FORM NLRB-501
(3-21)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST EMPLOYER**

| DO NOT WRITE IN THIS SPACE | |
|---|---|
| Case 19-CA-294755 | Date Filed 4/26/2022 |

**INSTRUCTIONS:**
**File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.**

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer
Epic Games, Inc

b. Tel. No.
(919) 854-0070

c. Cell No.

f. Fax. No.

d. Address *(Street, city, state, and ZIP code)*
620 Crossroads Blvd

WA Cary 27518

e. Employer Representative
Tim Sweeney
CEO

g. e-mail
tim.sweeney@epicgames.com

h. Number of workers employed
6000

i. Type of Establishment *(factory, mine, wholesaler, etc.)*
Software & Programming

j. Identify principal product or service
Video games

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3,4,1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)*

--See additional page--

(b) (6), (b) (7)(C) y filing charge *(if labor organization, give full name, including local name and number)*

4a. Address *(Street and number, city, state, and ZIP code)*

(b) (6), (b) (7)(C)
[redacted]

4b. Tel. No.
(b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-mail
(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*

6. DECLARATION
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)
[redacted]
*(signature of representative or person making charge)*

(b) (6), (b) (7)(C)
*(Print/type name and title or office, if any)*

Address (b) (6), (b) (7)(C) [redacted]

Date 04/26/2022 09:32:12 PM

Tel. No.
(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail
(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

## Basis of the Charge

**8(a)(3)**

Within the previous six months, the Employer refused to hire an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities or membership.

| Name of employee refused hire | Approximate date of refusal to hire |
|---|---|
| (b) (6), (b) (7)(C) | (b) (6), (b) (7 /2021 |

**8(a)(1)**

Within the previous six months, the Employer refused to hire an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, discussing wages, hours, or other terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

| Name of employee refused hire | Approximate date of refusal to hire |
|---|---|
| (b) (6), (b) (7)(C) | (b) (6), (b) (7 /2021 |

**8(a)(1)**

Within the previous six months, the Employer refused to hire an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, protesting wages, hours, or other terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

| Name of employee refused hire | Approximate date of refusal to hire |
|---|---|
| (b) (6), (b) (7)(C) | (b) (6), (b) (7 /2021 |

**8(a)(4)**

Within the previous six months, the Employer refused to hire an employee(s) because the employee(s) filed charges or cooperated with the NLRB.

| Name of employee refused hire | Approximate date of refusal to hire |
|---|---|
| (b) (6), (b) (7)(C) | (b) (6), (b) (7 /2021 |