

KEN LORTZ, DIRECTOR  
REGION 2-B, UAW  
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**INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE & AGRICULTURAL IMPLEMENT WORKERS OF AMERICA-UAW**

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January 25, 2010

Mr. Roland C. Smith  
President and CEO  
Wendy's & Arby's Group Inc.  
1155 Perimeter Center West  
Atlanta, Georgia 30338

Dear Mr. Smith,

I am writing you today on behalf of the 180,000 active and retired UAW members in Ohio. We are appalled by the lack of respect you and your company have shown toward the workers at the New Bakery facility in Zanesville, Ohio represented by members of the Bakery, Confectionery, Tobacco and Grain Millers International Union, Local 57. These disrespectful, illegal, and unjust actions have resulted in Unfair Labor Practice charges being filed with the National Labor Relations Board, and clearly stand in the way of restoring favorable labor/management relations.

I am further disturbed by the plant manager's continued violation of federal law by his surveillance of union activities, attempts to intimidate workers, and his efforts to bargain directly with workers - bypassing bargaining representatives chosen by the Union.

I strongly encourage you stop these unjust and illegal actions and to immediately take all necessary steps to restore a respectful relationship with Local 57.

I am also aware that the Zanesville Bakery workers represented by Local 57 are some of the most productive, quality conscious employees, earning numerous quality and safety awards in Independent audits. These workers have stepped up! Now it is your turn.

I will continue to monitor this situation and assure you, until I am notified by Local 57 that the company has addressed their concerns, I will call on Ohio UAW members and their families not to patronize any Wendy's or Arby's facility.

Your immediate attention to this matter will be expected and appreciated. I look forward to your response.

Sincerely,

A handwritten signature in black ink that reads "Ken Lortz". The signature is written in a cursive, flowing style.

Ken Lortz, Director  
Region 2-B, UAW

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