



AFL-CIO-CLC • Local 11  
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To: All NABET-CWA/NBC Local 11 Members

NBC recently published a Comcast Code of Conduct for our members to read and acknowledge. By acknowledging, the Company expects our members to

"...certify that:

- i. I have read, I understand, and I am in compliance with the Code of Conduct,
- ii. I have disclosed and, if required, obtained approval of, every circumstance where disclosure and/or approval is required under the Code of Conduct, and
- iii. I have reported all potential Code of Conduct violations of which I am aware. "

We do not believe that our members should acknowledge this document until Counsel for Local 11 has had adequate time to properly examine it and have discussion with the Company over its contents. We will keep the membership informed as to the progress of this analysis and discussion.

**Until then, DO NOT acknowledge this document.**

Faternally,

Thomas A. Cappel  
President

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