



April 21, 2024

Charles Scharf, Chief Executive Officer
Wells Fargo Bank & Co
420 Montgomery Street
San Francisco, CA 94104

Dear Mr. Scharf,

We, the employees at the Fort Worth South Hulen Branch, are writing to inform you that 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. If you agree to voluntarily recognize our union within the next seven days, we will withdraw our petition. Nevertheless, we expect that our right to form a union will be respected without interference, coercion, or intimidation. Our goal is to make Wells Fargo better for our staff and the customers we serve.

We are proud of our work serving customers in our community. Our entire team is dedicated to making our branch successful. Unfortunately staffing has been a challenge for quite a while, and in the last few months it has gotten dramatically worse. We are so understaffed that bankers have to increasingly spend large amounts of time helping out on the teller line. We often have to work right through our lunch break. Customer wait times have increased and we have not been adequately compensated for our additional duties and workloads. Meanwhile customer service suffers. With the constant reduction of staff adding more job responsibilities for the rest of us without any additional compensation, we have decided we need and deserve a collective voice so that we can effectively advocate for ourselves as a group.

While we are inadequately paid for the work we do, we are increasingly expected to do additional jobs that are not ours in order to compensate for the staffing decisions that have been made. Individual Tellers are now expected to cover the work of two or three teller positions. Associate Bankers are more often than not acting as Tellers to cover perpetual staffing issues, preventing them from servicing clients in the branch to the same degree. Premier bankers, who as you know, are dedicated to serving the affluent clientele of the bank, are largely covering the duties of the associate bankers in addition to their own job expectations.

We look forward to working with you to create a more equitable work environment that more accurately reflects the contribution that branch workers make to the success of the company. We hope that you will take this opportunity to demonstrate your commitment to improving Wells Fargo from the inside out by respecting our right to form a union without interference.

Sincerely,

Veronica Baker- Associate Personal Banker

Veronica Baker

Mark Busby- Associate Personal Banker

Mark Busby

Carolina Ramirez- Branch Operations Coordinator

Carolina Ramirez

Isaac Hernandez- Teller

Isaac Hernandez

Tori Minter- Teller

Tori Minter

Nyckollette Jones- Teller

Nyckollette Jones