UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
REGION 9
550 MAIN ST
RM 3003
CINCINNATI, OH 45202-3222

Agency Website: www.nlrb.gov
Telephone: (513)684-3686
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July 20, 2012

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10901 REED HARTMAN HWY, STE 207
CINCINNATI, OH 45242-2838

Re: THE ARDIT COMPANY
Case 09-RC-083978

Gentlemen:

This letter will confirm the details of an election arranged in the above matter pursuant to the Regional Director's Decision and Direction of Election. It also provides information about posting the election notices.

Election Arrangements

The arrangements for the election in this matter are as follows:

Date of Election: Friday, August 10, 2012

Time: 6:45 A.M. TO 7:00 A.M.

Place: IN THE WAREHOUSE AT THE EMPLOYER'S FACILITY LOCATED AT 3535 JOHNNY APPLESEED CT, COLUMBUS, OH

Election Observers: Each party may have one observer for each polling session. The observers may be present at the polling place during the balloting and to assist the Board agent in counting the ballots after the polls have been closed. **Please complete the enclosed Designation of Observer form and return it to this office as soon as possible.**

EXHIBIT E

Pre-Election Conference: A pre-election conference for all parties will be held on **August 10, 2012 at 6:15 a.m. at the Employer's facility**. The parties are requested to have their election observers present at this conference so that the observers may receive instruction from the Board Agent about their duties.

Election Equipment: The Board agent conducting the election will furnish the ballot box, ballots, and voting booths. The Employer is requested to provide, at the polling place, a table and a sufficient number of chairs for use by the Board agent and observers during the election.

To make it administratively possible to have election notices and ballots in a language other than English, please notify the Board agent immediately if that is necessary for this election. Also, if special accommodations are required for any voters, potential voters, or election participants to vote or reach the voting area, please tell the Board agent as soon as possible.

Posting of Election Notices

Election notices will soon be mailed to the parties. Section 103.20 of the Board's Rules and Regulations requires the Employer to timely post copies of the Board's official Notice of Election in conspicuous places. In this case, the notices must be posted **before 12:01 a.m. on August 7, 2012.** If the Employer does not receive copies of the notice by **August 3, 2012,** it should notify the Regional Office immediately. Pursuant to Section 103.20(c), a failure to do so precludes an employer from filing objections based on nonposting of the election notice.

If there are any questions, please feel free to contact Attorney JONATHAN DUFFEY at telephone number (513) 684-3633 or by email at jonathan.duffey@nlrb.gov. The cooperation of all parties is sincerely appreciated.

Very truly yours,

Deborah Jacobson
Acting Regional Director

Enclosure: Designation of Observer Form

cc: MICHELLE JOHNSON - THE ARDIT COMPANY - 3535 JOHNNY APPLESEED CT
COLUMBUS, OH 43231-4985

INTERNATIONAL UNION OF BRICKLAYERS AND ALLIED CRAFTWORKERS,
OHIO KENTUCKY ADMINISTRATIVE DISTRICT COUNCIL, LOCAL UNION NO. 18
5171 HUDSON DR - HUDSON, OH 44236-3735

DESIGNATION OF OBSERVER(S)

Re: THE ARDIT COMPANY
Case 09-RC-083978

THE ARDIT COMPANY hereby designates the individual listed below to act as its observer during the election in the above case.

Observer's Name	Observer's Job Title
1.	

I certify that each of the above-named individuals is an employee of the Employer and is not a supervisor within the meaning of Section 2(11) of the Act.

THE ARDIT COMPANY
(Name of Party)

By:
(Signature)

(Representative Name: Print or Type)

(Representative Title)

(Date)

Note: The use of a supervisor as an observer may result in setting aside the election. Section 2(11) of the National Labor Relations Act states: "The term 'supervisor' means any individual having authority, in the interest of the employer, to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward, or discipline other employees, or responsibly to direct them, or to adjust their grievances, or effectively to recommend such action, if in connection with the foregoing the exercise of such authority is not of a merely routine or clerical nature, but requires the use of independent judgment."

DESIGNATION OF OBSERVER(S)

Re: THE ARDIT COMPANY
Case 09-RC-083978

PETITIONER INTERNATIONAL UNION OF BRICKLAYERS AND ALLIED CRAFTWORKERS, OHIO KENTUCKY ADMINISTRATIVE DISTRICT COUNCIL, LOCAL UNION NO. 18 hereby designates the individual listed below to act as its observer during the election in the above case.

Observer's Name	Observer's Job Title
1.	

I certify that each of the above-named individuals is an employee of the Employer and is not a supervisor within the meaning of Section 2(11) of the Act.

{PARTICIPANT.ACCOUNT_NAME}
(Name of Party)

By:
(Signature)

(Representative Name: Print or Type)

(Representative Title)

(Date)

Note: The use of a supervisor as an observer may result in setting aside the election. Section 2(11) of the National Labor Relations Act states: "The term 'supervisor' means any individual having authority, in the interest of the employer, to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward, or discipline other employees, or responsibly to direct them, or to adjust their grievances, or effectively to recommend such action, if in connection with the foregoing the exercise of such authority is not of a merely routine or clerical nature, but requires the use of independent judgment."