



INTEROFFICE COMMUNICATION

To: All ACH Employees
Date: December 11, 2008
Subject: Stratas Supply Agreement
From: Richard Rankin

Today we are announcing that we intend to permanently close our Jacksonville and Champaign manufacturing facilities over the next 6-9 months.

In October, we announced the formation of Stratas Foods, LLC, a joint venture with Archer Daniels Midland Company (ADM) for the manufacture, marketing and distribution of packaged oil products in the U.S. and Canada. Stratas' manufacturing capability initially included four former ADM facilities contributed to the joint venture, and a contract manufacturing agreement with the three ACH manufacturing sites that supplied the ACH business transferred into the joint venture.

Stratas has been assessing its long-term sourcing requirements to establish an appropriate long-term manufacturing plan.

Stratas has now notified ACH of its decision to terminate the supply agreement in regard to Jacksonville and Champaign over the next 6 to 9 months and transfer the products made at these plants to Stratas facilities. This will leave the plants with insufficient volume to continue operations. Based on this lack of production volume and limited alternatives for the use of the facilities, ACH has made the decision to close the plants.

New Milford will continue to operate as an ACH facility supplying Stratas. Stratas continues to review their supply needs in regard to New Milford. This review should be completed by April 1st.

This morning we notified the plant employees of our plans to close the facilities over the next 6-9 months. The closures will be progressive and detailed plans for product transfer and closure will be finalized in the next few months. We will provide employees with a minimum of 60 days advance notice of their position elimination once these plans are known.

The closures will result in the loss of approximately 480 jobs at these two plants. Additionally, the restructuring of ACH's corporate organization, due to the formation of

Stratas Foods, will result in approximately 60 position eliminations with the potential of up to 20 employees being offered positions in Stratas.

I realize the impact that this news has on you and your families, particularly at this difficult time and I regret that. My commitment along with that of ACH and ABF is to provide help to affected employees during this period. We will offer appropriate outplacement support to assist in making this transition from ACH.