



NOTICE TO EMPLOYEES AND MEMBERS



**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 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.

WE WILL NOT threaten, coerce or restrain Southern Glazer's Wine and Spirits, Breakthru Beverage, Republic National Distributing Company or any other wholesaler that we have a collective bargaining agreement with, or any other person engaged in commerce with an object of forcing them to stop doing business with Sazerac Company, Inc. or other persons.

WE WILL NOT threaten to place Sazerac Company, Inc. on a "Union Sales Labor Avoidance List" nor will we unilaterally remove Sazerac Company, Inc. from competitive bonus and incentive programs such as SOD, QIPP, Rank with the object of forcing Southern Glazer's Wine and Spirits, Breakthru Beverage and Republic National Distributing Company to stop doing business with Sazerac Company, Inc.

WE WILL rescind the April 28, 2022 and May 18, 2022 letters that we sent to Southern Glazer's Wine and Spirits, Breakthru Beverage and Republic National Distributing Company, and any other wholesaler, and **WE WILL** inform them and Sazerac Company, Inc. in writing that such letters are rescinded and that we do not intend to take the actions described in the letters.

**LIQUOR, WINE SALES REPRESENTATIVES,
WAREHOUSEMEN, CLERICAL, DISTILLERY,
RECTIFYING, TIRE, PLASTIC, AND ALLIED
WORKERS UNION LOCAL 3**

(Labor Organization)

Dated:

2/7/23

By:

[Signature]

(Representative)

(Title)

President

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://federalrelay.us/tty> (link is external), calling one of its toll free numbers and asking its Communication Assistant to call our toll free number at 1-844-762-NLRB.

COMPLIANCE ASSISTANT RHONDA KRAMIG
NATIONAL LABOR RELATIONS BOARD
550 MAIN ST. ROOM 3-111
JOHN WELD PECK FEDERAL BLDG, CINCINNATI, OH 45202-3271

TELEPHONE: (513) 684-3692
HOURS OF OPERATION: 8:00 a.m. to 4:30 pm

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 above Regional Office's Compliance Assistant Rhonda Kramig.