

## **IMPORTANT UPDATE**

### ***ACME begins to hire replacement workers***

***November 17, 2009***

ACME has started the process of hiring replacement workers to staff our stores in the event of a labor dispute. Although we do not want to take this step, the strike authorization UFCW Local 1360 obtained and their notice to cancel your existing contract effective Friday, Nov. 20 have left us no choice.

We will continue to meet our obligations to bargain in good faith, and we are hopeful that our negotiating sessions with Local 1360 this week will be productive and focus on reaching a peaceful and reasonable solution. We will be working with a federal mediator to help facilitate the conversation.

You may see replacement workers in our store this week to receive orientation and training. Thank you for treating them respectfully and professionally.

Also, remember that you have the legal right to keep working during a strike. We want you to come to work, and we hope you will.

In order to make sure that we are properly staffed for the holidays, please let your store director know if you intend to continue working in the event of strike. Your decision, whatever it is, will be respected. We simply need to make sure that our customers are taken care of no matter what happens in the days ahead.