



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 maintain a rule that prohibits employees from publicly discussing employees and work-related matters outside of communications authorized by us.

WE WILL NOT maintain a rule that prohibits disclosing personal employee information to which employees have access.

WE WILL NOT, in any like or related manner, interfere with, restrain, or coerce employees in the exercise of the rights guaranteed them by Section 7 of the Act.

WE WILL rescind the "social networking" rule in our employee handbook that prohibits employees from publicly discussing employees, or any work-related matters, whether confidential or not, outside of agency-authorized communications and that prohibits disclosing personal employee information to which employees have access.

WE WILL supply you with an insert for the current employee handbook that (1) advises that the unlawful provision has been rescinded or (2) contains a lawfully worded provision on adhesive backing that will cover the unlawful provision; or **WE WILL** publish and distribute revised employee handbooks that do not contain the unlawful provision.

COLUMBUS URBAN LEAGUE

(Employer)

Dated: 1-15-19

By: [Signature]

(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,

550 MAIN ST, RM 3003
CINCINNATI, OH 45202-3271

Telephone: (513)684-3686
Hours of Operation: 8:00 a.m. to 4:30 p.m.