

**UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD**

**G&E REAL ESTATE MANAGEMENT  
SERVICES, INC. d/b/a NEWMARK GRUBB  
KNIGHT FRANK**

**and**

**Case 28-CA-178893**

**PATRICK THURMAN, an Individual**

**GENERAL COUNSEL'S LIMITED EXCEPTIONS  
TO ADMINISTRATIVE LAW JUDGE'S DECISION ON REMAND**

The General Counsel takes the following limited exceptions to the Decision of Administrative Law Judge Robert A. Ringler (the ALJ), JD-84-19, dated November 8, 2019, in the above-captioned case, pursuant to § 102.46 of the Rules and Regulations of the National Labor Relations Board (the Board):

1. The General Counsel excepts to the ALJ's failure to find that Respondent's maintenance of the confidentiality provision footnoted at the bottom of the title page and each page of Respondent's Employee Handbook, as described in paragraph 4(a)(1) of the Complaint, interfered with, restrained, and coerced employees in the exercise of their rights under Section 7 of the Act, in violation of Section 8(a)(1) of the Act.

2. The General Counsel excepts to the ALJ's failure to order a remedy for Respondent's maintenance of the confidentiality provision footnoted at the bottom of the title page and each page of Respondent's Employee Handbook described above in Exception 1. (JD 10:9-12:25; Appendix).

WHEREFORE, the General Counsel respectfully requests that the Board grant the above exceptions, for the reasons set forth in the accompanying General Counsel's Brief in Support of Exceptions to Administrative Law Judge's Decision.

Dated at Phoenix, Arizona, this 6<sup>th</sup> day of December 2019.

Respectfully submitted,

*/s/ Néstor Zárate*

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## CERTIFICATE OF SERVICE

I hereby certify that a copy of **GENERAL COUNSEL'S LIMITED EXCEPTIONS TO ADMINISTRATIVE LAW JUDGE'S DECISION ON REMAND** in *G&E Real Estate Management Services, Inc. d/b/a Newmark Grubb Knight Frank*, Case 28-CA-178893 was served by E-Gov, E-Filing, and E-mail on this 6<sup>th</sup> day of December 2019, on the following:

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*/s/ Dawn M. Moore*

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