CERTIFICATE OF SERVICE

The undersigned hereby certifies that on December 23, 2019, an electronic original of the Employer's Request for Review was filed with the Executive Secretary via the Department of Labor, National Labor Relations Board electronic filing system and, further, that copies of the foregoing were transmitted to the following individuals by electronic mail or regular U.S. Mail on December 23, 2019 and that Mr. Kilbert and Mr. Ratliff were served via e-mail on December 30, 2019:

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/s/ Aaron T. Tulencik
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