

NOTICE TO EMPLOYEES



Posted Pursuant to a Judgment of the United States Court of Appeals Enforcing an Order of the National Labor Relations Board - An Agency of the United States Government

The National Labor Relations Board has found that we violated Federal labor law and has ordered us to post and obey this notice.

FEDERAL LAW GIVES YOU THE RIGHT TO:

- · Form, join, or assist a union
- Choose representatives 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 fail and refuse to bargain in good faith with the International Brotherhood of Electrical Workers, Local 21 (Union) as the exclusive collective-bargaining representative of the employees in the bargaining unit.

WE WILL NOT unilaterally change your terms and conditions of employment by implementing portions of our final contract offer without first bargaining to a good-faith impasse.

WE WILL NOT in any like or related manner interfere with, restrain, or coerce you in the exercise of the rights listed above.

WE WILL, on request, bargain with the Union as the exclusive collective-bargaining representative of our employees in the following appropriate unit concerning terms and conditions of employment and, if an understanding is reached, embody the understanding in a signed agreement:

All full-time and regular part-time field service technicians based at reporting locations throughout the United States (except New York City), but excluding office clerical employees, guards, professional employees, and supervisors as defined in the Act.

WE WILL, on the Union's request, rescind the changes in the terms and conditions of employment for our unit employees that were unilaterally implemented on January 1, 2016.

Names have been redacted to protect individual's privacy.

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 (844) 762-NLRB (6572).

1000 Liberty Ave., Rm. 904 Pittsburgh, PA 15222-4111 Telephone: (412)395-4400

Hours of Operation: 8:30 a.m. to 5:00 p.m.

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WE WILL make whole for any loss of earnings and other benefits resulting from their unlawful buyouts, less any net interim earnings, plus interest, and WE WILL also make these individuals whole for reasonable search-for-work and interim employment expenses, plus interest.

Names have been redacted to protect individual's privacy.

WE WILL make unit employees whole for any loss of earnings and other benefits suffered as a result of our unlawful changes to your terms and conditions of employment on January 1, 2016.

WE WILL compensate affected employees for the adverse tax consequences, if any, of receiving lump-sum backpay awards, and WE WILL file with the Regional Director for Region 13, within 21 days of the date the amount of backpay is fixed, either by agreement or Board order, a report allocating the backpay awards to the appropriate calendar years for each employee.

ALTURA COMMUNICATION SOLUTIONS, LLC

(Employer)

Dated: 9/13/2021 By Representative

DIRECTOR SERVICE & SUPPORT

The Board's decision can be found at www.nlrb.gov/case/13-CA-174605 or by using the QR code below. Alternatively, you can obtain a copy of the decision from the Executive Secretary, National Labor Relations Board, 1015 Half Street, S.E., Washington, D.C. 20570, or by calling (202) 273-1940.



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