

Letter of Engagement
by and between MISSION HOSPITAL and C Hunt Management Consulting Inc.:

Date:3/9/2020

Proposed Intervention(s)

Campaign Consulting: We will provide expert campaign consulting by Carina Hunt as an on-site facilitator to communicate your message directly to employees in employee meetings and one-on-one interactions. This does not include representation before the NLRB.

Objective

- Provide direct employee education regarding their section 7 rights under the NLRA.
- Educate and empower employees who wish to, to exercise their section 7 right to **oppose** unionization.
- Win an election conducted by the NLRB by as wide a margin possible or achieve a withdrawal of the petition, without meritorious election objections or unfair labor practice charges.
- Facilitate an increase in trust and credibility of the current leadership team by coaching to improve communication and develop supervisors' comfort level with the union topic and their ability to create and nurture a positive employee relations environment.

Terms and Conditions

The fee for consulting is \$385 per hour per consultant, a \$75 per diem for meals, plus travel, lodging, rental car and all other reasonable expenses.

Payment Terms

All fees are due and payable within 14 days of the receipt of invoice. Invoices will be submitted weekly. Receipts will be included. Any additional expenses incurred by consultant must be pre-approved in writing.

MISSION HOSPITAL acknowledges 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 incurred to collect any outstanding balance, until paid in full.

MISSION HOSPITAL further acknowledges that no representation by C Hunt Management Consulting Inc. or its representatives were relied on by you or any member of your organization in entering this agreement, and that this document represents the full understanding of the parties. MISSION HOSPITAL also acknowledges and agrees that it has been informed of the obligation to report any direct persuader activity performed to the United States Department of Labor by both MISSION HOSPITAL and our firm and failure to timely file these reports can subject the organization to criminal penalties. Payment, in the absence of a signature below, indicates acceptance of this project and the terms and conditions as stated herein. The parties agree that Texas law governs any dispute between them and to resolve any disputes by arbitration in Denton County, Texas under the American Arbitration Associations rules.

C Hunt Management Consulting Inc. (HMC) represents and warrants that its actions, rendering of services and work product will be in accordance with this agreement and shall comply with all applicable laws, rules and regulations. HMC represents and

warrants to MISSION HOSPITAL that any services provided by HMC hereunder will be performed in a professional manner, with passion, skill and diligence. HMC further represents and warrants that neither it nor any of its current 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 any State Government.

Acceptance:

We accept the terms of engagement set forth in above document.

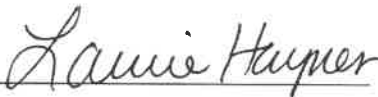
For C Hunt Management Consulting, Inc.



Carina Hunt, President

Date: 3-11-2020

For MISSION HOSPITAL



Laurie Haynes CFO

Date: 3-9-2020