



Dear ALLIED UNIVERSAL Employees:

Many of you are aware that the Service Employees International Union (SEIU) is organizing security officers in the area and seeks to organize and represent ALLIED UNIVERSAL officers at **Pratt Institute**.

The purpose of this letter is to inform all officers that ALLIED UNIVERSAL will remain neutral regarding SEIU organizing. The SEIU will be asking security officers to give the union their written consent by signing an authorization card to have the SEIU represent them for purposes of collective bargaining. If a majority of the SEIU's security officers at the identified work site(s) choose to authorize SEIU to represent them, we will respect that decision and recognize the SEIU as the union representative

Whether or not you decide to join or support the Union is your personal decision. The Company will not interfere with your right to make that decision and will respect your choice. Company managers and supervisors will not discipline, discharge or otherwise discriminate against any officer due to the fact that such officer has or has not joined the Union or engaged in lawful activity in support of or in opposition to the Union. Likewise, the Union has agreed that its representatives will not threaten or coerce you to sign authorization cards or to support the organizing effort.

Because of the critical role that our security officers play in ensuring the safety of our customers and the public, there should be no organizing activity that disrupts or interferes with the job responsibilities of our officers or jeopardizes the safety of our customers or the public

The SEIU has asked the Company to provide them with a list of names, addresses and phone numbers of employees at the identified work site(s). If you do not wish to be contacted at home by an SEIU representative, please phone **Bonita Mercado at 718-916-7946**, during regular business hours.

A handwritten signature in black ink, appearing to read "D. Chapla", is written over a horizontal line.

David Chapla
Vice President of Labor Relations
Allied Universal Security Services.