



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
Cases 32-CA-320053 and 32-CA-334863**

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.

WE WILL NOT stop you from talking about unions during working time while permitting talk about other nonwork topics.

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

WE WILL NOT fire or lay you off or threaten to reduce your wages because you exercise your right to discuss wages, hours and working conditions with other employees.

WE HAVE removed from our files all references to the furloughs of Michelle Curtis, Samantha Gilmore, Anastasia Gray, Margaret Spare, and Ed Stackhouse and **WE WILL** notify them in writing that the furloughs will not be used as a basis for any future personnel action or made reference to in response to any inquiry by any employer, prospective employer, employment agency, unemployment insurance office, or reference-seeker.

Raterlabs, Inc.
(EMPLOYER)

Dated: August 7 2025 By: Hellen Attia
(Representative) (Title)
Hellen Attia CPO

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 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.

1301 Clay St Ste 1510N
Oakland, CA 94612-5224

Telephone: (510)637-3300
Hours of Operation: 8:30 a.m. to 5 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 above Regional Office's Compliance Officer.