



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

Notice B

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.

YOU HAVE THE RIGHT to freely talk to others about wages, hours, and working conditions, including by discussing with us and other employees parking lot safety and security issues. **WE WILL NOT** do anything to interfere with your exercise of the right to engage in protected concerted activities.

WE WILL NOT announce or maintain a directive or rule directing you to refrain from engaging in concerted activities.

WE WILL NOT announce or maintain the following overly-broad rules:

- The "best interests" rule found in our Employee Owners' Manual and Guide (employee handbook) and Code of Conduct and Ethics Course training video /slide show (training video) that could be read as prohibiting you from raising concerted complaints in the work place if those complaints are not in the "best interest of Amazon,"
- The "employee information" rule found in our training video that prohibited you from "Revealing any ...employee information entrusted to Amazon....," informed you that "Private information about ... employees should be used only for its intended and authorized business purpose," and directed employees "Do Not: ... Share employee information with unauthorized persons,"
- The "confidential information" rule found in our employee handbook which defines confidential information to include "lists of associates acquired through your employment with Amazon,"
- The "Standard of Conduct" rules found in our employee handbook which provide that the "following work conduct infractions are regarded as extremely serious, and termination of

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)867-NLRB (8572).

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 Board's Office,



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

employment may result following one offense: "leaving company premises (walking off the job)" and "failure to fully cooperate with company investigations,"

- The "Dealing with the Public" rule found in our employee handbook which provides that "the company has designated certain associates to represent the company to the public. No other associate should speak with media representatives regarding Amazon business, even to answer apparently innocuous questions"

WE WILL rescind the rules set above.

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

WE WILL furnish all of our employees across the United States with: (1) inserts for the current employee handbook that advise them that the overly-broad rules described above have been rescinded, or (2) the language of lawful rules on adhesive backing that will cover or correct the overly-broad rules in their employee handbook forms, or (3) publish and distribute revised handbooks and employee acknowledgment forms that do not contain the overly-broad rules.

AMAZON.COM

(Employer)

Date: 12-9-14

By:

[Signature]
(Representative)

Compliance Mgr.
(Title)