THE EMPLOYER SHALL PROMPTLY POST THIS TALLY IN THE MANNER AND LOCATIONS CUSTOMARILY USED FOR POSTING. THIS TALLY SHALL REMAIN POSTED FOR 10 DAYS.

IF THE EMPLOYER CUSTOMARILY DISTRIBUTES INFORMATION TO EMPLOYEES BY ADDITIONAL MEANS, SUCH AS BY E-MAIL OR HARD COPY, THE EMPLOYER SHALL PROMPTLY DISTRIBUTE THIS TALLY TO THE AFFECTED EMPLOYEES THROUGH THOSE MEANS AS WELL.

STATE OF IOWA
PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:  
Board of Regents, State of Iowa  
(University of Iowa),  
Public Employer,

and

UE Local 896 (COGS),  
Certified Employee Organization.

TALLY OF BALLOTS

<table>
<thead>
<tr>
<th>Bargaining Unit</th>
<th>BU-1012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Date Issued</td>
<td>10/29/2018</td>
</tr>
<tr>
<td>Election Type</td>
<td>Recertification</td>
</tr>
<tr>
<td>Election Method</td>
<td>Telephone/Web-based</td>
</tr>
</tbody>
</table>

The undersigned, as agent of the Board, hereby certifies that the results of the tabulation of ballots cast in the election held herein were as follows:

1. Total number of eligible voters/
   Number of employees in the bargaining unit  
   1924

2. Majority based on  
   number of eligible voters/employees in bargaining unit  
   963

3. Votes cast to retain/recertify  
   UE Local 896 (COGS) (Yes)  
   1559

4. Votes cast against retention/recertification (No)  
   1

5. Unresolved Rule 5.2(3)(a)(1) Pre-Election Challenged Ballots  
   0

6. Void Ballots (ballots indicating no preference)  
   1

7. Maximum possible votes cast for retention and recertification  
   of UE Local 896 (COGS) [Votes cast for representative  
   plus unresolved challenged ballots (Sum of lines 3 and 5)]  
   1559

8. Check one:
   (X) a. A majority of the employees in the bargaining unit HAVE voted to retain and recertify  
      UE Local 896 (COGS) as their exclusive bargaining representative (line 3 is equal to or  
      greater than line 2).
   ( ) b. A majority of the employees in the bargaining unit HAVE NOT voted to retain and  
      recertify UE Local 896 (COGS) as their exclusive bargaining representative (line 3 is not  
      greater or equal to line 2).
   ( ) c. Challenges are sufficient in number to affect the results of the election (line 3 is less  
      than line 2, but line 7 is equal to or greater than line 2).

FOR THE BOARD

[Signature]