



Letter Of Engagement

(407) 460-6316
acct_recv@TheLaborPros.com
390 N. Orange Ave.
Suite 2300
Orlando, FL 32801

ATTENTION:

Timothy J. O'Rourke
Electrolux North America
Associate General Counsel
10200 David Taylor Drive
Charlotte, NC 28262

April 20, 2016

Dear Mr. O'Rourke:

This letter confirms the engagement of The Labor Pros, LLC. to represent the interests of Electrolux Home Products, Inc. relative to labor matters. Third party education and persuader activity will be conducted by The Labor Pros, LLC.

The Labor Pros, LLC. appreciates the opportunity to provide such representation and has accepted this assignment based on the following criteria:

The Labor Pros, LLC. requests an initial retainer of \$5,000. The amount will be held and credited against the LAST The Labor Pros, LLC. billing relative to its representation. This may be wired or prepared in a paper check and delivered to hand upon arrival. Paid to The Labor Pros, LLC

Project Costs:

All The Labor Pros, LLC. Consultants – @ 300.00/ per hour

Location: 3231 Paul R. Lowery Rd Memphis, TN 38109

Expenses are billed at cost per consultant and include but are not limited to:

1. Transportation portal-to-portal including: airfare, train, auto rental, local transport (taxi, shuttles, etc..) and mileage @ current IRS rate.
2. Lodging.
3. Meal per diem will be billed at \$75/day
4. Conference, Strategy or update calls with the involved Team.

5. Pre-approved miscellaneous expenses specific to case, i.e., research, NLRA guides, postage, Federal Express, clerical, etc.
6. Travel Time one way to Clients facility from portal to door.
7. **All applicable receipts will be provided along with each Invoice for services.**

The Labor Pros, LLC. will forward its invoices weekly. All invoices are due and payable upon receipt. A finance charge of 1.5% per month will be assessed on all balances not received within 45 days of the date of the invoice.

We are aware that some corporations/companies require a "Purchase Order" to be established before any payments for invoices can be processed. If your organization has this requirement, please have your purchasing department contact our office to obtain any required information or documentation needed to complete your Purchase Order process. If your company does not contact us for this information, we will assume that your company does not require a Purchase Order and prompt payments will be made on all invoices presented to your organization for our services.

Any estimate of anticipated fees that we provide at the request of Electrolux Home Products, Inc. whether for budgeting purposes or otherwise, are only an approximation of potential fees due. Under no circumstances are such estimated costs to be viewed as a maximum or minimum fee quotation.

You shall, at all times have the right to terminate The Labor Pros, LLC. services upon written notice to that effect. The Labor Pros, LLC. shall, at all times, have the right to terminate our engagement if management fails to cooperate with us in any way which we may reasonably request, fails to timely pay statements for fees and costs, or in the event that we determine, totally within our discretion, that it would be unethical or impractical to continue our representation.

Both parties agree that this agreement shall be deemed fully enforceable and governed by the applicable laws of the State of Florida. Further, in the event of any material dispute arising out of this Agreement, specifically the parties agree that the prevailing party will be awarded all legal fees incurred in resolving the dispute.

If the foregoing terms and conditions are acceptable to you, please sign, date,

and return one copy of this agreement to our office. We appreciate the opportunity to work with you on all labor matters as they may occur and appreciate our association with you.

Yours truly,

Nekeya Nunn

President

The Labor Pros, Inc.

Approved and authorized by Electrolux North America- Memphis

Name: Timothy J. O'Neal

Title: Sr. Associate General Counsel

Signature: Timothy J. O'Neal

Date: 6-28-2016

Approved and authorized by The Labor Pros, LLC:

Name: Nekeya Nunn

Title: President

Signature: Nekeya Nunn

Date: April 20, 2016

Agreement/Arrangement to Provide Labor Relations Advice and Indirect Persuader Services

This document acknowledges an agreement or arrangement made on June 27, 2016 between the Client (signing below) and **The Labor Pros, LLC.** to provide educational opportunities, networking, member briefings and other services that may at times include information covering labor relations practices and indirect persuader services (Covered Work).

For purposes of this Agreement Covered Work includes (but is not limited to): drafting, revising, or providing written materials, speeches, audiovisual or multi-media, or website content for presentation, dissemination, or distribution to employees; training supervisors or employer representatives to conduct individual or group employee meetings; coordinating the activities of supervisors or employer representatives; establishing or facilitating employee committees; developing employer personnel policies or practices; conducting a seminar for supervisors or employer representatives; supplying information obtained from research or investigation concerning employees or labor organizations, supervisors or employers representatives; and other labor relations advice or activities regarding compliance with the National Labor Relations Act("NLRA") and any other federal, state, or local law governing the rights of employees to organize and/or bargain collectively. The Labor Pros agree to provide services to Client, on or after the date of this Agreement.

The parties acknowledge that **The Labor Pros, LLC** is asked from time to time to provide such covered services to Client. The parties agree that **The Labor Pros, LLC** will provide these services, directly or through subcontracted or referred providers, at regularly established rates (subject to change each year on January 1) plus reasonable expenses.

All fees are due upon the delivery of the consulting services and are nonrefundable. Consulting fees and expenses incurred by consultant will be billed to you and you agree to pay those invoices upon receipt and to settle those statements within 30 days.

You further acknowledge that no representation by **The Labor Pros, LLC** or its representatives were relied on by you or any member of your company in entering into this agreement, and that this document represents the full understanding of the parties.

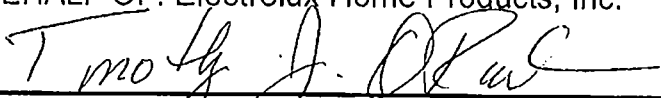
You also acknowledge and agree that we have informed you that this Agreement does not include any direct persuader activity, that direct persuader activity, if any, will be covered under a separate Agreement entered into at the time of that engagement, and that we have informed you of the obligation, when applicable, to report persuader activity performed on your behalf to the United States Department of Labor by your firm and that failure to timely file these reports can subject your company to criminal penalties.

You agree that this agreement is, unless you immediately object in writing, effective upon receipt by you (even in the absence of your signature). This agreement shall remain in effect until cancelled by either party with 30-day notice in writing.

Please acknowledge this agreement by signing and returning it to Nekeya Nunn at Nekeya@TheLaborPros.com, keeping a signed copy for Client's records.

APPROVED, ACCEPTED AND AGREED TO THIS 28th DAY OF June, 2016.

BEHALF OF: Electrolux Home Products, Inc.



CLIENT REPRESENTATIVE