



June 25, 2008

Dear Local 791 Wells Associate:

As a New England native and former Shaw's associate, I've had the opportunity to meet many of you at Wells over the years. I am both familiar with and proud of your outstanding track record and commitment to the success of our business.

There's no question that at Wells we have a dedicated team of associates who are focused on serving its customers. That commitment will be more important than ever in the coming months as we engage in contract negotiations with UFCW Local 791 representing associates at the Wells Distribution Center.

Contract negotiations began on June 16, when the parties exchanged initial proposals. Meetings will continue regularly throughout June and July. Let me assure you that we are committed to achieving a fair and competitive contract which balances the needs of our associates with the needs of our customers, while keeping in mind the increasing demands of a highly competitive business climate.

As the negotiations progress, you will hear more about the competitive landscape that we face in New England. However, I am confident that we can reach a new agreement that preserves the future of Shaw's and enables us to continue to provide great jobs for our associates.

We know that negotiations can cause uncertainty and I appreciate your patience while Shaw's and UFCW Local 791 work to reach an agreement. In the meantime, I'd like to thank you for your continued dedication to ensuring efficient supply chain operations and servicing Shaw's retail stores.

Sincerely,

A handwritten signature in black ink, appearing to read "Mike Lech".

Mike Lech

Vice President Logistics, Eastern Region

