



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

SECTION 7 OF THE NATIONAL LABOR RELATIONS ACT 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 interfere with, restrain, or coerce you in the exercise of the above rights.

YOU HAVE THE RIGHT to discuss wage rates, bonuses, hours and working conditions with other employees and raise concerns to us about those topics, on behalf of yourself and other employees, and **WE WILL NOT** do anything to interfere with your exercise of that right.

WE DO NOT HAVE a policy that stops you from discussing wage rates with other employees.

WE WILL NOT tell you that you cannot discuss policies with other employees.

WE WILL NOT tell you to stop discussing bonuses with other employees.

WE WILL NOT discipline you because you exercise your right to discuss wage rates, bonuses, hours and working conditions with other employees.

WE WILL NOT tell you that you are not allowed to be in a union because you work for a Google contractor. You have a right to join and support a union of your choice, or to refrain from joining or supporting a union.

WE WILL NOT in any like or related manner interfere with, restrain, or coerce you in the exercise of your rights under the National Labor Relations Act.

WE WILL remove from our files all references of Elisabeth Wait's suspension, if any, and **WE WILL** notify her in writing that this has been done and that the suspension will not be used against her in any way.

Alphabet, Inc. and Google LLC

(Employer)

Dated: _____

By: _____
(Representative) (Title)

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.nlr.gov and the toll-free number (844) 762-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 above Regional Office's Compliance Officer,

233 Peachtree St NE
Harris Tower Ste 1000
Atlanta, GA 30303-1504
Hours of Operation: 8 a.m. to 4:30 p.m.

Telephone: (404)331-2896



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WE WILL NOT in any like or related manner interfere with, restrain, or coerce you in the exercise of your rights under the National Labor Relations Act.

WE WILL ensure that our files are updated to reflect that Elisabeth Wait's suspension has been rescinded and **WE WILL** notify her in writing that this has been done and that the suspension will not be used against her in any way.

Modis E&T LLC

(Employer)

Dated: _____

By: _____
(Representative) (Title)

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