

TEAMSTERS JOINT COUNCIL 41

Affiliated with the International Brotherhood of Teamsters

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May 6, 2009

To: Tom Lennon
James Mathias
General Die Caters, Inc.
2150 Highland Road
Twinsburg, Ohio 44087-2231

Dear Mr. Mathias and Mr. Lennon,

Please provide the Teamsters Local 24 a complete list, including addresses of all laid-off employees, including any managerial employees at both the Twinsburg and Peninsula worksites. Please provide the Teamsters Local 24 with any correspondence that you supplied each laid-off individual with regard to their expected length of layoff, whether it was temporary or permanent, any severance or vacation pay they are entitled to, their COBRA notice, as well as how long they are covered under the employer's health care plan, and any information regarding their 401k plan.

The Teamsters need the total number (including non-bargaining unit) of laid-off employees so they can ascertain if the employer complied with the Federal government WARN ACT requirements regarding mass layoffs. Also, you must be reminded that you have a legal obligation to deal with the Teamsters Union on matters that affect the workers we represent. You are not permitted to deal directly with your employees on matters which directly affect their wages, benefits, and working conditions.

Please notify your union-busting consultant that he provided no dates for negotiations in May, in spite of his lying claim to the contrary. Please provide the dates you can meet in May, and we will confirm availability. We are prepared to meet beginning at 3:30 p.m. and can continue till 12 midnight on any of those days that you provide.

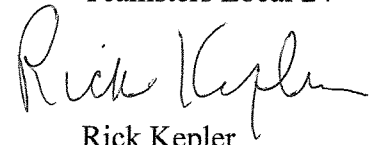


TEAMSTERS — *PEOPLE HELPING PEOPLE*

Please submit the information we requested in the April 22, 2009 correspondence as soon as you can complete it.

Respectfully,

Travis Bronstein
President,
Teamsters Local 24

A handwritten signature in black ink that reads "Rick Kepler". The signature is written in a cursive style with a large initial "R".

Rick Kepler
Organizer
Teamsters J.C. 41

Cc: John Sivinski
Union-buster ron