UNITED STATES OF AMERICA ★ NATIONAL LABOR RELATIONS

NOTICE OF ELECTION

GENERAL

PURPOSE OF THIS ELECTION - This election is to determine the representative, if any, desired by the eligible Employees for purposes of collective bargaining with their Employer. *(See VOTING UNIT in this Notice of Election for description of eligible employees.)* A majority of the valid ballots cast will determine the results of the election.

SECRET BALLOT - The election will be by SECRET ballot under the supervision of the Regional Director of the National Labor Relations Board. Voters will be allowed to vote without interference, restraint, or coercion. Electioneering will not be permitted at or near the polling place. Violations of these rules should be reported immediately to the Regional Office or the agent in charge of the election. Your attention is called to Section 12 of the National Labor Relations Act:

> **ANY PERSON WHO SHALL WILLFULLY RESIST, PREVENT, IMPEDE, OR INTERFERE WITH ANY MEMBER OF THE BOARD OR ANY OF ITS AGENTS OR AGENCIES IN THE PERFORMANCE OF DUTIES PURSUANT TO THIS ACT SHALL BE PUNISHED BY A FINE OF NOT MORE THAN $5,000 OR BY IMPRISONMENT FOR NOT MORE THAN ONE YEAR, OR BOTH.**

Upon arrival at the voting place, voters should proceed to the Board agent and identify themselves by stating their name. The Board agent will hand a ballot to each eligible voter. Voters will enter the voting booth and mark their ballot in secret. DO NOT SIGN YOUR BALLOT. Fold the ballot before leaving the voting booth, then personally deposit it in a ballot box under the supervision of the Board agent and leave the polling area.

A sample of the official ballot is shown at the center of this Notice.

ELIGIBILITY RULES - Employees eligible to vote are those described under VOTING UNIT in this Notice of Election, including employees who did not work during the designated payroll period because they were ill or on vacation or temporarily laid off, and also including employees in the military service of the United States who appear in person at the polls. Employees who have quit or been discharged for cause since the designated payroll period and who have not been rehired or reinstated prior to the date of this election are not eligible to vote.

SPECIAL ASSISTANCE - Any employee or other participant in this election who has a handicap, and who in order to participate in this election needs special assistance, such as a sign language interpreter, should notify the Regional Office as soon as possible and request the necessary assistance.

CHALLENGE OF VOTERS - If your eligibility to vote is challenged, you will be allowed to vote a challenged ballot. Although you may believe you are eligible to vote, the polling area is not the place to resolve the issue. Give the Board agent your name and any other information you are asked to provide. After you receive a ballot, proceed to the voting booth, mark your ballot and fold it so as to keep the mark secret. DO NOT SIGN YOUR BALLOT. Return to the Board agent who will ask you to place your ballot in a challenged envelope, seal the envelope, place it in the ballot box, and leave the polling area. Your eligibility will be resolved later.

AUTHORIZED OBSERVERS - Each of the interested parties may designate an equal number of observers, this number to be determined by the Regional Director or agent in charge of the election. These observers (a) act as checkers at the voting place and at the counting of ballots; (b) assist in the identification of voters; (c) challenge voters and ballots; and (d) otherwise assist the Regional Office or agent.

INFORMATION CONCERNING ELECTION - The Act provides that only one valid representation election may be held in a 12-month period. Any employee who desires to obtain any further information concerning the terms and conditions under which this election is to be held, or who desires to raise any question concerning the holding of an election, the voting unit, or eligibility rules, may do so by communicating with the Regional Office or agent in charge of the election.

WARNING: THIS IS THE ONLY OFFICIAL NOTICE OF THIS ELECTION AND MUST NOT BE DEFACED BY ANYONE. ANY MARKINGS THAT YOU MAY SEE ON ANY SAMPLE BALLOT OR ANYWHERE ON THIS NOTICE HAVE BEEN MADE BY SOMEONE OTHER THAN THE NATIONAL LABOR RELATIONS BOARD, AND HAVE NOT BEEN PUT THERE BY THE NATIONAL LABOR RELATIONS BOARD. THE NATIONAL LABOR RELATIONS BOARD IS AN AGENCY OF THE UNITED STATES GOVERNMENT, AND DOES NOT ENDORSE ANY CHOICE IN THE ELECTION.

NLRB 707 (3-13)

UNITED STATES OF AMERICA ★ NATIONAL LABOR RELATIONS BOARD

NOTICE OF ELECTION

The election conducted on August 13, 2010 was set aside by an Order dated December 28, 2015. Therefore, a new election will be held in accordance with the terms of this Notice of Election.

VOTING UNIT

21-RC-21222

INCLUDED: All full-time and regular part-time route drivers with a class A license employed by the Employer at its facility located at 24520 San Michele Road, Moreno Valley, California, during the payroll period ending Monday, December 28, 2015.

EXCLUDED: All other employees, city counter drivers, professional employees, guards and supervisors as defined in the Act.

DATE, HOURS, AND PLACE OF ELECTION

DATE: Friday, January 8, 2016

HOURS: 3:00 a.m. to 4:45 a.m. and 6:30 p.m. to 8:30 p.m.

PLACE: In the conference room, nearest the front entrance at the Employer's facility located at 24520 San Michele Road, Moreno Valley, California.

UNITED STATES OF AMERICA
ESTADOS UNIDOS DE AMERICA
National Labor Relations Board
Junta Nacional De Relaciones Del Trabajo

OFFICIAL SECRET BALLOT
PAPELETA SECRETA OFICIAL
For certain employees of
Para Ciertos Empleados De

OZARK AUTOMOTIVE DISTRIBUTORS INC.,
D/B/A O'REILLY AUTO PARTS

Do you wish to be represented for purposes of collective bargaining by –
¿Desea usted estar representado para los fines de negociar colectivamente por

TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN, INDUSTRIAL AND ALLIED WORKERS OF AMERICA, LOCAL 166, INTERNATIONAL BROTHERHOOD OF TEAMSTERS

MARK AN "X" IN THE SQUARE OF YOUR CHOICE
MARQUE CON UNA "X" DENTRO DEL CUADRO DE SU SELECCIÓN

YES SI	NO NO
☐	☐

SAMPLE

DO NOT SIGN THIS BALLOT. Fold and drop in ballot box.
NO FIRME ESTA PAPELETA. Dóblela y depositela en la urna electoral.
If you spoil this ballot return it to the Board Agent for a new one.
Si usted daña esta papeleta devuélvala al Agente de la Junta y pídale una nueva

The National Labor Relations Board does not endorse any choice in this election. Any markings that you may see on any sample ballot have not been put there by the National Labor Relations Board.

La Junta Nacional de Relaciones del Trabajo no respalda a ninguna de las opciones en esta elección. Cualquier marca que se pueda ver en cualquier muestra de la papeleta no fue hecha por la Junta Nacional de Relaciones del Trabajo.

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UNITED STATES OF AMERICA ★ NATIONAL LABOR RELATIONS

NOTICE OF ELECTION

RIGHTS OF EMPLOYEES

FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join or assist a union
- Choose representatives to bargain with your employer on your behalf
- Act together with other employees for your benefit and protection
- Choose not to engage in any of these protected activities
- In a State where such agreements are permitted, the Union and Employer may enter into a lawful union-security agreement requiring employees to pay periodic dues and initiation fees. Nonmembers who inform the Union that they object to the use of their payments for nonrepresentational purposes may be required to pay only their share of the Union's costs of representational activities (such as collective bargaining, contract administration, and grievance adjustment).

It is the responsibility of the National Labor Relations Board to protect employees in the exercise of these rights.

The Board wants all eligible voters to be fully informed about their rights under Federal law and wants both Employers and Unions to know what is expected of them when it holds an election.

If agents of either Unions or Employers interfere with your right to a free, fair, and honest election the election can be set aside by the Board. When appropriate, the Board provides other remedies, such as reinstatement for employees fired for exercising their rights, including backpay from the party responsible for their discharge.

The following are examples of conduct that interfere with the rights of employees and may result in the setting aside of the election:

- Threatening loss of jobs or benefits by an Employer or a Union
- Promising or granting promotions, pay raises, or other benefits to influence an employee's vote by a party capable of carrying out such promises
- An Employer firing employees to discourage or encourage union activity or a Union causing them to be fired to encourage union activity
- Making campaign speeches to assembled groups of employees on company time within the 24-hour period before the election
- Incitement by either an Employer or a Union of racial or religious prejudice by inflammatory appeals
- Threatening physical force or violence to employees by a Union or an Employer to influence their votes

The National Labor Relations Board protects your right to a free choice.

Improper conduct will not be permitted. All parties are expected to cooperate fully with this Agency in maintaining basic principles of a fair election as required by law. The National Labor Relations Board as an agency of the United States Government does not endorse any choice in the election.

NATIONAL LABOR RELATIONS BOARD
an agency of the
UNITED STATES GOVERNMENT

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 an agent with the Board's Regional Office. You may also obtain information from the Board's website: www.nlrb.gov

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