



NOTICE TO MEMBERS AND HIRING HALL USERS

**POSTED PURSUANT TO A SETTLEMENT AGREEMENT
APPROVED BY AN ADMINISTRATIVE LAW JUDGE 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 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 restrain or coerce employees in the exercise of these rights. More specifically,

WE WILL NOT threaten employees that we will tell Hunt Electric (the Employer) to terminate them because they concertedly complained about working conditions.

WE WILL NOT tell employees that we will not represent them if they concertedly complained about working conditions.

WE WILL NOT recommend that the Employer terminate employees because they concertedly complained about working conditions, or for any other arbitrary or discriminatory reasons.

WE WILL NOT, in any like or related manner, restrain or coerce our employees in the exercise of their rights as guaranteed in Section 7 of the Act.

WE WILL, within 14 days from the date of the Region's approval of the settlement agreement, request, in writing, that the Employer and/or Preferred Electric Co., Inc. offer full reinstatement of Matt Watson, Joseph Penn, Mark Prestwood, Nathaniel Harp, Clinton Christmas, Anthony McAllister, Nathaniel Hill, Jack Goode, Ricky Pate and Ronald Dean Goode, Jr. to their former jobs or, if those jobs no longer exist, to a substantially equivalent position, without prejudice to their seniority or any other rights and privileges previously enjoyed.

WE WILL pay backpay to Matt Watson, Joseph Penn, Mark Prestwood, Nathaniel Harp, Clinton Christmas, Anthony McAllister, Nathaniel Hill, Jack Goode, Ricky Pate and Ronald Dean Goode, Jr. for loss of earnings and other benefits suffered as a result of their discharge.

WE WILL, within 14 days from the date of the Region's approval of the settlement agreement, remove from our files any and all references to the termination by the Employer and/or Preferred Electric Co., Inc. of Matt Watson, Joseph Penn, Mark Prestwood, Nathaniel Harp, Clinton Christmas, Anthony McAllister, Nathaniel Hill, Jack Goode, Ricky Pate and Ronald Dean Goode, Jr. and, within 3 days thereafter, notify them in writing that this has been done, and that the termination will not be used against them in any way.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL
WORKERS, LOCAL 379

(Respondent)

Dated: April 8, 2011 By: Robert Kuba BUSINESS MANAGER
(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 (866) 667-NLRB (6572)

4035 University Parkway, Suite 200, P.O. Box 11467, Winston-Salem, NC 27116-1467. Telephone 336/631-5201.

Hours of operation: 8:00 a.m. to 4:30 p.m.

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACTED BY ANYONE.

THIS NOTICE MUST REMAIN POSTED FOR 60 CONSECUTIVE DAYS FROM THE DATE OF POSTING AND MUST NOT BE ALTERED, DEFACTED, 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,