

ATTACHMENT "C"

This Notice has been posted as a result of a long series of cases brought by various unions and individuals against Beverly before the National Labor Relations Board. In these cases, the NLRB, based upon Beverly's recurring violations of the National Labor Relations Act, issued an order requiring Beverly to cease and desist from continuing in such unlawful conduct, not only at the nursing homes which were involved in the series of proceedings, but also at all other Beverly nursing homes. The United States Court of Appeals for the Seventh Circuit, after reviewing all of the testimony and evidence, directed Beverly to cease and desist from its unlawful conduct at any of its nursing homes, to provide backpay and other relief to all of the employees affected by its conduct, and to post this Notice to employees at all Beverly nursing homes nationwide.

Section 7 of the National Labor Relations Act gives employees the following rights:

- To engage in self-organization;
- To form, join or assist labor organizations;
- To bargain collectively through representatives of their own choosing;
- To act together for collective bargaining or other mutual aid or protection; and
- To refrain from any or all such activities.

In recognition of these rights, we hereby notify our employees that:

WE WILL NOT threaten our employees with discipline, loss of their licenses or jobs, or any other retaliation, for engaging in union activities.

WE WILL NOT threaten our employees with reprisals, including the sale of a facility or layoffs, for selecting union representation.

WE WILL NOT interrogate our employees concerning their union sentiments or activities or those of other employees.

WE WILL NOT create the impression that our employees' union activities are under surveillance by us.

WE WILL NOT announce or grant our employees wage increases timed to defeat union organizing campaigns, or blame the delay of approved wage increases on the union.

WE WILL NOT enforce a lawful no-solicitation, bulletin board or dress code policy against union activity while permitting comparable anti-union or nonunion-related activity.

WE WILL NOT solicit our employees to retrieve their union authorization cards, sign anti-union petitions or promote the formation of independent unions.

WE WILL NOT discipline or otherwise discriminate against our employees because they engage in union activity.

WE WILL NOT, at those facilities at which our employees are represented by a union, fail to recognize and bargain with that union as required by law.

WE WILL NOT, at those facilities at which our employees are represented by a union, unilaterally change terms and conditions of employment without prior notice to and affording an opportunity to bargain to our employees' designated collective-bargaining representative.

WE WILL NOT, at those facilities at which our employees are represented by a union, fail to meet and bargain with our employees' designated collective-bargaining representative concerning grievances, or bypass the designated collective-bargaining representative and deal directly with our employees.

WE WILL NOT, at those facilities at which our employees are represented by a union, fail to furnish the designated collective-bargaining representative with information necessary and relevant to its collective-bargaining functions.

WE WILL NOT in any other manner interfere with, restrain, or coerce our employees in the exercise of their Section 7 rights.

WE WILL rescind the suspension and warning we discriminatorily issued and make whole the employee for the loss of wages and benefits, and WE WILL make whole our employees from whom a wage increase was unlawfully withheld, and WE WILL otherwise address all of the unlawful conduct.

BEVERLY HEALTH & REHABILITATION SERVICES, INC., F/K/A BEVERLY CALIFORNIA CORPORATION f/k/a BEVERLY ENTERPRISES, ITS OPERATING, DIVISIONS, REGIONS, WHOLLY-OWNED SUBSIDIARIES AND INDIVIDUAL FACILITIES AND EACH OF THEM

(Employer)

Dated _____ By _____
Gina Lucchi, Vice President of Human Resources