

February 27, 2023

Dear Mr. Chitalia,

Thank you for your interest in partnering with us for your labor relations needs.

Scope of Work: Provide consulting services to assist with both pre-petition and/or campaign work for union avoidance.

Objective

- Provide coaching to management team regarding legal and **effective** communication with staff.
- Provide direct employee education regarding their section 7 rights under the NLRA.
- Educate and empower employees who wish to, exercise their section 7 right to **oppose** unionization.
- Win any potential 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.

Consulting fees will be billed at [REDACTED] per hour for Carina Hunt and [REDACTED] per hour for Evelyn Diaz Fragoso.

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

- Transportation portal-to-portal including: air, auto rental, local transport (taxi, shuttles, etc.,) and/or mileage @ 62.5/mi.
- Lodging.
- Meals [REDACTED] per-diem)
- Miscellaneous expenses specific to case, i.e., research, NLRA guides, postage, Federal Express, clerical, etc.

C. Hunt Management Consulting Inc. will forward its invoices weekly. All invoices are due and payable within 30 days of receipt. You shall, at all times have the right to terminate **C. Hunt Management Consulting Inc.'s** services upon written notice to that effect. **C. Hunt Management Consulting Inc.** 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 engagement. Both parties agree that this agreement shall be deemed fully enforceable

C. Hunt Management Consulting Inc,
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Roanoke Texas, 76262
Cell: 714-310-4080
carinahunt@pm.me

and governed by the applicable laws of the State of Texas. Further, in the event of any material dispute arising out of this Agreement, if either party pursues legal action or otherwise incurs related legal fees, then once a determination is made by a Court or other legal decisionmaker such as an arbitrator, the non-prevailing party will be liable to the prevailing party for reasonable legal fees incurred. If the foregoing terms and conditions are acceptable to you, please sign, date, and return two copies of this agreement to our office.

Thank you for the opportunity to present this proposal. Clients who share your comprehensive view and commitment to a positive employee relations environment are most likely to remain union free! We look forward to working with you.

Very truly yours,

Carina Hunt
President, C. Hunt Management Consulting Inc.

The Terms and conditions of this Letter of Engagement are accepted and agreed to this day

The 28th of February 2023, in the county of United States,

City Valley Stream, State New York

By: Santosh Chitalia pp 2/28/23
Santosh Chitalia Date 2/28/23
Utica Crossings, LLC d/b/a The Pines at Utica Center for Nursing and
Rehabilitation,

By: Carina Hunt 2/28/23
Carina Hunt, President Date 2/28/23
C. Hunt Management Consulting Inc.

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