



NOTICE TO EMPLOYEES

PURSUANT TO AN ORDER BY THE U.S. DEPARTMENT OF LABOR, OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION:

Stericycle, Inc. has been ordered to make whole an employee who was found to have been retaliated against for exercising his rights under the Surface Transportation Assistance Act (STAA), 49 U.S.C. §31105. Stericycle, Inc. has also taken affirmative action to ensure the rights of its employees under employee whistleblower protection statutes including STAA.

PURSUANT TO THAT ORDER, STERICYCLE, INC. AGREES THAT THEY WILL NOT:

1. Discharge any employee or discriminate against any employee with respect to his/her compensation, terms, conditions, or privileges of employment because the employee (or person acting pursuant to a request of the employee) is:
 - a. Filing a complaint, beginning a proceeding or testifying or being about to testify in a proceeding related to a violation of commercial motor vehicle safety or security regulation, standard, or order;
 - b. Being perceived to have filed or to about to file a complaint or to have begun or to be about to begin a proceeding related to a violation of a commercial motor vehicle safety or security regulation, standard, or order;
 - c. Refusing to operate a vehicle because the operation violates a regulation, standard, or order of the United States related to commercial motor vehicle safety, health, or security;
 - d. Cooperating, or being perceived as cooperating or being about to cooperate, with a safety or security investigation by the Secretary of Transportation, the Secretary of Homeland Security, or the National Transportation Safety Board;
 - e. Refusing to operate a vehicle because the employee has a reasonable apprehension of serious injury to the employee or to the public because of the vehicle's hazardous safety or security condition;
 - f. Reporting accurate hours on duty pursuant to chapter 315 of Title 49 of the United States Code; and

**THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE. THIS NOTICE
MUST REMAIN POSTED AND MUST BE NOT ALTERED, DEFACED, OR COVERED BY
OTHER MATERIAL.**

- g. Furnishing, or being perceived to have furnished or be about to furnish, information to the Secretary of Transportation, the Secretary of Homeland Security, the National Transportation Safety Board, or any Federal, State, or local regulatory or law enforcement agency as to the facts relating to any accident or incident resulting in injury or death to an individual or damage to property occurring in connecting with commercial motor vehicle transportation.

Stericycle, Inc.

Date

**THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE. THIS NOTICE
MUST REMAIN POSTED AND MUST BE NOT ALTERED, DEFACED, OR COVERED BY
OTHER MATERIAL.**