



East End Food Cooperative
7516 Meade Street
Pittsburgh, PA 15208
412.242.3598

August 22, 2014

Greetings, Co-op Volunteer,

Regretfully, we must inform you that the East End Food Co-op's volunteer program must be terminated. Unfortunately, current labor laws and corresponding insurance requirements in the Commonwealth of Pennsylvania do not lend support or favor the use of volunteer labor within the cooperative structure. This has forced the Co-op to reassess the validity of our volunteer worker program. In addition to comparing notes with a number of fellow co-ops similarly faced with this set of circumstances, we have also spoken with our attorney, accountant, and insurance agents, as well as other professionals in the labor field, and have concluded that, with good conscience, we can no longer continue the volunteer program.

The General Manager and the Board of Directors have mutually decided that September 14, 2014, will be the last day that our member-owners can volunteer at the Co-op. This has not been an easy decision. The conclusion that we have reached saddens all of us, but we also have a profound responsibility to protect the Co-op.

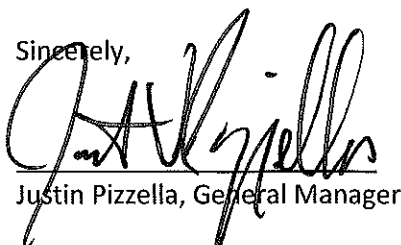
We have formed many wonderful relationships with our volunteers over the years, and some of these generous member-owners have been with us for a very, very long time. We were happy to celebrate our volunteers last year at our Annual Meeting because we appreciated what a great avenue for both participation and exploration into the Co-op world the program provided, and it served many of us well. Unfortunately, we must all take a deep breath and close that chapter in our history in order to ensure our continued success in the future.

We thank each and every one of you for your many contributions of time and support during these past 35+ years, without which the Co-op would never have gotten so far. We now ask for your understanding at this critical time in our cooperative journey.

Justin, the General Manager, is available to answer any questions you may have regarding the implementation of this change. He can be reached at the Co-op at 412.242.3598 ext. 135. Please note that the Co-op will honor all accrued discounts through September 28, 2014.

Again, thank you for your past support and we hope that we can rely on your continued support as we make this change.

Sincerely,


Justin Pizzella, General Manager


Sarah Aerni, President

*Natural, Local and Organic Foods and Products
Open to Everyone, Every Day, 8am-9pm*