

# NOTICE TO EMPLOYEES HOW TO VOTE

## To All of our Employees

Your vote in this manual vote election with the NLRB between 7am-8am on July 14, 2025, will decide whether or not you want the (OE3) Union to be your collective bargaining representative at our (7-11 Materials) company. Your vote is important to all of us. Whether you **signed a Union card** or not, the close direct relationship is at stake in this election. So we want to make sure you understand how the voting takes place.

1) Question: How do I vote?

Answer: On Election Day, the National Labor Relations Board, a U.S. Government agency, will set up a voting booth here at our facility. If you are scheduled to work, you will be allowed time off to vote.

2) Question: How many votes are needed to win?

Answer: The election will be decided by a majority of the employees actually voting or 4 votes. So it is very important that each and every one of you vote. The outcome of this election will greatly affect all of us. If you do not vote, it is the same as letting someone else decide your vote for you. Don't make the mistake of not voting. The results will affect you directly.

3) Question: If you already **SIGNED a Union card**, does this mean that I have to vote for the Union?

Answer: NO! You should vote the way you feel is best for you. The choice is for you and you alone to make. Nothing you have said, signed or done in the past requires you to vote for the Union in this free election. Federal law guarantees your right to vote against the Union. Please vote NO!

4) Question: Will anyone else know how I voted?

Answer: No. This is a secret ballot election. So don't put your name or any other identifying marks on the ballot.

5) Question: How does our Company feel about the election?

Answer: Simple, VOTE NO! Since our Company has been in operation, we have always tried to be fair to our employees and we will continue to operate that way. We understand that you have concerns and desires, we hope that you will give us the opportunity to work with you to show that you don't need a Union at our Company in order to be treated fairly. We honestly feel that this is unnecessary for our employees.

6) Question: If I don't want a Union here, how do I vote?

Answer: Vote NO. Mark an "X" on the square on the right hand side of the ballot where it says "NO".

Think it over carefully, then keep this Union out by voting NO. Just place your "X" in the square on the right-hand side of the ballot where it says "NO."

FROM THE MANAGEMENT OF 7-11 MATERIALS

VOTE NO 7-10-25

