

Form NLRB-4722
(1-02)

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

We are posting this Notice to inform you of your rights guaranteed to you in the National Labor Relations Act.

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.

WE WILL NOT more strictly enforce rules limiting employee use of the break area bulletin board because employees have engaged in activities on behalf of the Starbucks Workers Union, affiliated with Industrial Workers of the World (IWW), or any other labor organization.

WE WILL NOT coercively interrogate you about your union or concerted activities, or threaten or imply that organizing activity on behalf of the Starbucks Workers Union, or any labor organization, could lead to adverse personnel actions.

WE WILL NOT in any like or related way restrain, coerce, or interfere with your rights under Section 7 of the Act.

WE WILL NOT maintain rules that unlawfully restrict employees' right to distribute literature in non-work areas during non-work time, or to wear pins or buttons that advocate membership in the Starbucks Workers Union, or any other labor organization.

WE WILL, at our Wealthy St. store rescind the rules contained in the January 2006 Partner Guide concerning the posting and distribution of notices, and the wearing of pins or buttons, and **WE WILL**, in the same manner and to the same extent that the January 2006 Partner Guide has been distributed, notify our employees at that location that these rules have been replaced with the October 2006 Updates to the Partner Guide.

**Starbucks Corporation, d/b/a Starbucks Coffee
Company**
(Respondent)

Dated: _____ By: _____
(signature) (title)

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.

NLRB, Region 7 - Room 300 Patrick V. McNamara Federal Office Building
477 Michigan Avenue, Detroit, MI 48226

Mark D. Baines, Compliance Officer (313) 226-7244

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.