

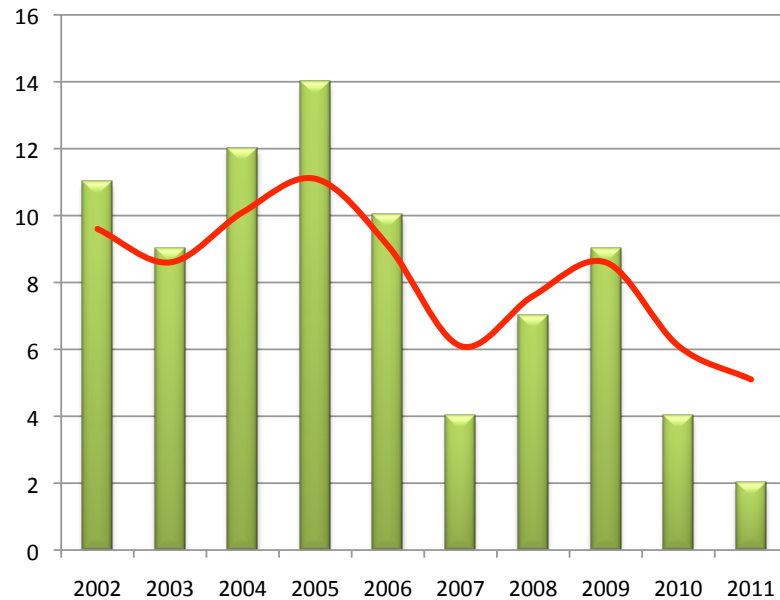
## Executive Summary:

**The external union vulnerability climate in Stockton is HIGH.**

1)	<b>Union Assets</b>  <i>High / Moderate Vulnerability</i>	Union assets relate to the number of union members that can be pushed into your area, the percentage union members relative to the total area population, and union financial resources. Unions currently have approximately 16427 members in your area and union density is approximately 5%. Union assets are estimated at \$458.84 per member. These data suggest that unions in your area have enough resources available to sustain an organizing drive.
2)	<b>Organizing Activity</b>  <i>High / Moderate Vulnerability</i>	Organizing activity relates to the frequency of petitions of unions in your area, particularly unions of interest. Unions filed 74 petitions in your area over the last 10 years. An average of 4.3 petitions per year were filed by unions of interest. Of those industry petitions 70% resulted in actual elections. These numbers reflect a somewhat high likelihood that a union will select your company as an organizing target even without specific information that they will be successful in a union election.
3)	<b>Contracts in Effect</b>  <i>Extremely High Vulnerability</i>	Contracts in effect refer to the frequency of contract expirations within 10 miles of this location. Each time a contract expires there is a possibility of a labor dispute close to this location. We measure the number of contract expirations in the last 10 years (this may include multiple expirations of the same contract). There were 196 contract expirations in your area in the last 10 years. Of this number there are 76 contract expirations with unions of interest to DBI. This data relates to union density and suggests that the probability of a labor dispute close to your location is significantly high.
4)	<b>Area Strike Frequency</b>  <i>Low / Moderate Vulnerability</i>	Strike frequency assesses the number of strikes in the last 10 years in your area. In the last 10 years 6 strike(s) occurred in your area. Of these, 4 strikes are of concern (i.e. strikes by unions of concern) to your specific organization. This data suggests that if a union petition is successful within your organization the union involved is less likely to cause major work stoppages in your organization.
5)	<b>Legal Climate</b>  <i>High / Moderate Vulnerability</i>	The legal climate where your organization is located assesses right to work status (operating in a right to work state is generally a more favorable legal environment) and the number of unfair labor practices filed against unions in the area over the last 10 years (the more charges filed the more hostile the legal environment). Your organization is not located in a 'Right to Work' state. There have been 5 unfair labor practice (ULP) actions filed in the area in the last 10 years. Together these factors suggest a moderately unfavorable legal environment.

## Petition Activity HIGH/MODERATE VULNERABILITY

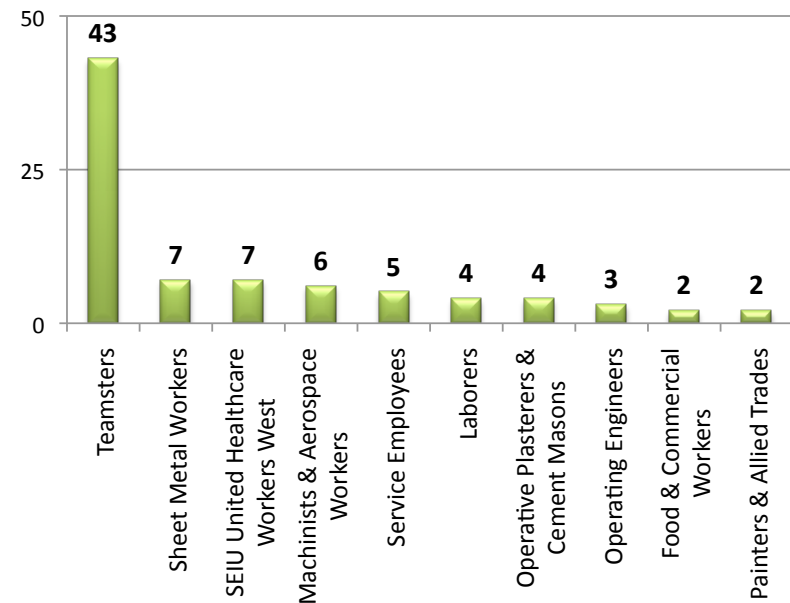
**Petition Activity by Year**



The chart above represents the number of petitions filed each year over the last 10 years. Each bar represents the total number of petitions filed that year. The red line is a moving average of petitions filed over the period.

The key issues to consider here are the overall number of petitions filed (the more filed, the worse the external vulnerability) and the overall trend or velocity of petitions filed over the last several years. If the moving average line is moving up significantly that indicates increased external vulnerability.

**Petition Activity by Union**

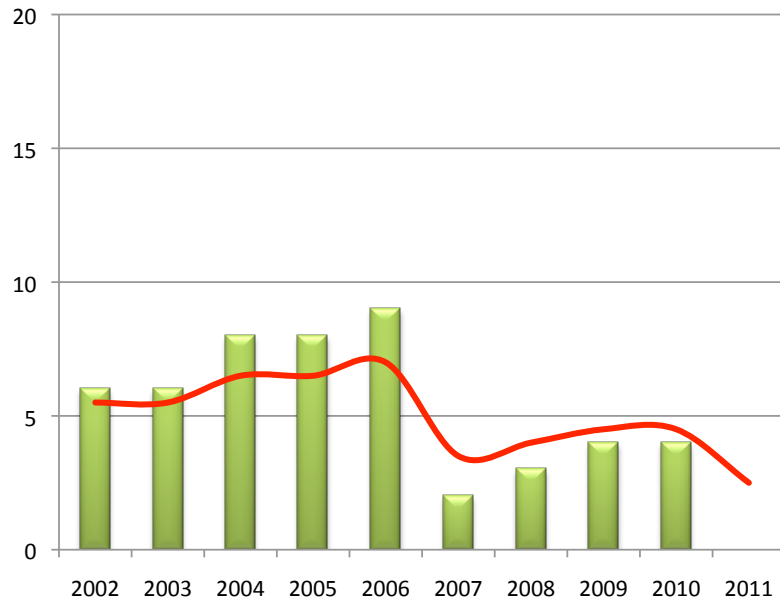


The chart above represents the number of petitions filed by union. These are the top 10 unions in terms of petitions filed over the last 10 years, ranked by number of petitions filed.

The key issue to consider here is how many unions of interest are the top ten most active unions in the area. The more unions of interest on this list, the more external vulnerability you have.

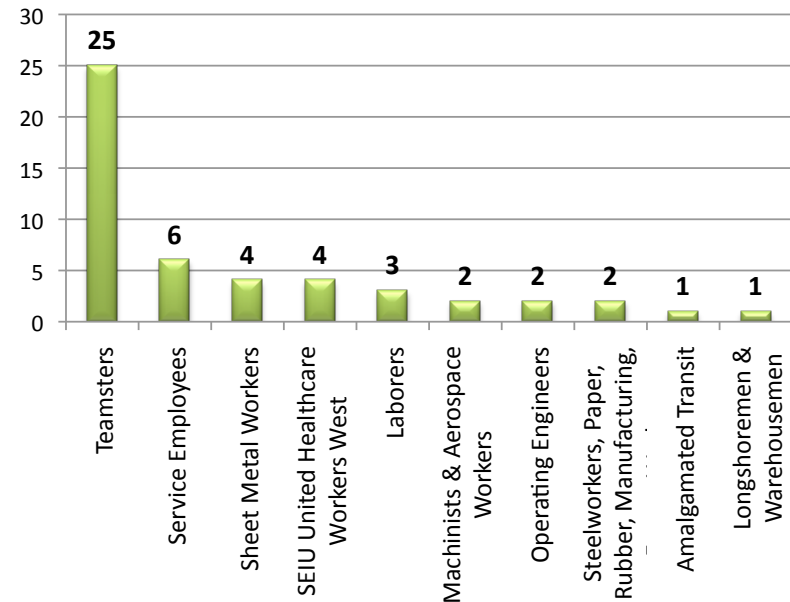
## Election Activity HIGH/MODERATE VULNERABILITY

### Election Activity by Year



The chart above represents the number of elections held each year over the last 10 years. Each bar represents the total number of elections held that year. The red line is a moving average of elections held over the period. The key issues to consider here are the overall number of elections (the more held, the worse the external vulnerability) and the overall trend or velocity of elections over the last several years. If the moving average line is moving up significantly that indicates increased external vulnerability.

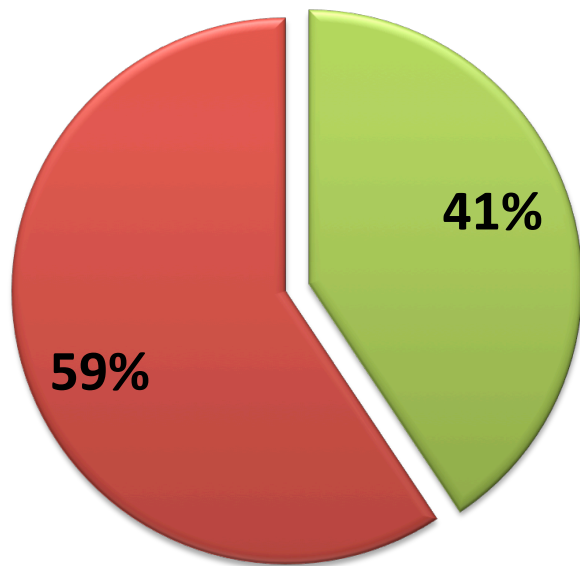
### Election Activity by Union



The chart above represents the number of elections by union. These are the top 10 unions in terms of elections held over the last ten years, ranked by number of elections held. The key issue to consider here is how many unions of interest are in the top ten most active unions in the area. The more unions of interest on this list, the more external vulnerability you have.

## Election Results HIGH VULNERABILITY

Election Win Rates

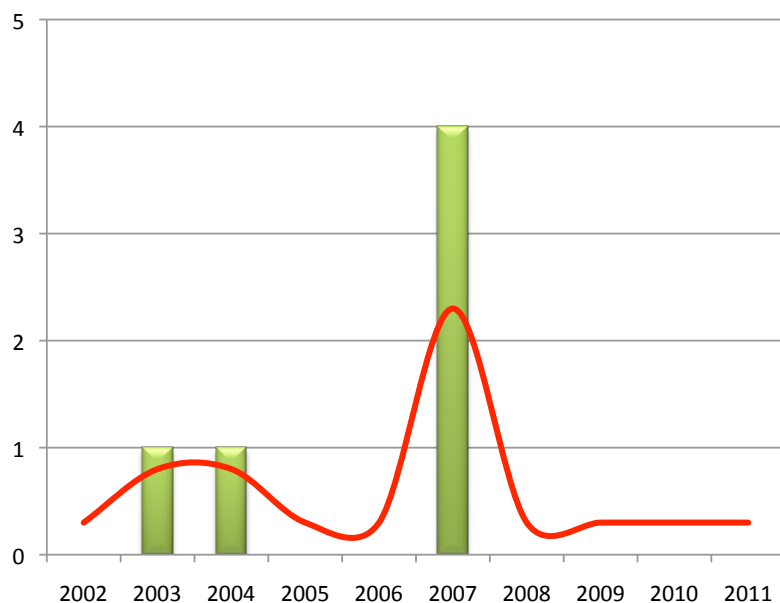


■ Company Wins ■ Union Wins

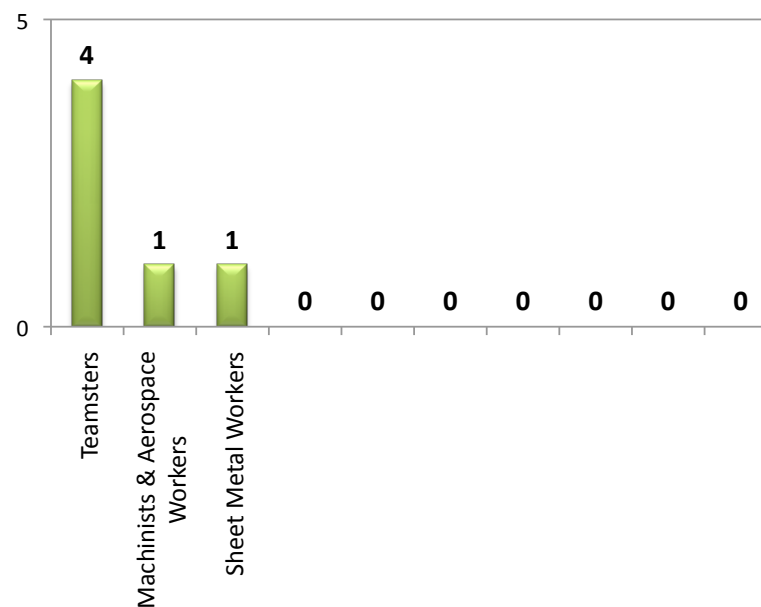
The Election Win Rates chart represents the overall win rate for unions and companies in elections held in the Stockton area for the last 10 years. The higher the win rate for unions the more external vulnerability for the company. In the last 10 years unions have won 59.3% of elections in the area.

## Strike Analysis LOW/MODERATE VULNERABILITY

Strike Activity by Year



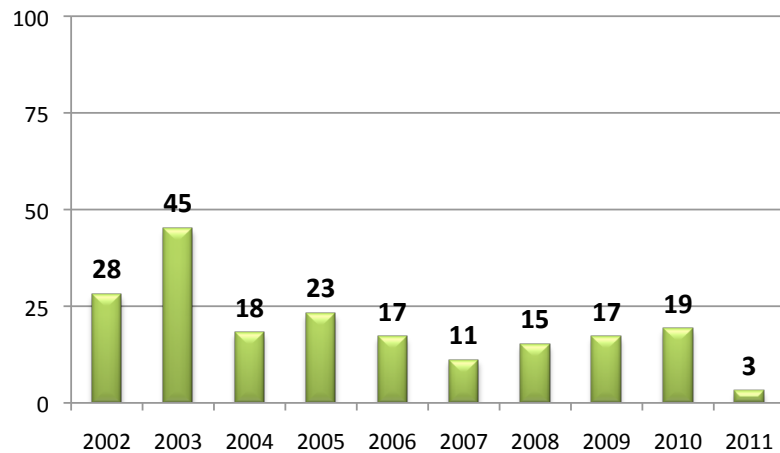
Strike Activity by Union



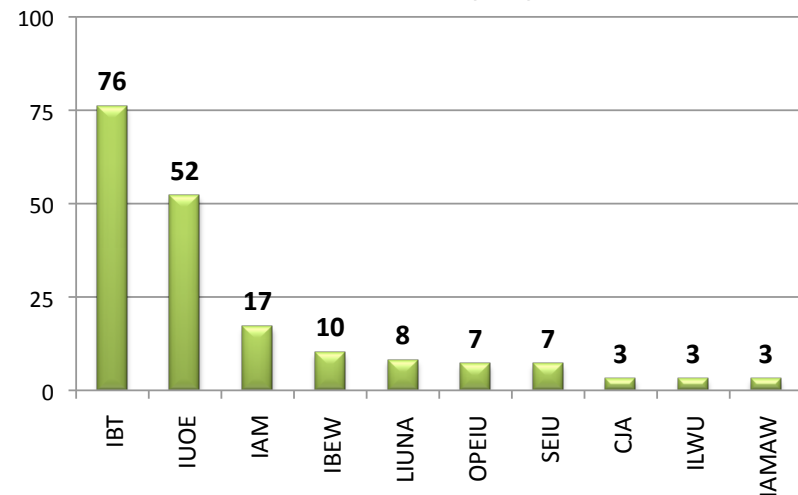
Strike frequency assesses the number of strikes in the last 10 years in your area. In the last 10 years 6 strike(s) occurred in your area. Of these, 4 strikes are of concern (i.e. strikes by unions of concern) to your specific organization. This data suggests that if a union petition is successful within your organization the union involved is less likely to cause major work stoppages in your organization.

## Contracts Analysis EXTREMELY HIGH VULNERABILITY

**Contracts Activity by Year**



**Contracts Activity by Union**



Contracts in effect refer to the frequency of contract expirations within 10 miles of this location. Each time a contract expires there is a possibility of a labor dispute close to this location. We measure the number of contract expirations in the last 10 years (this may include multiple expirations of the same contract). There were 196 contract expirations in your area in the last 10 years. Of this number there are 76 contract expirations with unions of interest to DBI. This data relates to union density and suggests that the probability of a labor dispute close to your location is significantly high.