

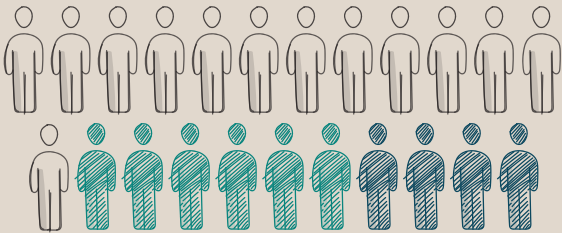
Every Muddy's Vote Matters

Twenty-three Muddies will make a very important decision about union representation on September 9th, 10th and 12th. If you are unsure about voting, consider these reasons why you should vote.

Your Vote Could Decide the Outcome.

The outcome of the UFCW election will be determined by a majority of the votes cast — NOT by the majority of voting-eligible Muddies at Mud Bay. A single Muddy vote — or a single decision not to vote — could determine if all Muddies will be represented by the UFCW. **For example...**

If 23 Muddies are eligible to vote in the election, but only 10 cast a vote



And the UFCW got 6 votes...



6 YES votes



4 NO votes

All 23 non-manager Muddies in the five stores would be represented by the UFCW with no ability to opt out.

Every Muddy voice deserves to be heard.

The outcome of the election could impact your pay, benefits, work schedule, your store's culture and more. You should have a voice in this decision.

Reminder

If the majority of those casting a ballot vote "yes" for the UFCW, then every non-manager Muddy in these five stores will be represented by the UFCW. That means every one of these Muddies will be subject to paying dues, the terms and conditions of a contract if one is ratified, and the UFCW's by-laws and constitution — even if they voted "no" or didn't vote at all.

No Muddy in these five stores will have the ability to opt out if the UFCW receives a majority of the votes that are cast.

Remember to VOTE September 9, 10 or 12

Visit **MudBayUnionInfo.com** regularly to get the information you need to make this very important decision.

