

Engagement Agreement for Consulting Services between:

Permanent Solutions Labor Consultants, Inc. and Willowbrook Acquisition Company LLC dba Willowbrook Manor of Flint Township ["Willowbrook"]

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

Scope of Service

- Provide consultation and advice to Willowbrook management regarding strategy for conducting a campaign at the Willowbrook facility relative to employees under an organizing drive.
- Train all Willowbrook's managers, supervisors in NLRB union petition/election techniques and develop in them an awareness of their roles and responsibilities during the campaign.
- Conduct educational sessions with employees on their rights and facts about unions.
- Conduct regular informational meetings with managers and supervisors regarding the day-to-day activities relative to the election campaign.
- Prepare appropriate informational materials and responses to written employee suggestions.
- Perform other duties related to the conduct of the election campaign as seen fit by Willowbrook's management and executive leadership.
- This engagement shall not include representation before the National Labor Relations Board.

Cost Proposal

- Utilization of PSLC consultants is proposed based on the dynamics and facts available regarding this campaign. Fees for services on a rate of \$250.00 per hour (per consultant) plus reasonable and customary expenses.
- Reasonable and customary expenses include an out of town consultant \$65 meal per diem (per consultant), air (coach) transportation, and hotel and rental car/ground transportation expenses, and fuel expenses if applicable. All non-per diem expenses billed will be itemized and accompanied by copies of receipts.
- Local consultants Per Diem rates will be billed at \$35.00 per day
- A retainer of \$5,000.00 is required.
- The total retainer fee will be applied to the final invoice.
- PSLC agrees to refund any unused portions of the retainer in the event there is a remaining balance.
- Payment is due immediately upon receipt.

It is understood that Willowbrook may terminate this Agreement at any time, without cause, immediately upon written notice to Permanent Solutions Labor Consultants, Inc. Upon such termination, Willowbrook will only be responsible for payment of services actually rendered or expenses incurred or committed to (with Willowbrook'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 Willowbrook nor are they entitled to participate in any employee benefits Willowbrook offers to its employees.

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

Any and 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 are due upon receipt after receiving the final invoice.



23772 West Road
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Brownstown Twp, MI 48183

Phone: 313.218.0371 | Fax: 734.493.1568 | Web: www.pslabor.com

The above agreement for *Willowbrook Acquisition Company LLC dba Willowbrook Manor* is agreed to and accepted.

Rebecca Pedrotti 5-22-2023

Signature

Date

Rebecca Pedrotti, Facility Administrator

Printed Name and Title

Willowbrook Acquisition Company LLC dba

Willowbrook Manor

Ricardo Torres 5/15/2023

Ricardo Torres

Date

President

Permanent Solutions Labor Consultants, Inc.