



Cc: [REDACTED]
Subject: Fwd: Carl's Jr.

This is very important: please see the below request from the LVRJ and my reply.

It is important that you communicate to your departments -- everyone from GMs to R&M to Admin ... and in turn, all employees down to the counterworkers and cooks.

It is company policy that no one in this franchise is to talk to any reporter or individual asking questions about our operations, including our politics or opinions on this or other issues. Any questions are to be directed to the corporate CKE office with no additional comment.

This is our published SL Investment policy, and part of our franchise agreement with CKE. Employees who fail to observe this policy will potentially face disciplinary action.

Please make sure ALL your people understand and internalize this information. The press is NOT our friend! Awareness is key, so that no employee is surprised or doesn't know what to do if it happens to them!

Please respond that you have read this email and the ones I have attached. If you need help with this, please speak up and we can discuss it internally, at the mgt level.

Thank you for your help and understanding.

Julie