UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 21
US Court House, Spring Street
312 N Spring Street, 10th Floor
Los Angeles, CA 90012

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August 31, 2026

Served via email only

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Re: Apple Inc.
Case 32-CA-282142

Dear Gentlepersons:

Enclosed is a conformed copy of the Settlement Agreement in the above matter that was approved on **August 25, 2026**. The Settlement Agreement is now in effect and has been assigned to me to secure compliance with its terms. This letter discusses what the Employer needs to do to comply with the Agreement and sets forth deadlines for the return of documentary evidence and certifications demonstrating the Employer's efforts to comply. In corresponding with the Agency during the compliance phase, please be advised that the NLRB requires the electronic filing of all case documents via the Agency's e-filing portal at www.nlrb.gov.

Physically Post Notice (Charged Party to Print Notices): Enclosed is a printable copy of the official Notice to Employees. By **September 15, 2026**, the Employer must:

- Print the attached Notices in color on 8 ½ by 14 inch legal-sized paper and ensure that each copy of the Notice retains the heading in blue lettering at the top of the Notice and the footer containing the Employer's signature and the Region's contact information.

- Have a responsible official of the Employer, not the Employer's attorney, sign and date the Notices.

- Post the signed Notices in conspicuous locations on the first floor supply area next to the locker room entrance, at its facility located at 825 Stewart Dr., Sunnyvale, California 94085, for a period of 60 consecutive days.

Photo(s) of the posted notices must be e-filed together with this Certification of Posting.

The Employer must take reasonable steps to ensure that the Notices are not altered, defaced or covered by other material. During the posting period, a member of the Regional Office staff may visit the Employer's facility to inspect the Notices.

E-mail Notice:

By **September 15, 2026**, the Employer must:

- E-mail a copy of the signed Notice to Employees to all employees on the Product Systems Quality Team who work at the Charged Party's facility located at the Stewart 1 building, 825 Stewart Dr., Sunnyvale, California. The message of the e-mail transmitted with the Notice will state: "We are distributing the attached Notice to Employees to you pursuant to a Settlement Agreement approved by the Regional Director of Region 21 of the National Labor Relations Board in Case 32-CA-282142."

- E-file a copy of its distribution email, with all of the recipients' email addresses visible, via the Agency's e-filing portal at www.nlrb.gov.

- E-file a copy of the attached Notice and a fully completed Certification of Posting form, via the Agency's e-filing portal at www.nlrb.gov.

Remedial Actions

Certifications of Compliance: Certification of Posting and Distribution form is enclosed. The Employer must complete and return the following forms by the deadlines listed below:

- By September 15, 2026, return via e-file the completed Certification of Posting and Distribution form, along with a color copy of the signed Notice and, if applicable, documentary evidence to support the Employer's compliance with distributing the signed Notice to employees through other methods.

Electronic Filing of Documents: The NLRB requires the electronic filing of all case documents. See GC 20-01 for more information. Written instructions for using the Agency's e-filing system and the Agency's Electronic Filing Terms and Conditions have been posted on the Agency's website. The Agency's website also contains a video demonstration which provides step-by-step instructions for e-filing.

Case Closing

When all the affirmative terms of the Settlement Agreement have been fully complied with and there are no reported violations of its negative provisions, you will be notified that this case has been closed on compliance. Timely submission of the Certifications of Posting and Distribution and Compliance, along with the documents requested within, will assist the Region recommending the closing of this case in a timely manner.

Your cooperation in this matter will be appreciated.

Thank you,

/s/ *Sylvia Meza*

Sylvia Meza
Compliance Officer

Enclosures

- Copy of Conformed Settlement Agreement
- Notice to Employees
- Certification of Posting and Distribution Form

cc: Ashley Marie Gjovik
2108 N St., Ste. 4553
Sacramento, CA 95816
ashleymgjovik@protonmail.com

SM: JW

CERTIFICATION OF POSTING AND DISTRIBUTION

Due Date: September 15, 2026

RE: Apple Inc.
Case 32-CA-282142

(If additional space is needed to provide a full response, attach a sheet(s) with the necessary information.)

As required by the Settlement Agreement in this matter, this document is a sworn certification of the steps that the Employer has taken to comply.

Physical Posting

The signed and dated Notice to Employees in the above matter was posted on (date) _____ at the following locations: (List specific places of posting)

_____

_____

A legible copy of the signed Notice, displaying full text of the Notice, including the date, signature and title of the responsible official of the Employer was e-filed together with this Certification of Posting and Distribution.

Photo(s) of the posted notices must be e-filed together with this Certification of Posting.

Electronic Mailing

The signed and dated Notice to Employees in the above-captioned matter was electronically mailed on (date) _____ to all employees on the Product Systems Quality Team who work at the Charged Party's facility located at the Stewart 1 building, 825 Stewart Dr., Sunnyvale, California. **A copy of this distribution e-mail, with all of the recipients' e-mail addresses visible, along with a copy of the attached Notice, was e-filed via the Agency's e-filing portal at www.nlrb.gov together with this Certification of Posting and Distribution.**

SEE NEXT PAGE

I have completed this Certification of Posting and Distribution and state under penalty of perjury that it is true and correct.

CHARGED PARTY

By: _____

Title: _____

Date: _____

The Certification of Posting and Distribution form and color-scanned signed Notice should be returned via e-file at www.nlrb.gov. Please do not e-mail or physically send hard copies of the Certification of Posting and Distribution form or Notice at this time. If you need assistance with e-filing case documents, please contact the Compliance Officer or Assistant assigned to this case.