



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 interfere with, restrain, or coerce you in the exercise of the above rights.

YOU HAVE THE RIGHT to discuss wages, hours and working conditions with other employees and **WE WILL NOT** do anything to interfere with your exercise of that right.

YOU HAVE THE RIGHT to freely bring issues and complaints about terms and conditions of employment to us on behalf of yourself and other employees and **WE WILL NOT** do anything to interfere with your exercise of that right.

WE WILL NOT instruct you that you cannot discuss terms and conditions of employment, including discussing our monitoring of your calls.

WE WILL NOT threaten you with discharge or increased monitoring if you discuss your wages, hours, and working conditions with other employees.

WE WILL NOT instruct you that you must only discuss complaints about wages, hours and working conditions with a manager.

WE WILL NOT increase our electronic monitoring of your calls and conversations because you discuss your wages, hours, and working conditions with other employees and/or in order to discover such activities.

WE WILL NOT demote, discipline, place you on a performance improvement plan, constructively discharge, or otherwise discriminate against you because you exercise your right to discuss wages, hours and working conditions with other employees and bring issues and complaints to us on behalf of yourself and other employees.

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. It conducts secret-ballot elections to determine whether employees want union representation and it investigates and remedies 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. You may also obtain information from the Board's website: www.nlr.gov and the toll-free number (844) 762-NLRB (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.

National Labor Relations Board, Region 25
575 N. Pennsylvania Street, Room 238
Indianapolis, IN 46204

Hours of Operation: 8:30 a.m. to 5:00 p.m. (ET), Monday through Friday

Phone: (317) 226-7381

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 Regional Office at (317) 226-7381.



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

WE WILL NOT maintain or enforce any rules or policies, including rules and policies in our Information Systems Acceptable Use Policy, that restrict or interfere with your rights set forth above, including overbroad restrictions on employee personal use of our systems and email to engage in Section 7 activity, including during non-work time; overbroad definitions of confidential information to include personnel information; and overbroad restrictions on employees disclosing information about other employees.

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

WE WILL pay Julia Westcott and Chelsie Hunt for lost wages, benefits, and other expenses they incurred because of their demotion and/or separation of employment.

WE WILL remove from our files all references to any performance improvement plans and discipline imposed by INTERVENT against Julia Westcott or Chelsie Hunt during their employment and **WE WILL** notify them in writing that this has been done, and the performance improvement plans and disciplines will not be used against them in any way. **WE WILL** abide by our policy of providing neutral references for all employees which shall be limited to dates of employment, position and salary.

WE WILL rescind or revise the following rules or policies in our Information Systems Acceptable Use Policy: Acceptable Use Guidelines, bullets 1, 2, and 15 (pp 1-2); Email Policies and Procedures, bullets 1, 2, 14, and 16 (pp 2-3); Confidential Information, Bullet 3 (p. 4); and Prohibited Activities, bullet 9 (p 5).

WE WILL notify all employees in writing that the above rules and policies have been rescinded and/or revised and that we will not enforce them by circulating a revised Information Systems Acceptable Use Policy that (1) does not contain unlawful provisions or (2) provides lawfully worded provisions.

INTERVENT INTERNATIONAL, LLC

(Employer)

Dated: 02/11/2026 By: Richard D. Salmon COO
(Representative) (Title)

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. It conducts secret-ballot elections to determine whether employees want union representation and it investigates and remedies 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. You may also obtain information from the Board's website: www.nlrb.gov and the toll-free number (844) 762-NLRB (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.

National Labor Relations Board, Region 25
575 N. Pennsylvania Street, Room 238
Indianapolis, IN 46204

Hours of Operation: 8:30 a.m. to 5:00 p.m. (ET), Monday through Friday

Phone: (317) 226-7381

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 Regional Office at (317) 226-7381.