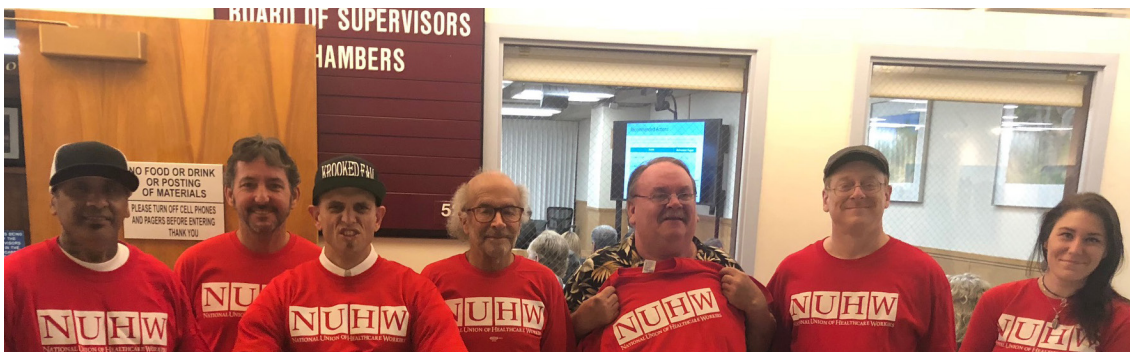


JANUS CAN BE SO MUCH BETTER

We're doing our part. Now Rudy must do his part.

We voted nearly unanimously to form a union last year because low pay was forcing too many of us to leave Janus and our clients for better-paying jobs.

We've made it clear to Rudy that we want to work together to improve Janus, but he isn't meeting us halfway.



He refused to stand with us when we asked the Board of Supervisors to increase Janus' funding so it could have a stable workforce for its clients.

When we sought to share our struggles with the Janus Board of Directors, Rudy refused to let us speak at the Janus board meeting in June. Then he rescinded his offer to let us speak at the July Janus board meeting.

Rudy isn't behaving any better at the bargaining table. He's demanding a union contract that would let him:

- 1) Fire us at will with no protections.
- 2) Deny us the right to take disputes to a neutral third-party arbitrator.

We've seen Janus invest in its facilities. Now it's time for Janus to invest in us.

Our clients need a stable, dedicated workforce that can afford to see them through to recovery. That starts with Rudy withdrawing his unfair contract demands, treating us with respect and working with us to improve wages.

LET'S STAND TOGETHER AND SHOW RUDY THAT WE WON'T SETTLE FOR ANYTHING LESS.