

Edward Scott Lampert
Chairman, Former CEO of Sears
ESL Investment
1170 Kane Concourse, Suite 200,
Bay Harbor Islands, FL 33154

November 29, 2018

Dear Mr. Lampert,

We are employees of Sears Holdings Inc. working at Sears and Kmart stores across the country. We have invested years and in some cases decades of our lives serving Sears and Kmart customers.

We have watched Sears shrink from over 300,000 employees in more than 4,000 stores to 68,000 employees in over 600 stores.

As the Sears bankruptcy process unfolds, our livelihoods are at risk. We do not know where the bankruptcy process will lead, but whatever happens, we believe that employees who have dedicated our lives to Sears and Kmart should not pay the price the decisions of companies that have sought to profit off this iconic American brand at our expense.

We ask that financial firms and creditors participating in Sears Holdings' bankruptcy process commit to the following:

1. Protect thousands of jobs, hundreds of stores and preserve Sears businesses.
2. Guarantee severance pay and create a hardship fund for thousands of laid off Sears and Kmart employees to help our families get back on our feet.
3. Honor our benefits, including pensions for thousands of retirees.

We will be making this request to all Sears' creditors and financial firms participating in Sears' bankruptcy.

While we understand that Sears and Kmart must make changes to survive, we do not believe it is fair that financial firms stand to profit from Sears' bankruptcy while employees like us are asked to sacrifice.

Please let us know whether you and your company will commit to these principles. Please contact us through Lily Wang of Organization United for Respect (OUR), who can be reached at lily@united4respect.org.

Sincerely,

Debra	Baker	Waldenburg	MI	
Jeanette	Biesenbach	San Antonio	TX	
Sharon	Blake	Knoxville	TN	7460
Jason	Boudrot			3040
Kristen	Bradley	Tamarac	FL	3818
Sheila	Brewer	Rockford	IL	4423

Kimberly	Bundschu	Fort Worth	TX	1447
Veronica	Byrd	Tombstone	AZ	4953
Jennifer	Calderon	Visalia	CA	9761
Carol	Carpenter	Madison Heights	MI	4082
Noemi	Castro	Los Angeles	CA	7225
Jean	Cina			3845
Rebecca	Cobb	Grass Valley	CA	9746
Latonya	Collins	Navarro	TX	860
Breanna	Collins	East Akron	OH	3142
Jose	Cruz			1094
Suzanne	Davidson	Glen Falls	NY	4928
Brad	DeArk	Radcliff	NY	1790
Davis	Diwa	Moreno Valley	CA	4706
Linda	Dornack	Maplewood	MN	
Letisha	Dunn	Springfield	IL	4048
Sandy	Duvall	Boonsboro	MD	3172
Debra	Enfante	Denver	CO	
Linda J	Geant	Rockford	IL	4423
Heidi	Gonzalez	Rockford	IL	3233
Deborah	Harvey	Texasrkana	AR	7309
David	Hutchins	Bar Nunn	WY	4736
Shane	Ishii	Koloa	HI	7682
Dawn	Karseboom	Lakeland	FL	1955
Bryce	Kelley	Easley	SC	
Cory	Kelly	Redding	CA	3130
Frances	Kerper	Pennsville	NJ	
Debra	Koehler	Santa Fe	NM	3301
Jeanna	MacLean	Prescott Valley	AZ	
Jeanetta	Mann	Fairborn	OH	3033
Patricia	Martin	Phoenix	AZ	3628, 4271, 3190
Elizabeth	Martin			3433
Alex	Martinez	Moline	IL	4297
Lanny	McDonald	Pontotoc	MS	2106
Susan	Moore	Mogadore	OH	3142
Judith	Newton	Tulsa	OK	3238, 4473
Angelica	Pagan	Berwick	PA	9161
Alice	Partch	Rockford	IL	
Ondrea	Patrick	Machesney Park	IL	
Tammy	Peters	Monroe	MI	4098
Juanita	Rodriguez	Sioux City	IA	2422
	Ruiz-			
Bettylou	Marquez	Furlong	PA	
Dana	Scott	Joplin	MO	1042
Annette	Sepelak	Barberton	OH	7383
Maria	Seyrig	Franklin	MI	
		Clinton		
Ray	Smith II	Township	MI	

George	Spady	Manassas	VA	
Charles	Stieler	Johnson City	TN	Retired
Shauntania	Taylor	Meridian	MS	1166
Julianne	Thrower	Arvada	CO	4129
Batbata	Troxel	Crossville	TN	
Brian	Umbrell	Chambersburg	PA	3225
Ryan	Walker	Hudson	FL	
Linda	Wells	Bowling Green	KY	3646
Jennifer	Whitworth	Greenville	SC	4016
Nancy	Wysocki			1063
Claudia	Yeager	Scott Depot	WV	