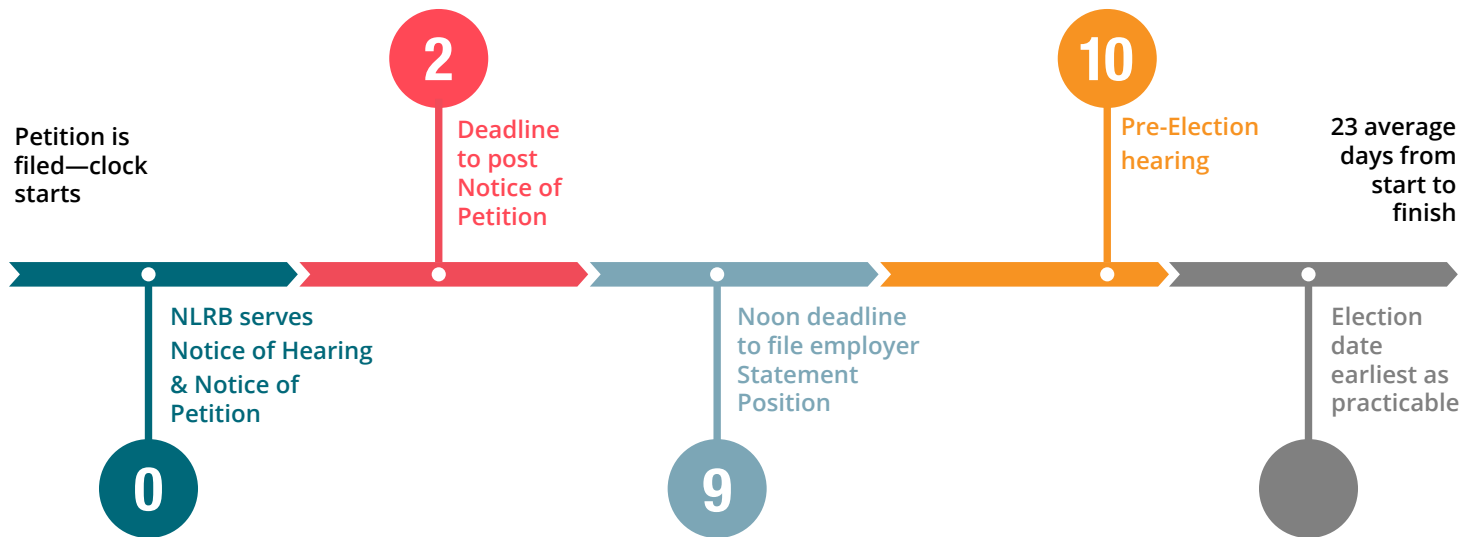


Union Election Timeline

Let us help you stay on track.



► What We Know

Since April 2015, this is what we have seen:

- We have defeated numerous labor elections in multiple industries and in multiple states
- A compressed election time frame includes no waiting period to hold elections and no automatic stay of election which is difficult to overcome without assistance
- Any issues not raised in your position statement are waived
- Union organizers are using the quick timelines to their advantage

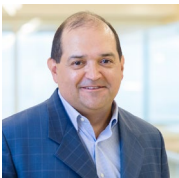
► We Have Experience

- We have a quick response team that can be on site within 24-hours
- We train and prepare management for effective communication with employees
- Our involvement allows you to focus on your workforce
- We can quickly assess your needs and design a customized response to unionization activities
- We help you adhere to election procedures and identify eligible voters
- We know how the NLRB operates and can help you follow their procedures

► Recognition

Our team has deep strength handling union issues

- Five Fellows of the College of Labor and Employment
- 15 attorneys listed in Colorado Super Lawyers and Mountain States Super Lawyers for Employment & Labor
- 8 attorneys listed in Best Lawyers for Labor Law – Management
- Chambers ranks Holland & Hart in Band 1 for Labor & Employment in Colorado with six attorneys individually ranked
- One attorney listed on LawDragon's Top 20 for Traditional Labor & Employment Law



CONTACT:

Steven Gutierrez
303.295.8531
sgutierrez@hollandhart.com

Anchorage
Aspen
Billings
Boise

Boulder
Carson City
Cheyenne
Colorado Springs

Denver
Denver Tech Center
Jackson Hole
Las Vegas

Reno
Salt Lake City
Santa Fe
Washington, D.C.

HOLLAND & HART LLP
www.hollandhart.com

