



# 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

**WE WILL** make whole any adversely affected employee or former employee employed by us at any time since April 8, 2024, for any loss of wages and other benefits, and for any other direct or foreseeable pecuniary harms suffered, plus interest computed in accordance with Board policy, because of directives, disciplines, cease and desist letters, or other actions resulting from the maintenance and/or enforcement of our rule prohibiting you from discussing pay with your co-workers.

**WE WILL** offer Samantha Flores reinstatement to her former job or, if that job no longer exists, to a substantially equivalent position, without prejudice to her seniority or any other rights or privileges previously enjoyed.

**WE WILL** make Samantha Flores whole for any loss of earnings, less any net interim earnings, and other benefits and for any direct or foreseeable pecuniary harms she incurred as a result of our discrimination against her, plus interest, and **WE WILL** make her whole for all search-for-work expenses in accordance with Board policy.

**WE WILL** compensate Samantha Flores for the adverse tax consequences, if any, of receiving a lump-sum backpay payment and **WE WILL** file a report with the Regional Director allocating settlement payments for her to the appropriate calendar year(s), and **WE WILL** file with the Regional Director a copy of her corresponding W-2 form(s) reflecting the backpay payment.

**WE WILL** remove from our files any reference to our unlawful discharge of Samantha Flores and **WE WILL** notify her in writing that this has been done and that her discharge will not be used against her in any way.

**WE WILL** send a letter to Samantha Flores apologizing for any hardship caused because we discharged her and assure her that we will take the necessary steps to ensure that the rights of all employees to engage in protected concerted activities are respected.

**YOU MAY BE ENTITLED** to a remedy if at any time since April 8, 2024, you were disciplined, discharged, or otherwise adversely affected or subjected to legal enforcement of the unlawful maintenance and/or enforcement of our rule prohibiting you from discussing pay with your co-workers. If you believe you are impacted by this, please contact the Regional Office at the number below.

**ALL OUR EMPLOYEES** are free to become or remain, or to refrain from becoming or remaining, members of any labor organization.

**REZNIK ORTHODONTICS LLP**

(Employer)

Case No. 16-CA-352496

Dated: \_\_\_\_\_

By: \_\_\_\_\_  
(Representative) (Title)

*The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. We conduct secret-ballot elections to determine whether employees want union representation and we investigate and remedy 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 or you may call the Board's toll-free number 1-844-762-NLRB (1-844-762-6572). Hearing impaired callers who wish to speak to an Agency representative should contact the Federal Relay Service (link is external) by visiting its website at <https://www.federalrelay.us/tty> (link is external), calling one of its toll free numbers and asking its Communications Assistant to call our toll free number at 1-844-762-NLRB.*

819 Taylor Street, Room 8A24  
Fort Worth, TX 76102-6107

Telephone: (817) 978-2921  
Hours of Operation: 8:15 a.m. to 4:45 p.m.

**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 REGIONAL OFFICE'S COMPLIANCE ASSISTANT, TRACY Y. WILLIAMS AT (346) 227-1373.