



Proposal

July 11, 2019

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Sr. Manager, Human Resources
CAE Simuflite, Inc.
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RE: Pre-petition Campaign Consulting

Situation Assessment

You have requested a proposal to provide materials and consulting services to help prepare your leaders and employees for union organizing activity. You want to effectively educate employees about unions without interfering with their' protected rights and to build trust. You need a subject matter expert to guide your efforts to help employees understand legal nature of union cards and the common misunderstandings employees have about unions.

Proposed Intervention(s)

Campaign Direction: We will provide a senior LRI consultant to help you and your team design and communicate your legal, respectful and persuasive message to employees, to answer their questions accurately and assess your vulnerability during small group meetings.

Objectives

- Prepare your leaders to train employees on the facts about union cards, common tactics used to get employees to sign cards and the facts to consider before signing a union card.
- Provide a subject matter expert who immediately increases your capacity to legally and persuasively respond to potential union organizing activity.
- Assess the organizing union's progress and the level of risk to your direct relationship with employees.
- Prevent NLRB petitions.

Value to Organization

- You substantially reduce your company's vulnerability to union organizing and become a "hard target" by making it difficult for an organizer to get cards signed using typical tactics.
- You will better understand your level of risk and make better decisions about responding to union organizing.
- You will better understand your employees' issues and your opportunities to improve employee relations and retain the direct relationship privilege.

Terms and Conditions

The fee for consulting services is \$3000 per day per consultant (plus travel expenses).

Payment Terms

All fees are due upon the delivery of the consulting services and are nonrefundable. You will receive regular statements outlining the number of hours expended on your behalf and those statements are due

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featured in



Labor Relations Institute, Inc.

7850 S. Elm Place - Suite E
Broken Arrow, OK 74011



upon receipt. Any 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 60 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.

It is further understood that all materials included in or with the above referenced items or programs are fully covered and protected by federal copyright laws. Federal law provides civil and criminal penalties for the unauthorized reproduction, distribution or exhibition of protected products.

You further acknowledge that no representation by LRI 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 to criminal penalties. Further, you agree to make LRI aware of and share copies of any unfair labor practice charges and or objections and challenges to the conduct of an election alleging anything regarding speech or behavior, in any form, on the part of any LRI consultant.

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. The parties agree that Oklahoma law governs any dispute between them and to resolve any disputes by arbitration in Tulsa, Oklahoma under the American Arbitration Association rules.

Acceptance

We accept the Proposal above and the intervention selected:

_____ Pre-petition Campaign Direction

For LRI Consulting Services, Inc.

Phillip B. Wilson, President/General Counsel

Date: July 11, 2019

For CAE Simuflite, Inc.

Mayra Olvera, Sr. Manager, Human Resources

Date: _____