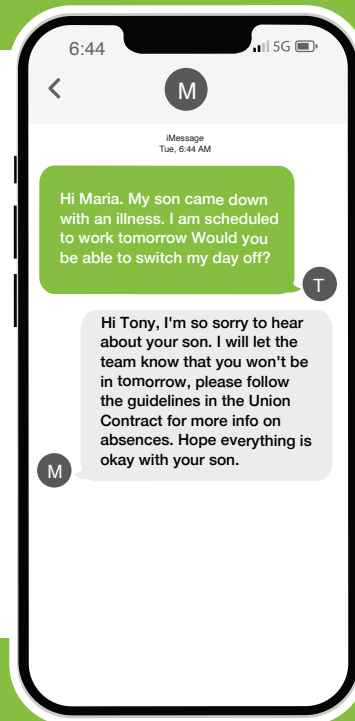
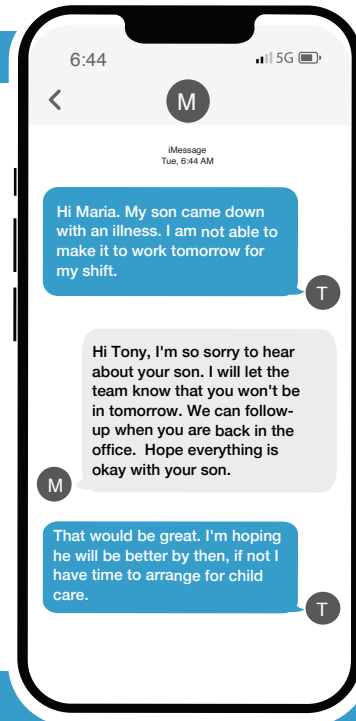


Let's keep things simple

Today, we work directly with you on your ideas, individual issues and schedules. A union contract could make simple requests more complicated.

Need to adjust your schedule to accommodate something in your life?

Today, it's a straightforward conversation with your supervisor.



With a union contract, it's probably more complicated and could involve union stewards and union representatives.

What's important to Protolabs?

Working with you on a case-by-case basis, as all situations are not the same

- ✓ Adjusting work schedules when possible.
- ✓ Collaborating directly with you on shift changes when personal life impacts work.
- ✓ Flexibility to accommodate, within reason, extended leave and time off requests.

What's important to a union?

- ✓ A rigid contract that **may not allow for individual scheduling** decisions.
- ✓ **Seniority** generally governs labor contracts. **If you have less seniority**, you may lose certain rights, opportunities or privileges.
- ✓ A contractual requirement that you **pay dues** to keep your job.

Life doesn't have to be complicated

With a union, seemingly simple requests can get complex, and the labor contract will govern situations like this one.

Are you willing to risk losing flexibility with a union contract? Don't sign up without considering the facts.

Let's keep working together.