



NOTICE TO EMPLOYEES



POSTED PURSUANT TO A SETTLEMENT AGREEMENT APPROVED BY A REGIONAL DIRECTOR OF THE NATIONAL LABOR RELATIONS BOARD

AN AGENCY OF THE UNITED STATES GOVERNMENT

FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union;
- Choose a representative to bargain with us on your behalf;
- Act together with other employees for your benefit and protection;
- Choose not to engage in any of these protected activities.

WE WILL NOT do anything to prevent you from exercising the above rights.

WE WILL NOT tell employees they cannot not wear pins in support of the Federation of Agents and International Representatives (FAIR).

WE WILL NOT tell employees that we will refuse to negotiate with Federation of Agents and International Representatives (FAIR), if employees select them as their collective-bargaining representative.

WE WILL NOT tell employees they would no longer be able to be members of the International Brotherhood of Teamsters, if the Federation of Agents and International Representatives (FAIR), won an NLRB election.

WE WILL NOT tell employees they would be laid-off, if the Federation of Agents and International Representatives (FAIR) won an NLRB election.

WE WILL NOT in any like or related manner interfere with your rights under Section 7 of the Act.

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

(Employer)

Dated: 8-29-12

By: Catherine K. Bygg Operational Manager
(Representative) (Title)

National Labor Relations Board, Region 5
100 South Charles St., Suite 600, Baltimore, MD 21201
Telephone: (410) 962-2822
Hours of Operation: 8:15 a.m. to 4:45 p.m.

Washington Resident Office
1099 14th Street, NW, Washington, DC 20570
Telephone: (202) 208-3000
Hours of Operation: 8:15 a.m. to 4:45 p.m.

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. It conducts secret-ballot elections to determine whether employees want union representation and it investigates and remedies unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to any agent with the Board's Regional Office set forth below. You may also obtain information from the Board's website: www.nlrb.gov and the toll-free number (866)867-NLRB (6572).

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE

This notice must remain posted for 60 consecutive days from the date of posting and must not be altered, defaced, or covered by any other material. Any questions concerning this notice or compliance with its provisions may be directed to the Board's Office,