



**Reliant Labor Consultants**  
*Management Consulting for the Modern Workforce*

**Proposal/Contract for: Carpenter Technology Corporation**

**Date: March 4, 2020**

**Pre-Petition:**

**First Steps**

You have asked for a proposal to provide materials and consulting services to help you prevent a union from getting enough support to hold an election/or win an election should they be so successful. Since there is limited time to educate your employees on the disadvantages of unions and convince them to put their trust in a direct relationship with you as opposed to an outside third party like the union we should move quickly. It is important that your conversations with employees are persuasive, legally sound and provides the best opportunity to build trust with your employees.

**Proposed Intervention(s)**

Campaign Consulting: For this option we will provided expert campaign consulting by Scott Michel as an on-site facilitator to communicate your message directly to employees in employee meetings and one-on-one. Based on our joint assessment of the need, we will assign appropriate consulting resources to your campaign for a pre-approved schedule of meetings. This does not include representation before the NLRB.

**Objective**

- Prevent the filing of a Certification Petition
- Win an election with the NLRB by as wide a margin possible or achieve a withdrawal of the petition, without meritorious election objections or unfair labor practice charges.
- Increase trust and credibility of the current leadership team by improving communication and developing their ability to create a positive employee relations environment.
- Maintaining a direct-relationship at your facility (unionized facilities are less productive and profitable than direct relationship ones – the estimated “dead weight cost” of unionization around 25% more than the cost of operating non-union).

**Value Reliant Labor Consultants, Inc. brings to your Organization**

- You avoid a steep-and-slippery-learning curve and are free to do the most important trust-building work.
- You can talk to employees without engaging in “mud-slinging.” You are free to spend your time on a positive message about the company.
- Your communication strategy is legally proven and sound.



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## **Terms and Conditions:**

The fee for consulting is \$3000 per day per consultant plus travel expenses per consultant. If more than one consultant is working on your case the parties understand and agree that multiple consulting hours may be worked .

## **Payment Terms:**

All fees are due within 30 days of the delivery of the consulting services provided hereunder. You agree to pay any additional consulting invoices upon receipt and to settle those statements within 30 days. Any additional expenses incurred by consultant will be billed to you and you agree to pay those invoices upon receipt and you agree to settle those statements within 30 days. You agree and acknowledge that failure to pay fees or expenses associated with this project under these terms will result in reassignment of consultant(s), a penalty of the maximum allowable interest rate per month plus any costs we incur to collect an outstanding balance, until all outstanding invoices are paid in full.

You further acknowledge that no representation by Reliant Labor Consultants or its representatives were relied on by you or any member of your company in entering this agreement, and that this document represents the full understanding of the parties. You also acknowledge and agree that we have informed you of the obligation to report any direct persuader activity performed on your behalf to the United States Department of Labor by both our firm and your firm and that failure to timely file these reports can subject your company criminal penalties. Your payment, in the absence of your signature below, indicates your acceptance of this project and the terms and conditions as stated herein. The terms and conditions on this proposal are good for 90 days from the date on this proposal unless specified otherwise

Reliant represents and warrants that its actions, rendering of services and work product in accordance with this agreement shall comply with all applicable laws, rules and regulations. Reliant represents and warrants to Carpenter Technology Corporation that any services provided by Reliant Labor Consultants hereunder will be performed in a first-class, professional manner, with the care, skill and diligence, and in accordance with, the applicable standards currently recognized in Reliant's applicable profession or industry. Reliant further represents and warrants that neither it nor any of its current directors, officers, employees, principals or agents are debarred, suspended, proposed for debarment, declared ineligible, or excluded by any Federal or State department or agency from doing business with the Federal Government or a State Government.



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### **Acceptance:**

We accept the proposal above and the intervention(s) selected:

For Reliant Labor Consultants, Inc

For Carpenter Technology Corporation

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Joseph Brock, President

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Jed S. Freeman

Date: \_\_\_\_\_

Date: \_\_\_\_\_