

PROTECTION OF SECRET VOTE AGREEMENT

I understand that I and all employees have the right to form, join or assist a labor union, and employees have the equal right to resist or refrain from union activity, representation and membership. I further understand that unions solicit union authorization cards from employees and may use such cards to secure the right to represent employees for the purpose of collective bargaining, without affording employees the right to vote for union representation in a secret ballot election. I also understand that employees often sign such cards for a variety of reasons and these reasons may have nothing to do with a desire to be represented by a labor union, and such cards do not evidence an intention to forfeit the right to a secret ballot election.

In order to preserve my right to a secret ballot election, and for my own protection, I knowingly and without restraint and free from coercion sign this Agreement revoking and nullifying any union authorization card I may execute in the future. I hereby authorize Regis to submit this Agreement at such future time as any union seeks to establish majority status through any card check procedure and, based upon this Agreement, any union authorization card bearing my signature should not be counted to establish union majority status.

I understand that my employment or continued employment is not contingent upon my signing this Agreement.

Print Name

Employee ID Number

Salon Number / Location

Signature

Date