



April 21, 2022

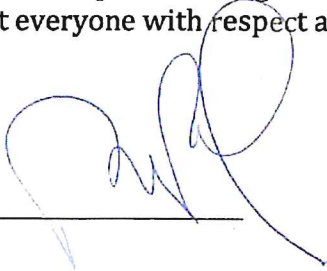
**NOTICE TO EMPLOYEES**

Howard Center, Inc. ("Howard"), and AFSCME Council 93, Local 1674 ("Union"), hereby agree to the following terms as resolving certain pending "Charge Against Employer" matters before the National Labor Relations Board:

Howard Center recognizes AFSCME Council 93, Local 1674 ("Union") as the exclusive representative of all full-time and part-time employees as defined in our collective-bargaining agreement (CBA). The parties acknowledge each other's rights including but not limited to those set forth in the CBA and their respective obligations going forward. Accordingly,

- the parties will bargain in good faith on any changes which are mandatory subjects of bargaining
- Howard will notify the Union directly, and offer an opportunity to the Union to bargain over the effects, of any unilateral changes/decisions that are permissible under the Management Rights clause of the CBA
- Howard will timely furnish relevant information requested by the Union
- Howard will not conduct, or create the impression of, unlawful surveillance of activities protected by the National Labor Relations Act; unreasonably conduct interrogations or ask unlawful questions concerning Union and other protected activities (including action in mutual aid or defense); promulgate unreasonably broad confidentiality rules; or threaten discipline for clearly protected concerted activities.

The parties recognize the value of having a harmonious working relationship and agree to treat everyone with respect and dignity.

/s/ 

CEO

/s/ 

Union Representative