



April 3, 2024

Charles Scharf, Chief Executive Officer
Wells Fargo Bank, N.A.
240 Montgomery Blvd NE
San Francisco, CA 94104

Mr. Scharf

We at the Wells Fargo Bank Branch in Havertown PA, are corresponding to you today regarding several significant concerns we have about our workplace environment. We have overwhelmingly come together to form a union with Wells Fargo Workers United-CWA and respectfully urge you to voluntarily recognize our union. To advance our rights, we have also filed a petition with the National Labor Relations Board to conduct a union election. We expect that our right to form a union will be respected without interference, coercion, or intimidation.

First and foremost, there are ongoing issues with pay that have been a source of frustration and dissatisfaction amongst team members. Many of us feel that our compensation does not adequately reflect the hard work and dedication we put into our roles at Wells Fargo. Additionally, concerns about benefit packages, with team members feeling that they are not receiving the support they deserve in areas such as healthcare, retirement, work life balance, and other essential benefits.

Furthermore, staffing levels have become a pressing issue that is affecting our ability to effectively perform our duties. Many departments are operating with inadequate staffing levels, leading to increased workloads, burnout, and decreased morale among team members. The environment is unsustainable and is negatively impacting both the well-being of employees and the quality of service we provide to our customers. Unsafe working environment during the recent and ongoing "RE-FRESH", exposed to chemicals to complete the area, inadequate working space environment and equipment and customer's privacy concerns.

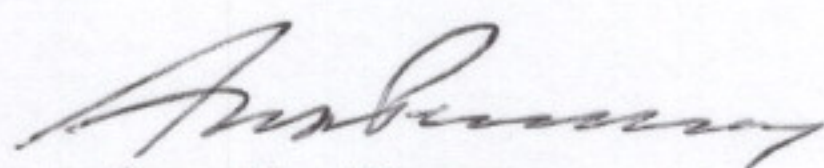
Considering these concerns, we and many of our colleagues believe that forming a union is the best course of action to address these issues and ensure that the voices of the team members are heard and respected. By forming a union, we hope to engage in meaningful dialogue with management to improve benefits, adequate staffing, negotiate fair wages, and other necessary improvements to our working conditions.

We believe that a union will provide us the collective bargaining power needed to bring about positive change and create a cohesive workplace environment for all team members. We are anxious to work collaboratively with management to address these issues and find mutually beneficial solutions that benefit both the employees of Wells Fargo and the company.

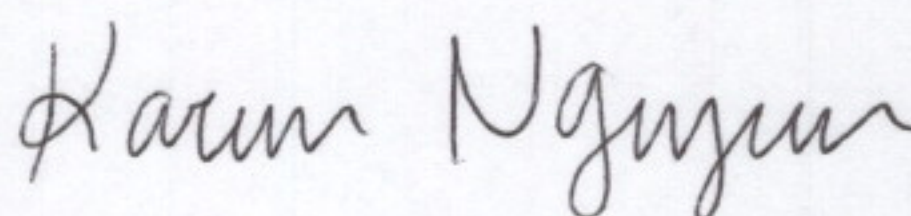
We kindly request that you reflect on our concerns and engage with us in a discussion about forming a union. We believe that by working together, we can create a stronger, more equitable workplace for everyone at Wells Fargo. Thank you for your attention to this matter, I am looking forward to hearing from you soon.

Sincerely,

Wells Fargo Havertown branch

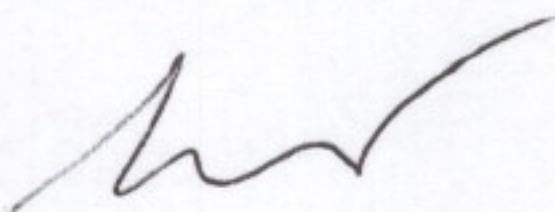


Angelica Pomeroy
Associate Personal Banker

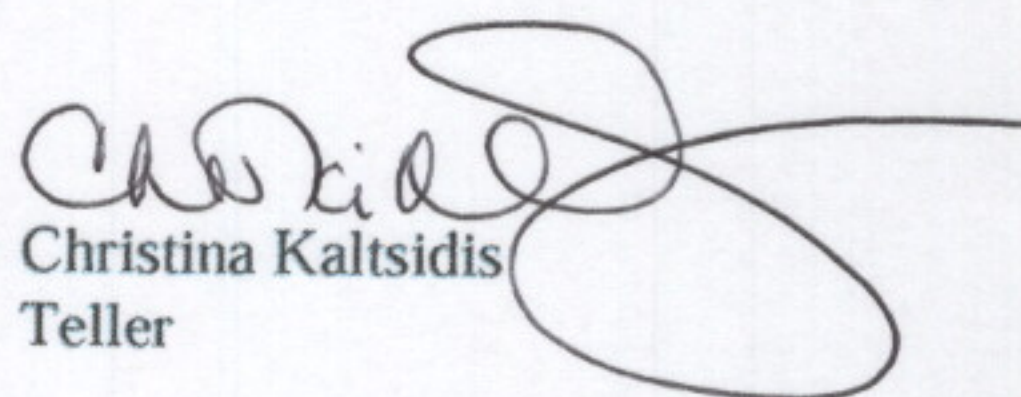
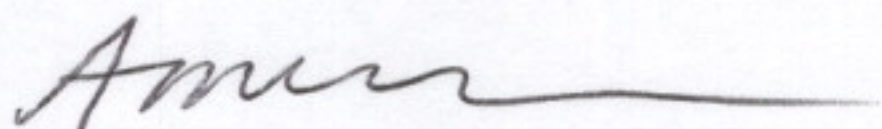


Karen Nguyen
Teller

Kim Tran
Personal Banker



Amer Dababneh
Senior Premier Banker



Christina Kaltsidis
Teller

Siobhan Rondolone
Teller

