



SAMPLE VOTING INSTRUCTIONS AND SAMPLE BALLOT

NOTICE OF MAIL BALLOT ELECTION

**UNITED STATES OF AMERICA
NATIONAL MEDIATION BOARD**

NMB Case No. R- 7676

**THIS WILL NOTIFY YOU OF AN ELECTION PRESENTLY BEING HELD UNDER THE
RAILWAY LABOR ACT INVOLVING THE FOLLOWING:**

MECHANICS AND RELATED EMPLOYEES

OF

REPUBLIC AIRWAYS

SOUGHT TO BE REPRESENTED BY

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, AIRLINE DIVISION (IBT)

Section 2, Fourth of the Railway Labor Act provides that "[t]he majority of any craft or class of employees shall have the right to determine who shall be the representative of the craft or class for purposes of the Act." The Railway Labor Act further provides that elections shall be free from interference, influence or coercion, and that it is unlawful for a carrier to interfere with the organization of its employees.

Date of Mailing of Ballots: April 8, 2026 Date of Tally: May 28, 2026

NOTICE TO ALL EMPLOYEES IN THE CRAFT OR CLASS

Federal law prohibits knowingly and willfully making materially false, fictitious, or fraudulent statements or representations in any matter within the jurisdiction of the United States Government. 18 U.S.C. § 1001. This includes use of another voter's ballot and voting materials. To maintain the confidentiality and integrity of the voting process, do not share your ballot or voting materials with anyone. Evidence of breaches of the confidentiality or integrity of the voting process, including "voting parties" may result in a Board finding of election interference. If you do not receive your Official Ballot by **April 13, 2026, you may contact the National Mediation Board to request a duplicate ballot. Your request must be in writing and signed by you. The request must be in an individual envelope. No group requests are accepted. Requests by telephone, email, or facsimile are not accepted. Mail the request to: National Mediation Board, Office of Legal Affairs, 1301 K Street, NW, Suite 250E, Washington, DC 20005. **No requests will be accepted after May 21, 2026.****



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**UNITED STATES OF AMERICA
NATIONAL MEDIATION BOARD**

NMB Case No. R- 7676

INVOLVING

MECHANICS AND RELATED EMPLOYEES

OF

REPUBLIC AIRWAYS

SOUGHT TO BE REPRESENTED BY

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, AIRLINE DIVISION (IBT)

INSTRUCTIONS FOR VOTING

An Official Ballot and a return-addressed mailing envelope (no postage required) are enclosed.

To vote:

MARK an "X" in the square of your choice ON THE OFFICIAL BALLOT.

PLACE the ballot in the RETURN mailing envelope. Postage is paid for by the National Mediation Board.

PRINT your name on the first line under the attest on the back of the envelope, and

SIGN your name on the second line.

DEPOSIT this envelope in the U.S. Mail so as to reach the National Mediation Board prior to the time and date indicated on the OFFICIAL BALLOT.

After the envelope has been checked against the eligibility list, your ballot will be removed and thoroughly mixed with other ballots before being unfolded and counted by the Investigator, thus ensuring complete secrecy.

- The Voting Period is between **April 8, 2026** and **May 28, 2026**
All ballots must be received by the National Mediation Board by 2 P.M. ET on **May 28, 2026**
- This is a SECRET BALLOT. DO NOT SIGN YOUR NAME ON THE OFFICIAL BALLOT.
- If you choose to vote for ANY OTHER ORGANIZATION OR INDIVIDUAL, you must write in the name of a specific individual or organization. **Failure to do so will void your ballot.**
- Marks in more than one square make the BALLOT VOID.
- Do not cut or mutilate or otherwise spoil this ballot. If you should accidentally do so, you may request a duplicate ballot in writing by contacting the National Mediation Board, 1301 K Street, N.W., Suite 250E, Washington, DC 20005. Duplicate ballot requests must be received by the Board no later than 7 calendar days prior to the Tally.

WARNING: THIS IS AN OFFICIAL GOVERNMENT DOCUMENT AND MUST NOT BE DEFACED BY ANYONE. THE NATIONAL MEDIATION BOARD DOES NOT ENDORSE ANY CHOICE IN THE ELECTION. ANY MARKINGS THAT YOU MAY SEE ON ANY SAMPLE BALLOT OR ANYWHERE ON THIS NOTICE HAVE NOT BEEN PUT THERE BY THE NATIONAL MEDIATION BOARD.



SAMPLE

**UNITED STATES OF AMERICA
OFFICIAL BALLOT OF NATIONAL MEDIATION BOARD**

NMB Case No. R- 7676

**INVOLVING
MECHANICS AND RELATED EMPLOYEES
OF
REPUBLIC AIRWAYS**

SOUGHT TO BE REPRESENTED BY

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, AIRLINE DIVISION (IBT)

No employee is required to vote. If an organization or individual receives a majority of the valid votes cast, it will be certified as the representative. If 50 percent or more of the votes cast are for no representation, no representative will be certified. This is a secret ballot. Do not sign your name on this ballot. Marks in more than one square void the ballot. All ballots must be received by the National Mediation Board by 2 P.M. ET on **May 28, 2026**.

If you desire to be represented by

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, AIRLINE DIVISION (IBT)

Mark an "X" in this square

If you desire to be represented by

ANY OTHER ORGANIZATION OR INDIVIDUAL

Write the name of such organization or individual on the line below

_____, AND

Mark an "X" in this square

If you desire to vote against representation

NO, I VOTE FOR NO REPRESENTATIVE

Mark an "X" in this square

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