



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 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 restrain or coerce you in the exercise of the above rights.

WE WILL NOT cause or attempt to cause Caterpillar, Inc. to discuss or otherwise discriminate against you for failure to pay dues, without first providing you actual notice of amount owed, the period for which dues are owed and the method by which the amount owed was computed, and without providing you with an adequate or reasonable period of time to pay such dues.

WE WILL NOT in any like or related manner restrain to coerce you in the exercise of your rights under Section 7 of the Act.

WE WILL reinstate Joseph Donley to our rolls in good standing, contingent upon payment of dues owed.

WE WILL notify Caterpillar, Inc. and Joseph Donley, in writing, that we withdraw or rescind our request for Donley's discharge, and that we have no objections to his reinstatement without any loss of seniority or other rights and privileges previously enjoyed by him.

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/fty> (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.



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WE WILL make whole Joseph Donley for any loss of earnings and other benefits resulting from his discharge.

WE WILL compensate Joseph Donley for the adverse tax consequences, if any, of receiving a lump-sum backpay award.

WE WILL remove from our files, and request Caterpillar, Inc. remove from its files, all referenced to the discharge of Joseph Donley and **WE WILL** notify him in writing that this has been done and that the discharge will not be used against him in any way.

United Auto Workers, Local 2096
(Labor Organization)

Dated: 12-3-25

By: John Boguedi (Representative)
President (Title)

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