."

We both know that is not true. Or something like "My 42% wage increase in 2008 was justified, and maybe I can take from the 150 people in Zanesville and no one will know or care to keep value of the stock-up."

If you have an ounce of compassion, humanity or dignity you will see that you are wrong, and right this injustice immediately.

Since April 1, 2008 the hostile work environment you have created has taken its toll on the employees. One person had a heart attack. One employee threatened to kill all his coworkers. I was admitted to the hospital with chest pains, and then there was the firing of our Chief Union Steward. With me standing up I will surely be next. I am a man of few words, but when you threaten my family, taking us from the middle class to the working poor of America, I have to do what any man should do and say "Stop. Enough is enough!"

When did we become a company of taking away from our employees, instead of putting our time and energy into innovative ideas like Dave Thomas, our great founder, did (square hamburger, we don't cut corners, seems a bit ironic today).

In the town hall meeting Sam McLaughlin said he made \$220,000 (with 13 weeks vacation) and he wasn't giving up anything to make the company more profitable. He said he would show us how to fully fund a 401(k) plan on the generous wage increase we would get. 26 cents? Who can retire on **\$2.00 A DAY?**

Here is a list of things we lost:

- P-Plan, \$31,000
- Prescription Plan
- Short-term Disability Plan
- Seniority
- We are paying more for less insurance
- Dental Insurance

I have \$2,781 per year taken out of my pay for insurance. With the \$4,000 deductible and the 20% I have to pay on my \$7,000 hospital bill, my \$36,000 salary will be cut down to about \$28,000. That is probably what you would spend on a weekend getaway.

Maybe it is time for you to step down. Get some new blood in the company with new ideas, new products. Someone with good moral values to make us strong and respectable, a company others strive to be. Setting new goals, cutting new paths, not just following trends.

Thank You. I'm looking forward to meeting you.

Roy Kimble