

ARC-CONSTRUCTION INC.

January 10, 2024

To whom it may concern:

In January 2022, Arc-Construction Inc., located at 1745 South Kentucky Ave, Evansville, In. 47714, hired the firm of H. Sanford Rudnick & Associates, a labor consulting firm located in California, Nevada and DC and NY to help our firm win an NLRB case against the IRON Workers Local 103 in Indiana. The Union and the NLRB stated the Employer's contract lasted 40 years through the evergreen clause, since the Employer or the union did not terminate their Union's Master Agreement. After two years of litigation at the NLRB and a union grievance, Rudnick & Associates settled the case with the NLRB and the Union. Now Arc Construction is nonunion and does not have a contract with Local 103 of the Iron Workers. I would recommend H. Sanford Rudnick & Associates to any Employer concerning the NLRB, a Union or any human resource matter. If you have any questions relating to the above, do not hesitate to contact my office.

Sincerely,

Jaime Bateman CEO 812-426-0481
jbateman@arc-construction.com

1-25-24

MOORE GMC

Moore GMC located at 15500 Los Gatos Blvd., Los Gatos, Ca. 95032, hired the firm of H. Sanford Rudnick & Associates, a Labor Consulting firm, to help us with negotiations with the Machinist Union 1101 in December 2023. The parties entered into a collective bargaining agreement with 60 days. Also, during the course of negotiations, the Union Sanford Rudnick deleted the Union pension and resolved the Employer's unfunded pension liability which saved the Employer about \$400,000. I would recommend the firm to any Employer concerning the NLRB, an election, negotiations or any other labor relations issue.

Sincerely,

John Moore CFO 1-408-356-8111

email: jymoore@moorevalue.com

BAXTER-KENWORTHY ELECTRIC, INC.

May 7, 2024

To whom it may concern:

On September 1, 2023, Baxter Kenworthy Electric, Inc. (Company), an electrical Company located in 4600 S 76th Circle, Omaha, NE 68127 retained the firm of H. Sanford Rudnick & Associates, a labor consulting firm, to help us get the charge filed at the NLRB dismissed that was filed by IBEW Local 22 in Case No. 14-CA-324704.

It took 8 months for the NLRB to tell the Union to withdraw their charge concerning an 8(a)(1) information request.

I would recommend H. Sanford Rudnick & Associates to any Employer concerning the NLRB, negotiations or a problem with a Union or other human resource issue.

If you have any questions relating to the above, do not hesitate to contact my office.

Sincerely,

Chuck Miske, Vice President of Operations
(402-339-2270 office cmiske@baxterkenworthy.com)

ARC-CONSTRUCTION RECOMMENDATION

February 14, 2024

To whom it may concern:

In December 2022, Arc-Construction, a general contractor, located at 1745 South Kentucky Ave. Evansville, Indiana hired the firm of H. Sanford Rudnick and Associates, to help our firm against the Iron Workers Union (Union).

The union alleged we had contract with the union that continued for 40 years since we or the union did not terminate the contract. The union filed a unfair labor practice charge at the NLRB that our contract evergreened or continued for 40 years.

Based upon the efforts of Rudnick & Associates, we resolved the case with the NLRB and now we are nonunion after a year and one half of litigation at the NRB.

I would recommend H. Sanford Rudnick & Associates to any Employer concerning the NLRB, a Union problem or any human resource matter. If you have any questions relating to the above, do not hesitate to contact my office.

Sincerely,

Jaime Bateman
jbateman@arc-construction.com
812-426-0481

High Class Personal Health Care and Above the Rest Health Care

February 13, 2024

To whom it may concern:

In January 2024, High Class Personal Care and Above the Rest Health Care, located in Las Vegas, Nevada, hired the firm of H. Sanford Rudnick & Associates, a labor consulting firm located in California, Nevada and DC and NY to help our firms at the NLRB and win an election against the SEIU 1107 Union.

Mr. Rudnick sent us his video on "Union Facts" and created a website against the SEIU Union and with other campaign material to campaign against the SEIU Union 1107.

Within 30 days, the SEIU withdrew their election petition of 300 employees/care givers at the NLRB, without even having a secret ballot election.

Based upon his efforts and not even having any meetings with the employees, the Union withdrew the election petition on February 13, 2024, I would recommend H. Sanford Rudnick & Associates to any Employer concerning the NLRB, a Union or any human resource matter. If you have any questions relating to the above, do not hesitate to contact my office.

Sincerely,

Edgar Jiminez 702-2736658
2001 South Jones Blvd. Suite H
Las Vegas, Nevada 89146 (edgarjimenezhhcs@yahoo.com)

New Era Cookware

February 6, 2024

To whom it may concern:

In January 2024, New Era Cookware in TN, hired the firm of H. Sanford Rudnick & Associates, a labor consulting firm located in California, Nevada and DC and NY to help our firm win an election against the Steel Workers Union. Mr. Rudnick sent us his video on "Union Facts" and other campaign material to campaign against the Steel Workers Union. Based upon his efforts and not even having any meetings with the employees, the Union withdrew the election petition on February 5, 2024. I would recommend H. Sanford Rudnick & Associates to any Employer concerning the NLRB, a Union or any human resource matter. If you have any questions relating to the above, do not hesitate to contact my office.

Sincerely,

New Era Inc.
157 Airport Rd.
Clarksville, Tn. 37042
David Fortenberry, Plant Director
dfortenberry@heritagestell.us (cell 248-207-7600)

CALIFORNIA PAPER CORP

November 5 , 2024

To whom it may concern:

In October 2024, California Paper located near Bakersfield Ca., hired the firm of H. Sanford Rudnick & Associates, a labor consulting firm located in California, Nevada and DC and NY, to help our firm get our employees to stop signing union cards for an election with the Steel Workers Union.

Within one month, the union did not get enough union cards to file for an election at the NLRB. Also, our employees stopped signing union cards for the Steel Workers Union.

Mr. Rudnick sent us his video on "Union Facts" and other campaign material to campaign against the Steel Workers Union. Based upon his efforts to help us to get our employees to stop signing union cards and the Steel Workers did not file an election petition, I would recommend H. Sanford Rudnick & Associates to any Employer concerning the NLRB, a Union or any human resource matter. If you have any questions relating to the above, do not hesitate to contact my office.

Sincerely,

Melissa Fry
mfry@marylandpaper.com
301-223-6550
16144 Elliot Parkway
Williamsport, MD 21795