



NOTICE TO EMPLOYEES



POSTED PURSUANT TO A JUDGEMENT OF THE UNITED STATES COURT OF APPEALS

ENFORCING AN ORDER OF THE NATIONAL LABOR RELATIONS
BOARD AN AGENCY OF THE UNITED STATES GOVERNMENT

The National Labor Relations Board has found that we violated Federal labor law and has ordered us to post and obey this notice.

FEDERAL LAW GIVES YOU THE RIGHT TO

- Form, join, or assist a union
- Choose representatives 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 threaten you with closure of our terminal in Louisville, Kentucky (Louisville terminal) if you select General Drivers, Warehousemen and Helpers, Local Union No. 89, affiliated with the International Brotherhood of Teamsters (the Union) as your representative.

WE WILL NOT instruct you to provide us with a list of employees who are involved in the Union's organizing campaign or who support the Union.

WE WILL NOT threaten you that we will lose our contract with The Kroger Company and be forced to discharge all the employees at the Louisville terminal if you select the Union as your representative.

WE WILL NOT threaten you that we will cease making contributions to your ESOP account if you select the Union as your representative.

WE WILL NOT threaten you with legal action because you file unfair labor practice charges.

WE WILL NOT coercively question you about your union activities.

WE WILL NOT cease operations at the Louisville terminal and discharge our employees in the bargaining unit for antiunion reasons and to chill unionism at our other terminals and at other affiliates of Paladin Capital, Inc. in circumstances where such a chilling effect is reasonably foreseeable.

WE WILL NOT fail and refuse to provide the Union notice and an opportunity to bargain regarding our decision to cease operations at the Louisville terminal and discharge all our unit employees and the effects of that decision.

PANEL 1 OF 3

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 and the toll-free number (844) 762-NLRB (6572).

JOHN WELD PECK FEDERAL BUILDING - 500 MAIN STREET, ROOM 3-111, CINCINNATI, OH 45202-3271
TELEPHONE: (513) 684-3686, HOURS: 8:30 am -to 5:00 pm

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 ASSISTANT TO REGIONAL DIRECTOR.



NOTICE TO EMPLOYEES



POSTED PURSUANT TO A JUDGEMENT OF THE UNITED STATES COURT OF APPEALS

**ENFORCING AN ORDER OF THE NATIONAL LABOR RELATIONS
BOARD AN AGENCY OF THE UNITED STATES GOVERNMENT**

WE WILL NOT in any like or related manner interfere with, restrain, or coerce you in the exercise of the rights listed above.

WE WILL, within a reasonable period of time, reopen and restore our business operations at the Louisville terminal as they existed on December 9, 2020.

WE WILL, following the restoration of our operations at the Louisville terminal, offer unit employees full reinstatement to their former jobs, or, if those jobs no longer exist, to substantially equivalent positions, without prejudice to their seniority or any other rights or privileges previously enjoyed, to the extent that their services are needed at the Louisville terminal to perform the work that we are able to attract and retain from The Kroger Company or new customers after a good-faith effort, giving preference to the unit employees in order of seniority. **WE WILL** offer remaining unit employees reinstatement to any positions in our existing operations that they are capable of filling, with appropriate moving expenses, giving preference to the remaining unit employees in order of seniority. **WE WILL**, in the event of the unavailability of jobs sufficient to permit the reinstatement of all unit employees, place unit employees for whom jobs are not now available on a preferential hiring list for any future vacancies that may occur in positions in our existing operations that they are capable of filling.

WE WILL make the unlawfully discharged unit employees whole for any loss of earnings and other benefits resulting from their discharges, less any net interim earnings, plus interest, and **WE WILL** also make such employees whole for any other direct and foreseeable pecuniary harms suffered as a result of their discharges, including reasonable search-for-work and interim employment expenses, plus interest.

WE WILL compensate affected employees for the adverse tax consequences, if any, of receiving lump-sum backpay awards, and **WE WILL** file with the Regional Director for Region 9, within 21 days of the date the amount of backpay is fixed, either by agreement or Board order, a report allocating the backpay awards to the appropriate calendar year(s) for each employee.

WE WILL file with the Regional Director for Region 9, within 21 days of the date the amount of backpay is fixed by agreement or Board order or such additional time as the Regional Director may allow for good cause shown, a copy of each backpay recipient's corresponding W-2 form(s) reflecting the backpay award.

PANEL 2 OF 3

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 and the toll-free number (844) 762-NLRB (6572).

JOHN WELD PECK FEDERAL BUILDING - 500 MAIN STREET, ROOM 3-111, CINCINNATI, OH 45202-3271
TELEPHONE: (513) 684-3686, HOURS: 8:30 am -to 5:00 pm.

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 ASSISTANT TO THE REGIONAL DIRECTOR.



NOTICE TO EMPLOYEES



POSTED PURSUANT TO A JUDGEMENT OF THE UNITED STATES COURT OF APPEALS

ENFORCING AN ORDER OF THE NATIONAL LABOR RELATIONS BOARD AN AGENCY OF THE UNITED STATES GOVERNMENT

WE WILL, within 14 days from the date of the Board's Order, remove from our files any reference to the unlawful discharges, and WE WILL, within 3 days thereafter, notify each of the employees in writing that this has been done and that the discharges will not be used against them in any way.

WE WILL, on request, bargain with the Union as the exclusive collective-bargaining representative of employees in the following appropriate unit concerning terms and conditions of employment and, if an understanding is reached, embody the understanding in a signed agreement:

All full-time and regular part-time drivers employed by us at our 2827 S. English Station Road, Louisville, Kentucky facility and our sub-terminals located in Versailles and Franklin, Kentucky, excluding all office clerical employees, temporary employees, professional employees, guards and supervisors, as defined by the National Labor Relations Act (Act).

The certification year is extended for an additional 12 months from the date that we begin to bargain in good faith.

QUICKWAY TRANSPORTATION, INC.
(EMPLOYER)

Dated: 4/17/2025 By: [Signature]
(Representative)

PANEL 3 OF 3

The Board's decision can be found at www.nlr.gov/case/09-CA-251857 or by using the QR code below. Alternatively, you can obtain a copy of the decision from the Executive Secretary, National Labor Relations Board, 1015 Half Street, S.E., Washington, D.C. 20570, or by calling (202) 273-1940.



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 and the toll-free number (844) 762-NLRB (6572).

JOHN WELD PECK FEDERAL BUILDING - 500 MAIN STREET, ROOM 3-111, CINCINNATI, OH 45202-3271
TELEPHONE: (513) 684-3686, HOURS: 8:30 am -to 5:00 pm

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 ASSISTANT TO REGIONAL DIRECTORS.