

(To be printed and posted on official Board notice form)
ATTACHMENT A

FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union;
- Choose a representative to bargain with employers 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 interfere with these rights.

WE WILL NOT remove union literature from employee break areas.

WE WILL NOT create or maintain overly broad rules that unlawfully limit employees' access to the Company's premises.

WE WILL NOT create or maintain overly broad rules that unlawfully limit employees' distribution of literature on the Company's premises.

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

WE WILL permit employees to leave union literature in employee break areas and other non-working areas of our premises.

WE WILL rescind the overly broad rule that unlawfully limits non-working employees' presence on the Company's premises.

WE WILL rescind the overly broad rule that unlawfully limits employees' distribution of literature on the Company's premises in nonworking areas during nonworking time.

All of our employees are free to become or remain, or to refrain from becoming or remaining, members of the United Steelworkers Union, or any other labor organization.

Oldcastle BuildingEnvelope

Dated: _____ By: _____
(Representative) (Title)

Case Nos. 16-CA-27988 and 16-CA-066100

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. We conduct secret-ballot elections to determine

whether employees want union representation and we investigate and remedy 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 or you may call the Board's toll-free number 1-866-667-NLRB (1-866-667-6572). Hearing impaired persons may contact the Agency's TTY service at 1-866-315-NLRB. You may also obtain information from the Board's website: www.nlr.gov.

819 TAYLOR ST
RM 8A24
FORT WORTH, TX 76102-6107

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

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Dated: 03/30/2012 By: Yuri Astelaris, Attorney
(Representative) (Title)

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