

## **POSITION ON UNIONS**

Pomptonian has always considered you, our employees, the cornerstone of our success and as such we make every effort to show genuine appreciation for your hard work and dedication.

As many of you are aware, recently there has been a concerted effort by a union to convince you that you should sign up to join the union. Pomptonian, as a family business, has always appreciated dealing directly with our employees instead of dealing with a third party. We are also concerned about some of the pressure that has been exerted on people by union representatives making phone calls as well as arriving at your homes unannounced. We want to assure you that we never divulge your names, addresses, or phone numbers without your permission. We would also ask that all of you respect the privacy of your co-workers. Pomptonian respects employees' rights to organize if they choose to do so.

Pomptonian is no stranger to unions. While we have not had any of our staffs organize, Pomptonian has taken over services at locations where unions already existed. One of those locations is represented by the SEIU. They organized the year prior to Pomptonian being hired. The staff members at that location were disillusioned with the union representation and presented us with a petition signed by a majority of the staff asking us to no longer recognize the union. This obviously could not happen if the union members were pleased with their union, and it occurred without any involvement or encouragement from our company.

We expect the union to continue their program of misinformation which had already begun in an effort to replace their depleted membership. Their strategy has been focused on attempting to embarrass Pomptonian and intimidate us from communicating the other side of the story with our people. These efforts have included the commissioning of a survey, press releases, full page ads, and letters to the mayors and elected representatives in the communities that we serve. We truly appreciate the extraordinary efforts of our people in perpetuating Pomptonian's reputation as a preeminent food service provider in New Jersey. We also appreciate the free and open dialogue that we have always enjoyed. Should you ever have any questions, we always encourage you to speak directly with your manager. We will also be putting useful information on our website regarding our position and dealing with our employees as well as presenting the facts with regards to the misrepresentation made by this union. We look forward to continued success and presenting a service to our clients of which we can all be proud.