



NOTICE TO EMPLOYEES AND MEMBERS

POSTED BY 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 threaten, charge or fine Local 324, International Union of Operating Engineers, AFL-CIO members (Local 324) who refuse to honor our picket lines, in violation of the no-strike clause in Local 324's labor agreement with MacAllister Machinery Co., Inc. (MacAllister).

WE WILL NOT cause Local 324 members to ask MacAllister to stop assigning them dispatches into Indiana and cause them to lose wages and benefits for refusing to honor our picket lines, in violation of the no-strike clause in Local 324's labor agreement with MacAllister.

WE WILL NOT cause Local 324 members to withdraw their union membership, in order to avoid our threats, charges, and fines for refusing to honor our picket lines, in violation of the no-strike clause in Local 324's labor agreement with MacAllister.

WE WILL NOT in any like or related manner restrain or coerce you in the exercise of the rights guaranteed to you by Section 7 of the Act.

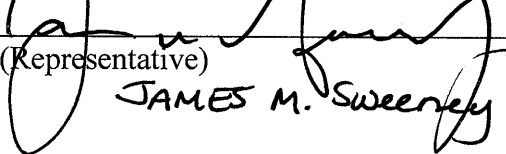
WE WILL reimburse Mark Grishaber, Thomas Groning, Ryan Ritchie, Eric Noblitt, Robert Haisley, Charles Chastain, and Robert Zoerner for any lost wages and benefits associated with us causing them to request MacAllister to no longer assign them Indiana dispatches, plus interest.

WE WILL reimburse Mark Grishaber, Charles Chastain, Robert Zoerner, Eric Noblitt, and Thomas Groning for any lost union benefits associated with their withdrawal of their Local 324 membership, plus interest.

LOCAL 150, INTERNATIONAL UNION OF OPERATING ENGINEERS (IUOE), AFL- CIO

(Labor Organization)

Dated: 1-3-18

By:  Pres/Bus. 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.

477 Michigan Avenue, Room 300, Patrick V. McNamara Federal Building, Detroit, Michigan 48226
Telephone (313) 226-3200, Hours of Operation: 8:15 a.m. to 4:45 p.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,

Ethan Ray, Compliance Officer at (616) 930-9165