

OFFICE OF THE ELECTION SUPERVISOR
for the INTERNATIONAL BROTHERHOOD OF TEAMSTERS
1050 17th Street, NW, Suite 375
Washington, DC 20036
202-429-8683
844-428-8683 Toll Free
202-774-5526 Facsimile
ElectionSupervisor@ibtvote.org
www.ibtvote.org

RICHARD W. MARK
Election Supervisor

July 23, 2015

Via Electronic Mail

Darryl Uffelmann, Esq.
Associate General Counsel
Anheuser-Busch Companies
Legal Department
One Busch Place
St. Louis, MO 63118-1852
darryl.uffelmann@anheuser-busch.com

RE: 2015-2016 IBT Election Rules, Art. VII, § 12(e)-Parking Lot Access

Dear Mr. Uffelmann:

The Rules for the 2015-2016 IBT International Union Delegate and Officer Election (the “2016 Rules”), approved by the United States District Court for the Southern District of New York on June 23, 2015 and deemed effective as of May 1, 2015, provide that candidates for IBT convention delegate (or alternate delegate) and candidates for IBT international office “may distribute literature and/or otherwise solicit support in connection with such candidacy in any parking lot used by Union members to park their vehicles in connection with their employment,” subject to certain limitations. *2016 Rules*, Art. VII, § 12 (e) (the “Parking Lot Access Rule”). This provision is identical to what was provided in the rules governing earlier IBT international union delegate and officer elections. *See 2011 Rules*, Art. VII, §12(e); *2006 Rules*, Art. VII, §12(e); *2001 Rules*, Art. VII, § 11(e); *1996 Rules*, Art. VIII, § 11(e). In the 1996, 2001, 2006 and 2011 IBT elections, Anheuser-Busch, Inc. (“A-B”) reached agreements with the Election Office on the implementation of the Parking Lot Access Rule at A-B facilities. Letter from Richard W. Mark, Election Supervisor, to Associate General Counsel Michael A. Kafoury (Nov. 25, 2005); Letter from Richard W. Mark, Election Supervisor, to Associate General Counsel Nicole Alexander (Oct. 29, 2010); *Ruscigno*, 2000 EAD 50 (Nov. 24, 2000); *Eckstein*, PR-208-AB-EOH (Oct. 6, 1998).

A-B has asked the Office of the Election Supervisor about implementation of the Parking Lot Access Rule for the 2015-2016 IBT international union delegate and officer election. Specifically, A-B has asked that candidates or Credentialed Representatives provide at least one day’s advance notice of campaign activity planned for an A-B parking lot. The Election Office agreed to such a provision in 1998, 2000, 2006 and 2011. Considering A-B’s current request, and in order to avoid protests over implementation of the parking lot access rule at A-B during the 2015-2016 IBT international union delegate and officer election, the Election Supervisor and A-B agree that the Parking Lot Access Rule will be implemented at A-B as follows:

- A-B will permit access to its employee parking lots at its facilities for members of the IBT in accordance with the *2016 Rules*, Art. VII, § 12(e)
- Access to A-B's employee parking lots will be available as follows: (i) a candidate for delegate or alternate delegate and any member of the candidate's local union may distribute literature and/or otherwise solicit support in connection with such candidacy in any parking lot used by that local union's members to park their vehicles in connection with their employment; (ii) a candidate for international office and any union member within the regional area(s) in which said candidate is seeking office may distribute literature and/or otherwise solicit support in connection with such candidacy in any parking lot used by union members to park their vehicles in connection with their employment in said regional area(s); or (iii) a Credentialed Representative (as defined in the *2016 Rules*, Art. VII, § 13) shall be provided parking lot access in the same manner as a candidate.
- The access provided herein shall be for the sole purpose of distributing campaign literature and/or otherwise soliciting support in connection with the 2015-2016 IBT international union delegate and officer election. A-B reserves the right to remove from its premises any person who engages in any other activities not covered by the *2016 Rules*.
- Any IBT candidate, IBT member, or Credentialed Representative is required to provide as much advance notice as possible before engaging in the distribution of campaign literature and/or otherwise soliciting support in an A-B employee parking lot. In any event, notice must be provided to the Human Resources Department at the A-B facility during normal business hours no later than the day before the intended visit. The notice must include the approximate number of persons for whom access is sought. A list of names and telephone contact numbers for the Human Resources Department at each A-B facility is attached.
- Before entering any employee parking lot at an A-B facility, the IBT candidate and/or members seeking access for purposes of distributing campaign literature and/or otherwise soliciting support must present reasonable identification to A-B's security personnel to assure that the person seeking access is entitled to such access.
- All access to A-B parking lots will be for a reasonable time during and around shift changes and at other non-work times when employees are permitted to be in the parking lot.

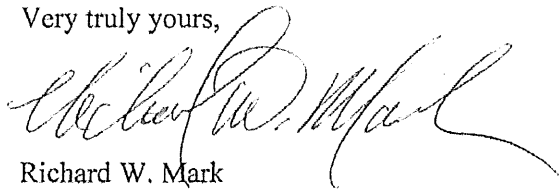
I am satisfied that these conditions are appropriate to implement the Parking Lot Access Rule at A-B facilities and that agreement on these conditions will avoid protests on the application of the rule, as have been filed in the past.

Darryl Uffelmann, Esq.
July 23, 2015
Page 3

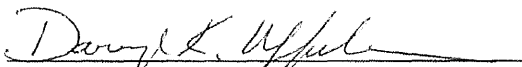
This agreement does not waive A-B's rights or defenses with regard to future disputes that may arise regarding A-B's property and its use.

Please sign below to confirm A-B's agreement to these conditions relating to the implementation of the Parking Lot Access Rule in the 2015-2016 IBT international union delegate and officer election.

Very truly yours,



Richard W. Mark
Election Supervisor



Darryl Uffelmann, Esq.
Associate General Counsel

| Plant | People Manager | Asst People Manager |
|----------------------------|-----------------------|----------------------------|
| St. Louis (STL) | Jason Sowder | Bruce Oller |
| 314-577-2000 | 314-577-9853 | 314-577-2578 |
| | cell 314-609-1202 | cell 918-521-4099 |
| Newark (NWK) | Nick Pastore | |
| 973-645-7700 | 973-645-7781 | |
| | Cell 973-390-3092 | |
| Los Angeles (LA) | Margaret Drust | Bill Winkelmann |
| 818-989-5300 | 818-908-5591 | 818-908-5596 |
| | cell 818-402-4263 | cell 818-535-4398 |
| Houston (HTN) | Allison Barcz | Mike Caulfield |
| 713-675-2311 | 713-670-1603 | 713-678-3734 |
| | cell: 480-522-6169 | |
| Columbus (COL) | Shirley Boyd | Katie Eyre |
| 614-888-6644 | 614-847-6498 | 614-847-6495 |
| | Cell: 614-270-3303 | cell 614-679-8359 |
| Jacksonville (JAX) | Lisha Drewing | Matt Wagner |
| 904-751-0700 | 904-751-8131 | 904-751-8243 |
| | cell: (315)491-4297 | cell: (904)566-6099 |
| Merrimack (MER) | Sandy Geiger | |
| 603-889-6631 | 603-595-1215 | |
| | cell 970-567-2637 | |
| Williamsburg (WMS) | Kristin Craft | Nakia Phillips |
| 757-253-3600 | 757-253-3851 | 757-253-3710 |
| | cell: 757-876-7127 | cell: 618-972-2402 |
| Fairfield (FFD) | Libby Clark | |
| 707-429-2000 | 707-429-7545 | |
| | cell: 707-580-5560 | |
| Baldwinsville (BVL) | Shannon Hack | Gina McAllister |
| 315-635-4000 | 315-635-4234 | 315-635-4136 |
| | Cell 561-718-1403 | cell 315-753-1237 |
| Fort Collins (FCL) | Kevin Eggleston | Lauren Piggush |
| 970-490-4500 | 970-490-4540 | 970-490-4615 |
| | cell 314- 302-2153 | cell 815-530-8363 |
| Cartersville (CVL) | Jim Walsh | Adelarin Yemi-Sofumade |
| 770-386-2000 | 770-606-3010 | 770-606-3067 |
| | cell 679-603-5811 | Cell: 404-441-2081 |