



# Action Resources

Labor & Employee Relations Specialists

June 17, 2020

Mr. Joseph Huffman  
Sr. VP Administration  
Electronic Warfare Associates, Inc. (EWA) - EWA Warrior Services, LLC  
13873 Park Ctr Road, Ste. 500  
Herndon, VA 20171-3251

Re: Letter of Engagement/Agreement for Professional Consulting Services

Dear Mr. Huffman,

Upon execution, this three-page letter will confirm that Electronic Warfare Associates, Inc. (EWA) - EWA Warrior Services, LLC, hereinafter, "the client", has retained and engaged the services of Direct Persuaders, Inc., d/b/a Action Resources hereinafter, "Action Resources or the consulting firm", for the purposes of providing employee relations consulting services under the following terms and conditions:

1. The consulting firm shall be paid a daily rate of **\$3,000.00 (Three Thousand Dollars)**, per consultant assigned to the case for on-site services rendered on behalf of the client. Off-site office time shall be billed at the rate of \$300.00 (Three Hundred Dollars) per hour. There shall be no pyramiding of rates on any particular day. To further clarify, on days where on-site as well as off-site work is performed, only the daily rate will apply.
2. The consulting firm shall be paid for all reasonable expenses incurred on the client's behalf including but not limited to airfare, lodging, and car rental expense as well as a meal allowance of \$75.00 per consultant, per day including travel days.
3. Invoices shall be submitted every Monday covering charges and expenses incurred for the previous week. Payment shall be due by the following Friday.
4. The client agrees to pay the full invoice balance within 7 (Seven) days from receipt of invoice. A past due late charge of 1 ½ % per month (18% Annually) shall be applied on the unpaid balance.
5. The parties reserve the right upon written notice to the other, to withdraw from this agreement at any time.
6. In the event that any dispute arises with respect to any of the terms of this agreement, said dispute shall be submitted to final and binding arbitration, pursuant to the rules of the San Diego County Bar Association.

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7. ACH/Direct Deposit is the preferred method of payment for all invoices submitted by the consulting firm. Action Resources' bank information is as follows:

Bank Name: JPMorgan Chase Bank National Association  
875 SAW MILL RIVER RD  
ARDSLEY, NY 105021199  
UNITED STATES

Account Name: Direct Persuaders, Inc., d/b/a Action Resources

Account Number: 795928659

Routing Number: 322271627

Recipient's Address: 18653 Ventura Blvd. Suite # 168  
Tarzana, CA 91356

8. All payments due by the client shall be made payable only to Direct Persuaders, Inc., in the event of a check payment; the check(s) should be mailed to the following address:

Action Resources  
18653 Ventura Blvd. Suite # 168  
Tarzana, CA 91356

9. Client agrees that no representations written or otherwise have been made as to the outcome of the project.

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10. Client understands and agrees that the Action Resources' consultants are not qualified to give legal advice and as such cannot be relied upon, or be held responsible for any legal opinion given to the client. In all instances, the client agrees to consult professional legal counsel before acting upon any legal opinion expressed by any Action Resources consultant.

11. If the above terms and conditions of this agreement are satisfactory to you, please evidence your consent by signing and e-mailing this agreement to Mr. Alex Casillas at alex@VoteNo.com.

We appreciate the opportunity to work with you in the above project and look forward to a satisfactory outcome.

This agreement is entered into this 19 day of June 2020.

By: Joseph Huffman

Title: V.P. Administration - HR

By: Alex Casillas

Alex Casillas - President  
Direct Persuaders, Inc.  
d/b/a Action Resources