

INTERNET  
FORM NLRB-501  
(2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

Date Filed

07-CA-209485

November 7, 2017

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Ringo Services Inc.

b. Tel. No. (313) 949-9901

c. Cell No.

f. Fax No.

g. e-Mail

h. Number of workers employed

d. Address (Street, city, state, and ZIP code)

277 Gratiot Ave Suite 250  
Detroit, Michigan 48226

e. Employer Representative

Alex Riley

i. Type of Establishment (factory, mine, wholesaler, etc.)  
building services

Identify principal product or service.  
building services

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

See attachment.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)  
International Union of Operating Engineers Local 324

4a. Address (Street and number, city, state, and ZIP code)

500 Hulet Drive  
Bloomfield Twp., MI 48302

4b. Tel. No. (248) 451-0324

4c. Cell No.

4d. Fax No.

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)  
International Union of Operating Engineers Local 324, AFL-CIO

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No. (313) 496-9408

By Amy Bachelder Amy Bachelder, Attorney  
(signature of representative or person making charge) (Print type name and title or office, if any)

Office, if any, Cell No.

Fax No. (313) 965-4602

e-Mail

abachelder@sachswaldman.com

Address 2211 E. Jefferson Ave., Ste. 200, Detroit MI 48207

11/7/17  
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



**Attachment**

**Since about October 2017 the Employer has unilaterally reduced employee wages without bargaining with the Charging Party Union.**

**Since about November 2017 the Employer has unilaterally changed employee health insurance benefits without bargaining with the Charging Party Union.**

UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD

Ringo Services Inc.  
Charged Party  
and  
Local 324, International Union of Operating Engineers  
(IUOE), AFL-CIO  
Charging Party

Case 07-CA-209485

Affidavit of Service of Charge Against Employer

I, the undersigned employee of the National Labor Relations Board, state under oath that on November 8, 2017, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

Alex Riley  
Ringo Services Inc.  
277 Gratiot Avenue, Suite 250  
Detroit, MI 48226-2211

November 8, 2017

Date

Linda Davis, Designated Agent of NLRB

Name

/s/Linda Davis

Signature

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

Date Filed

07-CA-209485

January 30, 2018

INSTRUCTIONS:

AMENDED

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Ringo Services Inc.

b. Tel. No. (313) 949-9901

c. Cell No.

f. Fax No.

g. e-Mail

h. Number of workers employed

d. Address (Street, city, state, and ZIP code)

277 Gratiot Ave Suite 250  
Detroit, Michigan 48226

e. Employer Representative

Alex Riley

i. Type of Establishment (factory, mine, wholesaler, etc.)  
building services

j. Identify principal product or service  
building services

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

See attachment.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)  
International Union of Operating Engineers Local 324

4a. Address (Street and number, city, state, and ZIP code)

500 Hulet Drive  
Bloomfield Twp., MI 48302

4b. Tel. No. (248) 451-0324

4c. Cell No.

4d. Fax No.

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)  
International Union of Operating Engineers Local 324, AFL-CIO

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No. (313) 496-9408

By   
(signature of representative or person making charge)

Amy Bachelder, Attorney  
(Print/typo name and title or office, if any)

Office, if any, Cell No.

Fax No. (313) 965-4602

e-Mail

abachelder@sachswaldman.com

2211 E. Jefferson Ave., Ste. 200, Detroit MI 48207

1/30/18

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



## Attachment

Since about October 2017 the Employer has unilaterally reduced employee wages without bargaining with the Charging Party Union.

Since about November 2017 the Employer has unilaterally changed employee health insurance benefits without bargaining with the Charging Party Union.

Since about November 2017 the Employer has unilaterally failed to deduct union dues from employee paychecks and has unilaterally failed to remit dues to the Union that have been deducted from employee paychecks without bargaining with the Charging Party Union.

Since about November 2017 the Employer has unilaterally failed to pay holiday pay without bargaining with the Charging Party Union.

UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD

Ringo Services Inc.  
Charged Party  
and  
Local 324, International Union of Operating Engineers  
(IUOE), AFL-CIO  
Charging Party

Case 07-CA-209485

Affidavit of Service of First Amended Charge Against Employer

I, the undersigned employee of the National Labor Relations Board, being duly sworn, say that on January 31, 2018, I served the above-entitled document(s) by regular mail upon the following persons, addressed to them at the following addresses:

Alex Riley  
Ringo Services Inc.  
277 Gratiot Avenue, Suite 250  
Detroit, MI 48226-2211

January 31, 2018

Date

Linda Davis, Designated Agent of NLRB

Name

/s/Linda Davis

Signature

INTERNET  
FORM NLRB-501  
(2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case 07-CA-214290 Date Filed February 5, 2018

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer  
Ringo Services Inc.

b. Tel. No. (313) 949-9901

c. Cell No.

f. Fax No.

d. Address (Street, city, state, and ZIP code)

277 Gratiot Ave Suite 250  
Detroit, Michigan 48226

e. Employer Representative

Alex Riley

g. e-Mail

h. Number of workers employed

i. Type of Establishment (factory, mine, wholesaler, etc.)  
building services

j. Identify principal product or service  
building services

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) § 8(d) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

See attachment.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)  
International Union of Operating Engineers Local 324

4a. Address (Street and number, city, state, and ZIP code)

500 Hulet Drive  
Bloomfield Twp., MI 48302

4b. Tel. No. (248) 451-0324

4c. Cell No.

4d. Fax No.

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)  
International Union of Operating Engineers Local 324, AFL-CIO

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No. (313) 496-9408

Office, if any, Cell No.

By

Amy Bachelder, Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Fax No. (313) 965-4602

e-Mail

abachelder@sachswaldman.com

2211 E. Jefferson Ave., Ste. 200, Detroit MI 48207

Address

2/5/18  
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

## Attachment

Since about June 2017 the Employer has unilaterally ceased making contributions for employee pension, annuity and training fund without bargaining with the Charging Party Union and as required by its collective bargaining agreement.

UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD

Ringo Services, Inc.  
Charged Party  
and  
Local 324, International Union of Operating Engineers  
(IUOE), AFL-CIO  
Charging Party

Case 07-CA-214290

Affidavit of Service of Charge Against Employer

I, the undersigned employee of the National Labor Relations Board, state under oath that on February 6, 2018, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

Alex Riley  
Ringo Services Inc.  
277 Gratiot Avenue, Suite 250  
Detroit, MI 48226-2211

February 6, 2018

Date

Linda Davis, Designated Agent of NLRB

Name

/s/Linda Davis

Signature

UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD  
REGION 7

RINGO SERVICES, INC.

Respondent

And

Cases 07-CA-209485,07-CA-214290

LOCAL 324, INTERNATIONAL UNION OF  
OPERATING ENGINEERS (IUOE), AFL-CIO

Charging Party

**AFFIDAVIT OF SERVICE OF: I. Reissued Consolidated Complaint and Order Revoking Settlement; II. Compliance Specification; III. Order Consolidating Reissued Consolidated Complaint, as Amended, and Compliance Specification; IV. Answer Requirement and Notice of Consolidated Hearing (with forms NLRB-4338 and NLRB- 4668 attached)**

I, the undersigned employee of the National Labor Relations Board, being duly sworn, say that on **May 14, 2019**, I served the above-entitled document(s) by **certified or regular mail**, as noted below, upon the following persons, addressed to them at the following addresses:

Frank T. Mamat, Esq.  
Foster, Swift, Collins & Smith, PC  
28411 Northwestern Highway, Suite 500  
Southfield, MI 48034

**FIRST CLASS MAIL**

Dan Ringo, Chief Executive Officer  
Ringo Services Inc.  
400 Renaissance, Suite 2600  
Detroit, MI 48243

**CERTIFIED MAIL, RETURN RECEIPT  
REQUESTED**  
7004 1160 0004 9191 1802

Amy Bachelder, Esq  
Nickelhoff & Widick PLLC  
333 W. Fort Street, Ste. 1400  
Detroit, MI 48226

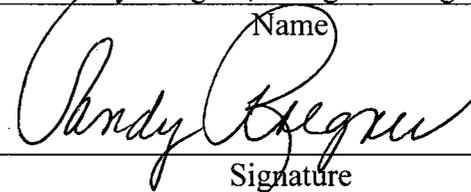
**FIRST CLASS MAIL**

Local 324, International Union of Operating  
Engineers (IUOE) AFL-CIO  
500 Hulet Drive  
Bloomfield Twp., MI 48302

**CERTIFIED MAIL**  
7003 2260 0007 3925 1025

May 14, 2019

Sandy Roegner, Designated Agent of NLRB

Name  
  
Signature

7004 1160 0004 9191 1802

**U.S. Postal Service**  
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or PO Box No.

City, State, ZIP+4

5201 5201 3925 1025

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Certified Fee	
Return Receipt Fee (Endorsement Required)	
Restricted Delivery Fee (Endorsement Required)	
<b>Total Postage &amp; Fees</b>	\$

Postmark  
Here

Sent To:

Street, Apt. No.,  
or PO Box No.

City, State, ZIP+4

UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD  
NOTICE

Cases 07-CA-209485, 07-CA-214290

The issuance of the notice of formal hearing in this case does not mean that the matter cannot be disposed of by agreement of the parties. On the contrary, it is the policy of this office to encourage voluntary adjustments. The examiner or attorney assigned to the case will be pleased to receive and to act promptly upon your suggestions or comments to this end.

An agreement between the parties, approved by the Regional Director, would serve to cancel the hearing. However, unless otherwise specifically ordered, the hearing will be held at the date, hour, and place indicated. Postponements *will not be granted* unless good and sufficient grounds are shown *and* the following requirements are met:

- (1) The request must be in writing. An original and two copies must be filed with the Regional Director when appropriate under 29 CFR 102.16(a) or with the Division of Judges when appropriate under 29 CFR 102.16(b).
- (2) Grounds must be set forth in *detail*;
- (3) Alternative dates for any rescheduled hearing must be given;
- (4) The positions of all other parties must be ascertained in advance by the requesting party and set forth in the request; and
- (5) Copies must be simultaneously served on all other parties (listed below), and that fact must be noted on the request.

Except under the most extreme conditions, no request for postponement will be granted during the three days immediately preceding the date of hearing.

Amy Bachelder, Esq.  
Nickelhoff & Widick PLLC  
2211 E. Jefferson Ave., Ste. 200  
Detroit, MI 48207

Local 324, International Union of Operating  
Engineers (IUOE), AFL-CIO  
500 Hulet Drive  
Bloomfield Twp., MI 48302

Frank T. Mamat, Esq.  
Foster, Swift, Collins & Smith, PC  
28411 Northwestern Hwy., Ste. 500  
Southfield, MI 48034

Dan Ringo, Chief Executive Officer  
Ringo Services Inc  
400 Renaissance, Suite 2600  
Detroit, MI 48243

**From:** [McKinney, Renee D](#)  
**To:** [Ray, Ethan](#)  
**Subject:** FW: ADp communication.  
**Date:** Tuesday, March 12, 2019 5:47:22 PM

---

New Detroit address for Ringo below

Renee D. McKinney, NLRB-Region 7  
E: [renee.mckinney@nlrb.gov](mailto:renee.mckinney@nlrb.gov)  
T: (313) 335-8033  
F: (313) 226-2090

---

**From:** Jim Arini <[Jim.Arini@iuoe324.org](mailto:Jim.Arini@iuoe324.org)>  
**Sent:** Tuesday, March 12, 2019 3:55 PM  
**To:** McKinney, Renee D <[Renee.McKinney@nlrb.gov](mailto:Renee.McKinney@nlrb.gov)>  
**Cc:** abachelder@michlabor.legal  
**Subject:** Fwd: ADp communication.

Ringo Services Detroit contact info.

Jim Arini  
Treasurer  
IUOE Local 324  
586-202-1150

Begin forwarded message:

**From:** Dan Ringo <[dan.ringo@ringoservices.com](mailto:dan.ringo@ringoservices.com)>  
**Date:** February 11, 2019 at 5:35:24 PM EST  
**To:** Jim Arini <[Jim.Arini@iuoe324.org](mailto:Jim.Arini@iuoe324.org)>  
**Subject: Re: ADp communication.**

Exactly!

Thank you,

Dan Ringo, Chief Executive Officer  
400 Renaissance #2600  
Detroit, MI. 48243  
(800) 914-4180  
[dan.ringo@ringoservices.com](mailto:dan.ringo@ringoservices.com)  
[www.ringoservices.com](http://www.ringoservices.com)

On Mon, Feb 11, 2019 at 5:21 PM Jim Arini <[Jim.Arini@iuoe324.org](mailto:Jim.Arini@iuoe324.org)> wrote:

| So just to clarify.

ADP will be sending the W-2's to your address on Broadway?  
Then you will mail them to our members shortly after you receive them?

Jim Arini  
Business Representative  
Treasurer  
IUOE Local 324  
586-202-1150

On Feb 11, 2019, at 5:09 PM, Dan Ringo <[dan.ringo@ringoservices.com](mailto:dan.ringo@ringoservices.com)> wrote:

Hi Jim,

Please see below. I have been working on this since the beginning of the year. As soon as I get them I will mail them out immediately.

Thank you,

Dan Ringo, Chief Executive Officer  
400 Renaissance #2600  
Detroit, MI. 48243  
(800) 914-4180  
[dan.ringo@ringoservices.com](mailto:dan.ringo@ringoservices.com)  
[www.ringoservices.com](http://www.ringoservices.com)

----- Forwarded message -----

From: **Shaikh, Rukaiya (ES)** <[Rukaiya.Shaikh@adp.com](mailto:Rukaiya.Shaikh@adp.com)>  
Date: Mon, Feb 11, 2019 at 9:34 AM  
Subject: RE: ADp communication.  
To: Dan Ringo <[dan.ringo@ringoservices.com](mailto:dan.ringo@ringoservices.com)>  
Cc: Jameel Alikhan, Mohamed (CORP)  
<[Mohamed.JameelAlikhan@adp.com](mailto:Mohamed.JameelAlikhan@adp.com)>

They will be mailed out to you per the below address advised to us on  
01/22  
(RINGO SERVICES INC  
1300 BROADWAY  
250  
DETROIT  
MI ZIP/POSTAL: 48226  
WAYNE GRID:

**From:** Dan Ringo [mailto:[dan.ringo@ringoservices.com](mailto:dan.ringo@ringoservices.com)]  
**Sent:** Monday, February 11, 2019 9:27 AM  
**To:** Shaikh, Rukaiya (ES)

**Cc:** Jameel Alikhan, Mohamed (CORP)

**Subject:** Re: ADp communication.

**WARNING: Do not click links or open attachments unless you recognize the source of the email and know the contents are safe.**

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Thank you! Will they be mailed to employee addresses or to my address?

I also need to change my address of record so they go to the right place.

On Mon, Feb 11, 2019 at 9:25 AM Shaikh, Rukaiya (ES)

<[Rukaiya.Shaikh@adp.com](mailto:Rukaiya.Shaikh@adp.com)> wrote:

Hi Dan,

Tried calling you unable to reach, I have raised a request to release the W2 in iPay for the employees to access. This may take 24/48 hours for the release to take place. . I had raised the request earlier as well but they were not delivered. Also new request has been raised to send out the W2 via mail again which will take 48/72 hours.

Warm Regards,

**Rukaiya Shaikh** | Sr. Customer Service Representative

ADP, LLC | Major Account Services

E-mail [rukaiya.shaikh@adp.com](mailto:rukaiya.shaikh@adp.com) | Web – [www.adp.com](http://www.adp.com)

[<image001.png><image002.png><image003.png><image004.png><image005.png><image006.png>](#)

| Please be advised that calls to and from ADP may be monitored or recorded |

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This message and any attachments are intended only for the use of the addressee and may contain information that is privileged and confidential. If the reader of the message is not the intended recipient or an authorized representative of the intended recipient, you are hereby notified that any dissemination of this communication is strictly prohibited. If you have received this communication in error, notify the sender immediately by return email and delete the message and any attachments from your system.

--

Thank you,

Dan Ringo  
332 S. Michigan Ave  
Chicago, IL. 60604  
800-914-4180

[dan.ringo@ringoservices.com](mailto:dan.ringo@ringoservices.com)

[www.ringoservices.com](http://www.ringoservices.com)

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This message and any attachments are intended only for the use of the addressee and may contain information that is privileged and confidential. If the reader of the message is not the intended recipient or an authorized representative of the intended recipient, you are hereby notified that any dissemination of this communication is strictly prohibited. If you have received this communication in error, notify the sender immediately by return email and delete the message and any attachments from your system.



FAQs > (<https://www.usps.com/faqs/uspstracking-faqs.htm>)

EXHIBIT J

### Track Another Package +

**Tracking Number:** 70041160000491911802

Remove X

Your package is moving within the USPS network and is on track to be delivered to its final destination. It is currently in transit to the next facility.

### In-Transit

May 19, 2019  
In Transit to Next Facility

Get Updates

Feedback

**Text & Email Updates**

**Tracking History**

#### May 19, 2019

In Transit to Next Facility

Your package is moving within the USPS network and is on track to be delivered to its final destination. It is currently in transit to the next facility.

#### May 15, 2019, 11:53 pm

Departed USPS Regional Facility  
DETROIT MI DISTRIBUTION CENTER

#### May 15, 2019, 11:00 am

Arrived at USPS Regional Facility  
DETROIT MI DISTRIBUTION CENTER

**May 15, 2019, 12:18 am**

Arrived at USPS Regional Facility

PONTIAC MI DISTRIBUTION CENTER

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**Product Information**



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**See Less** ^

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**FAQs (<https://www.usps.com/faqs/uspstracking-faqs.htm>)**

Feedback

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\*NOTE: Black and white (grayscale) images show the outside, front of letter-sized envelopes and mailpieces that are processed through USPS automated equipment.

Feedback

**From:** [Moore, Janice](#)  
**To:** [McKinney, Renee D](#)  
**Cc:** [Roock, Karen](#)  
**Subject:** RE: Ringo Services, Inc., 07-CA-209485 and 07-CA-214290 -- Consolidated Reissued Complaint and Compliance Specification  
**Date:** Wednesday, May 22, 2019 12:38:15 PM

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Done!

---

**From:** McKinney, Renee D  
**Sent:** Wednesday, May 22, 2019 11:16 AM  
**To:** Roock, Karen <Karen.Roock@nlrb.gov>; Moore, Janice <Janice.Moore@nlrb.gov>  
**Subject:** FW: Ringo Services, Inc., 07-CA-209485 and 07-CA-214290 -- Consolidated Reissued Complaint and Compliance Specification  
**Importance:** High

Will you please mail the attached, by regular mail, to the three addresses below today?

Renee D. McKinney, NLRB-Region 7

E: [renee.mckinney@nlrb.gov](mailto:renee.mckinney@nlrb.gov)

T: (313) 335-8033

F: (313) 226-2090

---

**From:** McKinney, Renee D  
**Sent:** Wednesday, May 22, 2019 11:13 AM  
**To:** [dan.ringo@ringoservices.com](mailto:dan.ringo@ringoservices.com)  
**Subject:** Ringo Services, Inc., 07-CA-209485 and 07-CA-214290 -- Consolidated Reissued Complaint and Compliance Specification  
**Importance:** High

Dear Mr. Ringo,

I am Counsel for the General Counsel assigned to litigate these cases.

On May 14, 2019, this office served you by certified mail a copy of the Consolidated Reissued Complaint and Compliance Specification in these cases. The following day, May 15, 2019, I e-mailed a courtesy copy of that document to your counsel of record, Frank Mamat.

On May 17, 2019, this office received a letter dated May 15, 2019 from Mr. Mamat stating that neither he nor his firm, FOSTER SWIFT COLLINS & SMITH PC, currently represents Ringo Services, Inc. or you as an individual. Therefore, I am providing you with this courtesy copy of the Consolidated Reissued Complaint and Compliance Specification by e-mail. I have also mailed a copy of the Consolidated Reissued Complaint and Compliance Specification to you by regular mail at Ringo Services, Inc.'s three addresses on file today:

Detroit, MI 48243

1300 Broadway, Suite 250  
Detroit, MI 48226

332 S. Michigan Ave  
Chicago, IL 60604

Please feel free to contact me if you have any questions.

Sincerely,

Renee D. McKinney, NLRB-Region 7  
477 Michigan Avenue, Room 300  
Detroit, MI 48226  
E: [renee.mckinney@nlrb.gov](mailto:renee.mckinney@nlrb.gov)  
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# LARA Corporations Online Filing System

## Department of Licensing and Regulatory Affairs

**ID Number: 801980538**

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**Summary for: RINGO SERVICES, INC.**

**The name of the DOMESTIC PROFIT CORPORATION:** RINGO SERVICES, INC.

**Entity type:** DOMESTIC PROFIT CORPORATION

**Identification Number:** 801980538 **Old ID Number:** 06738F

**Date of Incorporation in Michigan:** 01/26/2016

**Purpose:** All Purpose Clause

**Term:** Perpetual

**Most Recent Annual Report:** 2018

**Most Recent Annual Report with Officers & Directors:** 2018

**The name and address of the Resident Agent:**

Resident Agent Name: DAN RINGO

Street Address: 1300 BROADWAY STE 250

Apt/Suite/Other:

City: DETROIT

State: MI

Zip Code: 48826

**Registered Office Mailing address:**

P.O. Box or Street Address:

Apt/Suite/Other:

City:

State:

Zip Code:

**The Officers and Directors of the Corporation:**

Title	Name	Address
PRESIDENT	DAN RINGO	1300 BROADWAY STE 250 DETROIT, MI 48826 USA
TREASURER	DAN RINGO	1300 BROADWAY STE 250 DETROIT, MI 48826 USA
SECRETARY	DAN RINGO	1300 BROADWAY STE 250 DETROIT, MI 48826 USA
DIRECTOR	PAUL KASER	1300 BROADWAY STE 250 DETROIT, MI 48826 USA
DIRECTOR	ALEX RILEY	1300 BROADWAY STE 250 DETROIT, MI 48826 USA

**Act Formed Under:** 284-1972 Business Corporation Act

**Total Authorized Shares:** 10,000

**Written Consent**

**View filings for this business entity:**

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ARTICLES OF INCORPORATION  
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UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 7  
Patrick V. McNamara Federal Building  
477 Michigan Avenue, Room 300  
Detroit, MI 48226

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (313)226-3200  
Fax: (313)226-2090

June 7, 2019

Dan Ringo, Chief Executive Officer  
Ringo Services, Inc.  
1300 Broadway  
Suite 250  
Detroit, MI 48226

Re: Ringo Services, Inc.  
Cases 07-CA-209485  
07-CA-214290

Dear Mr. Ringo:

According to our records, the Respondent has not filed an answer to the Reissued Consolidated Complaint and Order Revoking Settlement, Compliance Specification, Order Consolidating Reissued Consolidated Complaint, as Amended and Compliance Specification, Answer Requirement and Notice of Consolidated Hearing (hereinafter Complaint and Compliance Specification) which issued in these cases on May 14, 2019, a copy of which is attached hereto. As you were advised at the time Complaint and Compliance Specification issued, Respondent was required to file an original and four copies of an Answer to the Complaint and Compliance Specification on or before June 4, 2019. This is pursuant to the Board's Rules and Regulations, Sections 102.20 and 102.21.

An answer may also be filed electronically through the Agency's website. To file electronically, go to [www.nlr.gov](http://www.nlr.gov), click on **E-File Documents**, enter the NLRB Case Number, and follow the detailed instructions. The responsibility for the receipt and usability of the answer rests exclusively upon the sender. Unless notification on the Agency's website informs users that the Agency's E-Filing system is officially determined to be in technical failure because it is unable to receive documents for a continuous period of more than 2 hours after 12:00 noon (Eastern Time) on the due date for filing, a failure to timely file the answer will not be excused on the basis that the transmission could not be accomplished because the Agency's website was off-line or unavailable for some other reason. The Board's Rules and Regulations require that an answer be signed by counsel or non-attorney representative for represented parties or by the party if not represented. See Section 102.21. If the answer being filed electronically is a pdf document containing the required signature, no paper copies of the answer need to be transmitted to the Regional Office. However, if the electronic version of an answer to a complaint is not a pdf file containing the required signature, then the E-filing rules require that such answer containing the required signature continue to be submitted to the Regional Office by traditional means within three (3) business days after the date of electronic filing. Service of the answer on

each of the other parties must still be accomplished by means allowed under the Board's Rules and Regulations. The answer may not be filed by facsimile transmission.

Any answer to the Complaint filed now would be untimely and should be accompanied by a statement indicating the reason for its late submission.

Please be advised that unless you comply with the Board's Rules and Regulations with respect to the filing of an appropriate Answer by **Friday, June 14, 2019**, we will have no alternative but to file a Motion for Default Judgment with the Board and, if granted, all the allegations in the Complaint would be deemed admitted as true.

In the event you are having problems meeting the time requirements as to filing an Answer, please be advised that you may receive an extension of time, pursuant to Section 102.22 of the Board's Rules and Regulations, by submitting proper cause therefore to the Regional Director. A letter to the Regional Director with copies to the other parties setting forth the reason for the request will suffice. Your request will be ruled upon promptly.

If you have any questions or requests concerning this letter or the Board's Rules, please call the agent to whom the case is assigned or in his/her absence, the immediate supervisor or me.

Thank you for your kind cooperation.

Very truly yours,

A handwritten signature in black ink that reads "Terry Morgan". The signature is written in a cursive style with a large, sweeping initial "T".

Terry Morgan  
Regional Director

Attachment:  
Copy of Complaint and Notice of Hearing