



Your efforts to maintain a union free advantage is not over when you win a NLRB election. The organization must make the changes that got them there in the first place. PSLC is positioned at this point in a very strategic place to influence your employees to follow you and to look at your management in a new light. At this point we will deliver a report to you of everything that needs to be changed with their priorities.

### *Engagement Agreement for Consulting Services between:*

*Permanent Solutions Labor Consultants, Inc., and Thai Summit*

This engagement between Thai Summit and Permanent Solutions Labor Consultants, Inc. will consist of the following services subject to Thai Summit's prior approval:

#### *Scope of Service*

- Provide consultation and advice to Thai Summit's management regarding strategy for conducting a campaign at Thai Summit's facility relative to employees under a suspected organizing drive.
- Train all Thai Summit executives, managers and supervisors in NLRB union petition/election techniques and develop in them an awareness of their roles and responsibilities during the campaign.
- Interview and evaluation of Thai Summit's current executives/management/supervisory staff to determine the extent to which they may be utilized during the campaign, as well as their perception of the issues.



- Conduct an analysis of the current situation and determine the real issues behind the union organizing drive through one-on-one direct persuasion tactics.
- Conduct regular informational meetings with executives, managers and supervisors regarding the day-to-day activities relative to the election campaign.
- Prepare appropriate informational materials and responses to written employee suggestions.

### *Cost Proposal*

- Utilization of PSLC consultants is proposed based on the dynamics and facts available regarding this campaign. Fees for services will be charged at \$300.00 per hour (per consultant) plus reasonable and customary expenses.
- Reasonable and customary expenses include a \$65 meal per diem (per consultant), air (coach) transportation, and hotel and rental car/ground transportation expenses, if applicable. All non-per diem expenses billed will be itemized and accompanied by copies of receipts.
- A retainer fee of \$40,000 is required prior to the start of service. This fee will be applied to the final invoice.

It is understood that Thai Summit may terminate this Agreement at any time, without cause, immediately upon written notice to





Permanent Solutions Labor Consultants, Inc. Upon such termination, Thai Summit will only be responsible for payment of services rendered or expenses incurred or committed to (with Thai Summit's approval) prior to notice of termination.

Permanent Solutions Labor Consultants, Inc. is engaged as an independent contractor and therefore its employees, agents, or independent contractors neither are employees of Thai Summit, nor are they entitled to participate in any employee benefits Thai Summit offers to its employees.

Permanent Solutions Labor Consultants, Inc. acknowledges that they will not divulge any of Thai Summit's trade secrets or other confidential information to any unauthorized persons and agrees to exercise care and prudence to prevent any conflict of interest between Thai Summit and other entities.

All filings due with the Department of Labor by Permanent Solutions Labor Consultants, Inc. relative to the services described herein shall be the sole responsibility of Permanent Solutions Labor Consultants, Inc., should they be required by law.

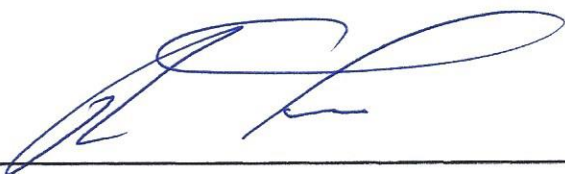
If these arrangements meet with your understanding and approval, please sign each copy of this agreement in the space

provided and return one copy to Permanent Solutions Labor Consultants, Inc.



All payments for services will be made within 30 days after receiving the payment voucher. The above agreement for Thai Summit is agreed to and accepted.

*Signature Page:*


 10/2/2023

Ricardo Torres

Date

President

Permanent Solutions Labor Consultants

 10/09/2023

Name Marissa Bruski Date

Title Executive Manager of Human Resources

Thai Summit