



March 8, 2004

Dear Fountain Valley Employee:

For the past several months, you and your co-workers have led a campaign to join the 9,000 other Tenet employees now earning unprecedented raises, retiree medical benefits, job security, and improved working conditions guaranteed by the SEIU-Tenet model contract.

Unfortunately, Fountain Valley management chose to undermine your opportunity to make these and other improvements by running a campaign to confuse you and your co-workers. They have used your union election as an excuse to deny you the 5% to 8% raises they have been promising since October of 2003. They have neither given these raises, nor committed to them in writing, yet they insist the raises are coming.

Promising and then denying you these raises is not only unconscionable, we believe it is a violation of the spirit and intent of the Fair Election Agreement procedure signed by both Tenet and SEIU, and we will not allow it to continue.

After careful consultation with employees in departments throughout Fountain Valley about the need to ensure these raises, we have decided to hold management to their promise by re-scheduling your union election until October. We hope and urge management to give you the promised raises immediately.

In October, you will have the opportunity to vote in your union election, after which you will win the 16%-17% raises over three years, along with all the other guaranteed improvements made possible by the model contract.

We are committed to support your effort to build the union at Fountain Valley, and will continue to report Tenet hospital union election victories, bargaining updates, and other improvements.

We look forward to working together to build a powerful and effective organization for all Tenet hospital employees.

On behalf of the 9,000 Tenet employees at:

Brotman Medical Center  
Centinela Hospital Medical Center  
Daniel Freeman Marina  
Daniel Freeman Memorial  
Doctors' Hospital, Pinole  
Doctors' Hospital, San Pablo  
Encino Regional Medical Center  
Garden Grove Hospital  
Garfield Medical Center

Greater El Monte Community Hospital  
John F. Kennedy Memorial  
Lakewood Regional Medical Center  
Los Alamitos Medical Center  
Monterey Park Hospital  
Queen of Angels  
Sierra Vista Regional Medical Center  
Tarzana Hospital