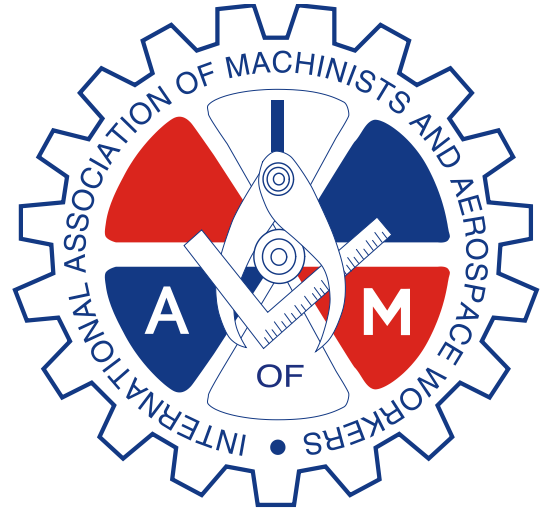


**IMPORTANT !
TIME TO VOTE ON THE
COMPANY'S LAST,
BEST FINAL OFFER**



FRIDAY, FEBRUARY 5, 2016

Polls are open from 5:00 AM to 7:00 PM

(Have to be present to vote)

Everett Union Hall

8729 Airport Road

Member's only vote on this contract offer. If you are not a member—sign up on Friday and then vote. Don't let anyone else decide what the next 3 years brings as far as wages, benefits, etc.