



# NOTICE TO EMPLOYEES



**POSTED PURSUANT TO A SETTLEMENT AGREEMENT  
APPROVED BY A REGIONAL DIRECTOR OF THE  
NATIONAL LABOR RELATIONS BOARD**

**AN AGENCY OF THE UNITED STATES GOVERNMENT**

**THE NATIONAL LABOR RELATIONS ACT GIVES YOU THE RIGHT TO:**

- Form, join, or assist a union;
- Choose a representative to bargain with us on your behalf;
- Act together with other employees for your benefit and protection;
- Choose not to engage in any of these protected activities.

**WE WILL NOT do anything to prevent you from exercising the above rights.**

**WE WILL NOT** refuse to hire any employee, including James Harker, because they serve as a shop steward or because of their activities in support of the Motion Picture Studio Mechanics, Local 52, International Alliance of Theatrical Stage Employees (Union), or any other labor organization.

**WE WILL NOT** in any like or related manner interfere with employees' rights under Section 7 of the Act.

**WE WILL** consider for hire all employees, including James Harker, without discrimination because of the employee's role as a shop steward or activities in support of the Union.

**WE WILL** offer employment to James Harker in writing on each of our Union-represented productions in New York, New Jersey, or Connecticut which require more than one electric department employee, and which begin hiring in the six months following the Regional Director's approval of this agreement.

**WE WILL**, within 14 days from the Regional Director's approval of this agreement, pay employee James Harker for the wages and benefits that he lost, including backpay, interest, and excess tax liability (if applicable) that he suffered because we discriminated against him.

**WE WILL**, within 14 days from the Regional Director's approval of this agreement, make contributions to the Motion Picture Industry Pension and Health Plan and the Union's Individual Account Plan on behalf of employee James Harker, for any loss of contributions Harker suffered as a result of our discrimination against him.

**WE WILL**, within 14 days from the Regional Director's approval of this agreement, expunge from our files all references to our unlawful failure to hire or consider for hire of James Harker, to the extent that such references exist, and **WE WILL**, within 3 days thereafter, notify Harker in writing that this has been done and that we will not use our failure to hire Harker against him in any way.

**Radical Media LLC**  
(Employer)

Dated: \_\_\_\_\_

By: \_\_\_\_\_  
(Representative)

\_\_\_\_\_  
(Title)

*The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. We conduct secret-ballot elections to determine whether employees want union representation and we investigate and remedy 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 any agent with the Board's Regional Office set forth below or you may call the Board's toll-free number 1-844-762-NLRB (1-844-762-6572). Hearing impaired callers who wish to speak to an Agency representative should contact the Federal Relay Service (link is external) by visiting its website at <https://www.federalrelay.us/tty> (link is external), calling one of its toll free numbers and asking its Communications Assistant to call our toll free number at 1-844-762-NLRB.*

Two Metro Tech Center  
Suite 5100  
Brooklyn, NY 11201-3838

Telephone: (718)330-7713  
Hours of Operation: 8:15 a.m. to 4:45 p.m.

**THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE.**

THIS NOTICE MUST REMAIN POSTED FOR 60 CONSECUTIVE DAYS FROM THE DATE OF POSTING AND MUST NOT BE ALTERED, DEFACED OR COVERED BY ANY OTHER MATERIAL. ANY QUESTIONS CONCERNING THIS NOTICE OR COMPLIANCE WITH ITS PROVISIONS MAY BE DIRECTED TO, THE COMPLIANCE OFFICER FOR REGION 29 – 718-330-7713.