UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
SETTLEMENT AGREEMENT

IN THE MATTER OF

APPLE INC. **Case 32-CA-282142**

Subject to the approval of the Acting Regional Director for the National Labor Relations Board, the **CHARGED PARTY APPLE INC. AND THE CHARGING PARTY ASHLEY MARIE GJOVIK**

HEREBY AGREE TO SETTLE THE ABOVE MATTERS AS FOLLOWS:

POSTING OF NOTICE TO EMPLOYEES — After the Acting Regional Director has approved this Agreement, the Regional Office will send copies of the approved Notice to the Charged Party in English and in additional languages if the Acting Regional Director decides that it is appropriate to do so. A responsible official of the Charged Party will then sign and date those Notices and immediately post them on the first floor supply area next to the locker room entrance, at its facility located at 825 Stewart Dr., Sunnyvale, California 94085. The Charged Party will keep all Notices posted for 60 consecutive days after the initial posting.

E-MAILING NOTICE – The Charged Party will e-mail a copy of the signed Notice 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." To document its compliance with this requirement, the Charged Party will e-file a copy of its distribution e-mail, with all of the recipients' e-mail addresses visible, along with 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.

COMPLIANCE WITH NOTICE — The Charged Party will comply with all the terms and provisions of said Notice**.**

NON-ADMISSION—By entering into this Agreement the Charged Party does not admit to any violation of the National Labor Relations Act ("Act").

SCOPE OF THE AGREEMENT — This Agreement settles only the allegations in the above-captioned cases, including all allegations covered by the attached Notice to Employees made part of this agreement, and does not settle any other cases or matters. It does not prevent persons from filing charges, the General Counsel from prosecuting complaints, or the Board and the courts from finding violations with respect to matters that happened before this Agreement was approved regardless of whether the General Counsel knew of those matters or could have easily found them out. The General Counsel reserves the right to use the evidence obtained in the investigation and prosecution of the above-captioned cases for any relevant purpose in the litigation of this or any other cases, and

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a judge, the Board and the courts may make findings of fact and/or conclusions of law with respect to said evidence.

PARTIES TO THE AGREEMENT — If the Charging Party fails or refuses to become a party to this Agreement and the Acting Regional Director determines that it will promote the policies of the National Labor Relations Act, the Acting Regional Director may approve the settlement agreement and decline to issue or reissue a Complaint in this matter. If that occurs, this Agreement shall be between the Charged Party and the undersigned Acting Regional Director. In that case, a Charging Party may request review of the decision to approve the Agreement. If the General Counsel does not sustain the Acting Regional Director's approval, this Agreement shall be null and void.

AUTHORIZATION TO PROVIDE COMPLIANCE INFORMATION AND NOTICES DIRECTLY TO CHARGED PARTY — Counsel for the Charged Party authorizes the Regional Office to forward the cover letter describing the general expectations and instructions to achieve compliance, a conformed settlement, original notices and a certification of posting directly to the Charged Party. If such authorization is granted, Counsel will be simultaneously served with a courtesy copy of these documents.

Yes _____ No MLS
Initials Initials

PERFORMANCE — Performance by the Charged Party with the terms and provisions of this Agreement shall commence immediately after the Agreement is approved by the Acting Regional Director, or if the Charging Party does not enter into this Agreement, performance shall commence immediately upon receipt by the Charged Party of notice that no review has been requested or that the Acting General Counsel has sustained the Acting Regional Director. The Charged Party agrees that in case of non-compliance with any of the terms of this Settlement Agreement by the Charged Party, and after 14 days' notice from the Acting Regional Director of the National Labor Relations Board of such noncompliance without remedy by the Charged Party, the Acting Regional Director will reissue the Order Severing Cases, Amended Complaint and Notice of Hearing (Amended Complaint) previously issued on September 25, 2025.

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NOTIFICATION OF COMPLIANCE — Each party to this Agreement will notify the Acting Regional Director in writing what steps the Charged Party has taken to comply with the Agreement. This notification shall be given within 5 days, and again after 60 days, from the date of the approval of this Agreement. If the Charging Party does not enter into this Agreement, initial notice shall be given within 5 days after notification from the Acting Regional Director that the Charging Party did not request review or that the General Counsel sustained the Acting Regional Director's approval of this agreement. No further action shall be taken in the above captioned cases provided that the Charged Party complies with the terms and conditions of this Settlement Agreement and Notice.

CHARGED PARTY **APPLE INC.**	**CHARGING PARTY** **ASHLEY MARIE GJOVIK**
By: Name and Title Date 8/19/2026 Print Name and Title below Mark L. Stolzenburg Attorney for Apple Inc.	By: Name and Title Date Ashley M. Gjovik 8/24/26 Print Name and Title below Ashley Marie Gjovik Charging Party (Employee)
Recommended By: Date Elvira T. Pereda 08/25/2026 ELVIRA T. PEREDA Field Attorney	Approved By: Date Lisa McNeill 8/25/2026 LISA MCNEILL Acting Regional Director, Region 21

THE NATIONAL LABOR RELATIONS ACT 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 interfere with, restrain, or coerce you in the exercise of the above rights.

YOU HAVE THE RIGHT to discuss wages, hours and working conditions and **WE WILL NOT** do anything to interfere with your exercise of that right.

WE WILL NOT tell you not to speak with others about your working conditions, including about your workplace environmental health and safety concerns.

WE WILL NOT tell you to use a balancing test or to make sure that information is complete and accurate, that it does not cause panic, and to not make an assessment about safety, before communicating your workplace health and safety concerns to others.

WE WILL NOT tell you to speak with us directly about your workplace health and safety concerns before communicating those concerns to others.

WE WILL NOT tell you to only share information that is as accurate and complete as possible when discussing terms and conditions of employment.

WE WILL NOT direct you to refrain from talking with other employees while you are on administrative leave.

WE WILL NOT impliedly threaten you with discipline for talking with other employees about working conditions, including about your workplace environmental health and safety concerns.

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

APPLE INC.
(Employer)

Dated: _____ **By:** _____
(Representative) (Title)

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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). Callers who are deaf or hard of hearing who wish to speak to an NLRB representative should send an email to relay.service@nlrb.gov. An NLRB representative will email the requestor with instructions on how to schedule a relay service call.

US Court House, Spring Street
312 N Spring Street, 10th Floor
p.m. Los Angeles, CA 90012

Telephone: (213)894-5200
Hours of Operation: 8:30 a.m. to 5

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.