



NOTICE TO EMPLOYEES



POSTED BY 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 maintain a rule prohibiting you from discussing your wages or working conditions with other employees.

WE WILL NOT tell you that our rules prohibit you from discussing your wages or working conditions with other employees.

WE WILL NOT discharge you for refusing to waive your right to discuss wages or working conditions with other employees.

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 rescind the rule in our employee handbook that prohibits you from discussing your wages or working conditions with other employees.

WE WILL furnish you with an insert for the current employee handbook that (1) advises that the unlawful provision has been rescinded, or (2) provides a lawfully worded provision on adhesive backing that will cover the unlawful provision; or **WE WILL** publish and distribute revised employee handbooks that (1) do not contain the unlawful provision, or (2) provide a lawfully worded provision.

WE WILL, within 14 days from the date of the Board's Order, offer Matthew Hyson full reinstatement to his former job or, if that job no longer exists, to a substantially equivalent position, without prejudice to his seniority or any other rights or privileges previously enjoyed.

WE WILL make Matthew Hyson whole for any loss of earnings and other benefits suffered as a result of his unlawful discharge, less any interim earnings, plus interest, and **WE WILL** also make Hyson whole for reasonable search-for-work and interim employment expenses, plus interest.

WE WILL compensate Matthew Hyson for the adverse tax consequences, if any, of receiving a lump-sum backpay award, and **WE WILL** file with the Regional Director for Region 5, within 21 days of the date the amount of backpay is fixed, either by agreement or Board order, a report allocating the backpay award to the appropriate calendar year(s).

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).

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, REGION 51015 Half Street SE WASHINGTON, DC 20570-0001 Telephone: (202)208-3000



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WE WILL file with the Regional Director for Region 5 a copy of Matthew Hyson’s corresponding W-2 form(s) reflecting the backpay award.

WE WILL, within 14 days from the date of the Board’s Order, remove from our files any reference to Matthew Hyson’s unlawful discharge, and **WE WILL**, within 3 days thereafter, notify him in writing that this has been done and that the loss of employment will not be used against him in any way.

**SW DESIGN SCHOOL, LLC, D/B/A
INTERNS4HIRE.COM, K-12 CODERS, AND
SW DESIGN SCHOOL, L3C**

(Employer)

Dated: 03/26/2022

By:

(Representative)

SCO

(Title)

The Board’s decision can be found at <http://www.nlr.gov/case/05-CA-243576> 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.



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