



NOTICE TO EMPLOYEES

POSTED PURSUANT TO A SETTLEMENT AGREEMENT APPROVED BY A REGIONAL DIRECTOR OF THE NATIONAL LABOR RELATIONS BOARD

AN AGENCY OF THE UNITED STATES GOVERNMENT

As you may know, a charge was filed with the National Labor Relations Board ("the Board") alleging that we violated the National Labor Relations Act ("the Act"). That charge has been investigated and settled. As part of the Settlement Agreement, we have agreed to post this Notice.

FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union;
- Choose a representative 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 do anything to prevent you from exercising the above rights.

WE WILL NOT maintain or enforce an arbitration agreement that prohibits or restricts your rights to file charges with the Board or to access the Board's processes.

WE WILL NOT treat entertainers engaged as independent professional entertainers (lessees) as employees and **WE WILL NOT** interfere with entertainers' rights under the National Labor Relations Act, if they are treated as employees.

WE WILL NOT in any like or related manner interfere with your rights under Section 7 of the Act.

WE WILL comply with the judge's order on the class action settlement in the lawsuit captioned *Doe, et al. v. Déjà Vu Services, Inc., et al.*, No. 2:16-cv-10877, in the United States District Court for the Eastern District of Michigan, regarding the parameters under which entertainers may lawfully perform as independent contractors, as opposed to employees.

WE WILL rescind Section 21, "MANDATORY ARBITRATION/WAIVER OF CLASS AND COLLECTIVE ACTIONS/ATTORNEY FEES AND COSTS," Subsection A in our Dancer Performance Agreement, insofar as it limits or restricts your ability to file charges with the Board.

WE WILL provide written notification, by way of having all current and future entertainers sign a new Dancer Performance Lease with a new Section 21 that supersedes the previous Section 21, to all current entertainers who were required to sign or otherwise become bound to the Dancer Performance Lease that Section 21, "MANDATORY ARBITRATION/WAIVER OF CLASS AND COLLECTIVE ACTIONS/ATTORNEY FEES AND COSTS," Subsection A has been rescinded, insofar as it limited or restricted your ability to file charges with the Board, and that it and will not be enforced.

DÉJÀ VU ENTERTAINMENT ENTERPRISES OF MINNESOTA, INC.

(Employer)

Date _____ By _____ (Representative) _____ (Title)

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 (866) 667-NLRB (6572).

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 COMPLIANCE OFFICER.

310 W Wisconsin Ave., Suite 450
Milwaukee, WI 53203

Telephone 414-297-3861
Hours 8:00am-4:30pm