

Roland C Smith

My name is Roy Kimble, I see we share a desire to help children.

With you involved in Dave Thomas foundation for adoption, and boys and girls clubs of America.

I was a single father of a 1yr and 3 yr old when I met my wife who had two young children. We married raised the kids. When Andy our youngest was 17yrs old, my wife (who works with special needs kids) mentioned that a boy at school was put into foster care.

The thought of the boy was heavy on my heart. Two weeks later I asked to meet the boy. When I meet him god spoke to my heart, you and this boy need each other.

So on 9/10/04 jack came to live with us. He was 5yrs old .it was not easy at first.

Jack has downs syndrome, autism, ADHD ,alcohol fetal syndrome, and legally blind.

We adopted Jack on 9/26/05.

Now 5yrs later Jack is doing great .we would like to help more children, bring them into our home.

With a lot of love patience and structure children will thrive.

My problem is the company I work for is trying to take away our security.

They want to stop paying in to our pension ,take away our prescription card. ,change wording to take away our seniority, and make us pay much more for less insurance.

The company is making record profits, and is using the downed economy to rape its employees.

You may wonder why I am writing to you. I work for The New Bakery of Ohio. I make \$18.55 an hour work 40 hours a week I have been with the company for 25ys. I was planning to get out in 2.5 years to do something I love HELP KIDS, but with the cuts you want us to take I will have to work till I die.

Our \$113000 home(which is not paid for) will have to go up for sale. (jacks'home ,comfort zone) we will have to buy a little cracker box in town, to be able to aford care and medical expenses for our family

With you making over \$5 million a year you can not under stand what devastation this will have on my family and the other families involved.

I ask you to consider all the children this will impact. Taking away from working families to line the pockets of the rich is wrong. I ask you to take the road less traveled and do the right thing let us keep what we have. help preserve the middle class of America.

If this trend continues who will be able to eat Wendy's or Arbys. Buy cars and the other goods and services the working men and women of this great country produce.

I hope you will consider the peoples lives this will impact, and be more generous to us.

If you are truly interested in helping kids not just trying to look good on your resumé, you will not force this on us.

I know my reward for taking Jack in , is seeing his smile every day and I will be rewarded by a higher power,

What about you?

I have enclosed a CD we made to send to jacks grandmother to show he is loved. Please try to look at it .

It may put a face to what is happening and the lives it impacts.

Thank YOU

Roy Kimble

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Please reply



SERVING FRESH IDEAS DAILY.

ROLAND SMITH
President & CEO

December 23, 2009

Mr. Roy Kimble
2005 Sunray Place
Zanesville, OH 43701

Dear Mr. Kimble:

Thank you for your recent letter. I appreciate you taking the time to write to me of your concerns. Let me begin by commending you for your dedication to your family and your commitment to your adopted son, Jack. I am sure he is a very special boy who brings much happiness to your family.

With regard to your comments about The New Bakery Company (an affiliate of Wendy's/Arby's Group, Inc.) and its negotiations with the Bakers Local 57, I understand each of the concerns you have voiced. Pension and retirement, health insurance, wages and seniority are all very important, especially in this economy. With constantly increasing health and other costs, increased competition and other challenges for the bakery's business, it takes the cooperative efforts of hard-working managers and employees, such as you, to succeed.

Based on your letter it is possible that you do not have the most up-to-date accurate information on the status of the negotiations and the New Bakery's last best offer. Because the New Bakery's General Manager, Sam McLaughlin, is more familiar with those details, as well as the bakery's new compensation, health insurance, retirement and benefit plans, I am forwarding your letter to him along with my request that he follow up with you concerning your letter, provided that the Union does not have any objections.

Thank you for taking the time to share with me your comments. I wish you and your family a safe and enjoyable holiday season.

Best regards,

A handwritten signature in cursive script, appearing to read 'R. Smith'.

Roland C. Smith
President and CEO