



# NOTICE TO EMPLOYEES

## 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 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 an overly broad rule that prevents you from posting on social media sites about terms and conditions of your employment.

**WE WILL NOT** maintain an overly broad confidentiality policy that restricts use of employee rosters.

**WE WILL NOT** maintain an overly broad proprietary information rule that restricts you from distributing our employee handbook to persons outside the Company.

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

**WE WILL** rescind the portions of our Electronic Communication Policy that prevent you from posting on social media about your terms and conditions of employment.

**WE WILL** rescind the portions of our Confidentiality Policy that prevent you from disclosing employee rosters.

**WE WILL** rescind the overly broad rule that designates the Employee Handbook as proprietary information and prevents you from providing it to persons outside of the Company.

**WE WILL** furnish you with inserts for the current employee handbook that advise that the overly broad provisions described above have been rescinded; or **WE WILL** publish and distribute revised employee handbooks that do not contain the overly broad provisions.

**ALL OUR EMPLOYEES** are free to become or remain, or to refrain from becoming or remaining, members of a labor organization.

**SECURITAS SECURITY SERVICES USA**

(Employer)

Cases 16-CA-176006 and 16-CA-183494

Dated:

8/25/17

By:

M. Page  
(Representative)

Deputy GC  
(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.nlrb.gov](http://www.nlrb.gov).

819 Taylor Street, Room 8A24, Fort Worth, TX 76102-6178

Telephone (817) 978-2921 – Hours of Operation: 8:15 a.m. to 4:45 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,