

The CCG Group LLC

October 28, 2019

Engagement Agreement

The CCG Group shall provide consulting services to the client with respect to an NLRB sponsored RC Election. Our firm shall work with you as part of a team that will create and conduct a strategic campaign to inform and educate employees regarding exercising their right to vote in the afore mentioned election.

The client shall always make the final decision as to the content, direction and application of the campaign strategy and our firm shall not undertake any course of action during the project which has not been expressly approved by the client.

The CCG Group shall provide the client with the following services as required and or requested:

- General Labor Relations and union avoidance consulting services utilizing our experience and expertise in union avoidance.
- Assessment of workplace environment and employee sentiment regarding the union. Also, their wages, benefits, and working conditions to formulate the best strategy with the client.
- Interview and assessment of facility managers.
- Education of management about labor unions, the NLRA, and other associated topics such as campaign "do's and don'ts", employee rights etc. via PowerPoint presentation.
- *Education of employees****
- Work hours as requested and deemed necessary by the client.
- Act in concert with the client and its legal counsel to create and execute its campaign strategies.
- Create and maintain reports as requested by the client.
- Participate and lead captive audience meetings if requested by the client.
- Assist in developing written, video, and other communications to be distributed to employees as needed.
- Engage all employees as requested by the client for purposes of persuasion in a professional and respectful manner.
- always Cooperate with the client and its legal counsel.
- Be available always to service the needs of the client on a 24 hours' basis.

*****The CCG Group advises that at a minimum each employee be educated on the following topics**

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|---|--|
| • The NLRA | • Organizing practices of Unions |
| • Union Constitution and Bylaws | • Individual rights vs. living with a union contract |
| • Collective bargaining process | • union contract lowlights |
| • Dues, fines, assessments etc. | • DFR's filed against the union |
| • Union track record (Salaries of officials etc.) | • "12-month rule" |
| • Unfair Labor Practices of union | |
| • Strikes | |

Fees

\$250.00 per hour rate for Consulting Services

Retainer

Within five calendar days of the execution of this agreement the client shall furnish a retainer in the sum of \$5,000.00 payable to The CCG Group LLC.

Final Invoice

Within 7 days of receipt of an invoice from The CCG Group that documents all days worked, the client shall remit payment in full for services rendered.

Expenses – The CCG Group shall be reimbursed on a separate invoice for any valid authorized expenditure on behalf of the client to include:

- Printing
- Research data purchased through an authorized third party
- Video and other graphic presentation materials
- Other pertinent expenditures as authorized by the client
- Travel related expenses such as food, fuel, mileage, rental car, lodging, air travel, tolls, parking etc.

The client may opt to purchase research materials directly for use in the campaign.

DISCLAIMERS:

The CCG Group makes no guarantee as to the outcome of the vote. The CCG Group does not provide legal advice and our consulting services should not be construed as such. Any legal advice should come from the client's counsel.

Confidentiality

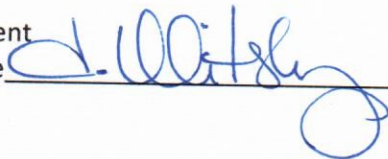
The CCG Group shall sign a confidentiality agreement pertaining to this project and other matters as directed by the client

If this agreement meets with your approval, please sign where indicated and email a copy to john_cevallos@msn.com. We thank you for allowing us to serve your needs.

Maria N. Coombs

President & CEO, The CCG Group, LLC (Federal Tax ID: 81-2808316)
17100 Bear Valley Road #B168
Victorville, CA 92395

Authorized Client
Representative



Date 10/28/2019