



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

FEDERAL LAW 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 and will allow the distribution of union literature in non-work areas.

WE WILL NOT create the impression of surveillance of union activities.

WE WILL NOT threaten you by telling you that the United Steelworkers of America ("Steelworkers") can't help you, can't fix your problems, you will get nothing or lose as a result of negotiations, and nothing will change if you unionize.

WE WILL NOT threaten you by telling you that you will lose money if you unionize because you will have to pay dues or that the Company will lose customers if you unionize.

WE WILL NOT threaten you by telling you that unions do not make companies healthy or productive and profitability decreases when employees unionize.

WE WILL NOT threaten you by telling you pensions are a strike issue for the Steelworkers.

WE WILL NOT threaten you by telling you the Steelworkers will trade employee benefits to get a union security clause, or that the Steelworkers will retaliate against you or have you fired if you try to get rid of the Union.

WE WILL NOT interfere with your rights under Section 7 of the National Labor Relations Act.

**SIEMENS INDUSTRY INC., CUSTOMER SERVICE
DIVISION METALLURGICAL SERVICES MAINTENANCE
BUSINESS SEGMENT, NORTH EAST, MARYLAND**

(Employer)

Dated: 1/28/13

By: [Signature]

GENERAL MANAGER

(Representative)

(Title)

National Labor Relations Board, Region 5
100 South Charles Street, Suite 600, Baltimore, MD 21201
Telephone: (410) 962-2822
Hours of Operation: 8:15 a.m. to 4:45 p.m.

Washington Resident Office
1099 14th Street, NW, Washington, DC 20570
Telephone: (202) 208-3000
Hours of Operation: 8:15 a.m. to 4:45 p.m.

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.

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

THIS NOTICE MUST REMAIN POSTED FOR 60 CONSECUTIVE DAYS FROM THE DATE OF POSTING AND MUST NOT BE ALTERED, DEFACTED, 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,