

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE

This notice must remain posted for 120 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 Regional Office's Compliance Officer.

**Explanation of Rights
Posted and Distributed Pursuant to a Settlement Agreement
Approved by a Regional Director of the National Labor Relations Board
An Agency of the United States Government**

Employees covered by the National Labor Relations Act have the right to join together to improve their wages and working conditions, including by organizing a union and bargaining collectively with their employer, and also the right to choose not to do so. This Explanation of Rights contains important information about your rights under this Federal law.

Dallas Black Dance Theatre is required under a settlement agreement approved by a Regional Director of the National Labor Relations Board to provide you with this Explanation of Rights to describe your rights and to provide examples of illegal behavior.

Under the National Labor Relations Act, you have the right to:

- Organize a union to negotiate with your employer concerning your wages, hours, and working conditions.
- Discuss your wages, benefits, other terms and conditions of employment with your coworkers or union representatives.
- Take action with one or more coworkers to improve your working conditions.
- Choose not to do any of these activities.

It is illegal for your employer to take any adverse action against you because you exercised the above rights. Prohibited adverse actions include:

- discipline,
- suspension,
- discharge,
- forcing employees to quit,
- taking away benefits,
- changing schedules, and
- engaging in closer supervision.

It is also illegal for your employer to:

- threaten you with negative consequences if you form, join, or assist a union,
- interrogate you about your activities in support of a union or other employees' activities in support of a union,
- engage in surveillance of your activities in support of a union,
- make it appear that it is engaging in surveillance of your activities in support of a union,
- promise or grant you benefits to discourage you from supporting a union, or
- tell you not to discuss your terms and conditions of employment, including discipline or disciplinary investigations with other employees.

Illegal conduct will not be permitted. The National Labor Relations Board enforces the Act by prosecuting violations. If you believe your rights or the rights of others have been violated, you should contact the NLRB promptly to protect your rights, generally within 6 months of the unlawful activity. You may contact the NLRB about a possible violation without your employer or anyone else being informed that you have done so. The NLRB will conduct an investigation of possible violations if a charge is filed. Charges may be filed by any person and need not be filed by the employee directly affected by the violation.

You can contact the NLRB at its toll-free number: 1-844-762-NLRB (1-844-762-6572).

You can obtain the address, telephone number, and hours of operation of the nearest Regional Office of the NLRB at <https://www.nlr.gov/about-nlr/who-we-are/regional-offices>.

For more information about your rights and about the National Labor Relations Board and the Act, visit the Agency's Website: <http://www.nlr.gov>.

This is an official Government Notice and must not be defaced by anyone.