



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 you that a union cannot help you or that negotiations would start at "zero" if a union wins an election.

WE WILL NOT instruct employees to vote "no" during an election.

WE WILL NOT make it appear to you that we are watching out for your union activities.

WE WILL NOT watch you in order to find about your union activities.

WE WILL NOT ask you about your activities on behalf of or your sympathies toward a union and WE WILL NOT ask you about other employees' support for a union.

WE WILL NOT stop you from distributing printed materials in non-work areas during non-work times and WE WILL repeal the current rule in our Employee Manual on that subject.

WE WILL NOT discipline you because of your union membership or support.

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

WE WILL remove from our files all references to the February 10, 2013 Incident Investigation Report issued to Michael McCoy and WE WILL notify him in writing that this has been done and that the Incident Investigation Report will not be used against him in any way.

EXAL CORPORATION
(Employer)

By: _____
(Representative) (Title)

Dated: _____

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 (866) 667-NLRB (6572).

1240 E 9TH ST STE 1695
CLEVELAND, OH 44199-2086
Telephone: (216)522-3715
Hours of Operation: 8:15a.m. to 4:45p.m.

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,