

An open letter from Tore Sohlberg and Lehla Abreder, owners of Stella's Cafe & Bakery

We are deeply sorry.

When we founded the first Stella's nearly 20 years ago, we set out to create a little restaurant that celebrated our love of good food and people. As Stella's flourished with the support of our committed staff and countless loyal customers, we chose to step back from day-to-day operations.

We grew too fast and did not put the right systems in place to guide our managers, or protect and support our people. This was a mistake.

We regret this.

When we learned of the allegations being made in a social media campaign, our hearts sank. It is wholly unacceptable for any of our staff to have been treated unjustly, or hurt by the wrongful actions of any Stella's manager, employee or patron.

To our current and former staff: we are so sorry for any distress you experienced working at Stella's.

To our customers, friends and the community: we are sorry to have shaken your confidence in us.

We have let you down, and we apologize.

A thorough review is being done by People First HR Services, an independent, local, third-party human resources firm. We continue to share with staff, media and the public the steps we are taking to ensure all Stella's restaurants are healthy and respectful workplaces. We are making things right, and taking action to safeguard our staff. These actions are detailed on our website at stellas.ca

We know we can never again lose touch with our staff. Moving forward, we promise to be vigilant in ensuring Stella's is a respectful, safe, supportive and healthy workplace. We are determined that this devastating, negative experience will bring about permanent, positive change. To that end, we are committed to becoming a model for the local restaurant industry.

We want people to be proud to work at Stella's.

We are also committed to being as open as confidentiality allows about the findings of the independent review, and the actions we will take as a result. The review will take time, but when we have new information, we'll share it.

To our staff, customers and friends who continue to stand by us — thank you. Your trust in and passion for Stella's guides us as we get back on track.

From the bottom of our hearts, we are sorry.

Sincerely,



Tore Sohlberg



Lehla Abreder

STELLA'S