

October 10, 2021

Rayla Group

RE: Amazon's BHM1 Engagement.

To whom it may concern:

The Rayla Group

[REDACTED] engaged to represent the interests of Amazon relative to labor matters at its BHM1 facility. This engagement includes, potentially, advice to Amazon, research and education services, assistance to legal counsel, and if requested, third party persuader activity. You will not engage in any third-party persuader activity unless authorized by Amazon and only to the extent authorized by Amazon.

Except as required by law or other legal process, you should not under any circumstances share any information or documents (whether created by you or received by you) related to this project to any individual or entity other than Amazon in-house counsel, Amazon management and Amazon's outside counsel. You should treat all information and documents as subject to the attorney-client privilege. Should you receive a subpoena or other request from a government agency to provide information or documents regarding your engagement, you agree to provide Amazon's in-house counsel with prompt notice of such request and agree to cooperate with Amazon, if and as requested by Amazon, in responding.

To the extent you engage in any activities that must be reported with the U.S. Department of Labor pursuant to the Labor-Management Reporting and Disclosure Act, you agree to do so consistent with and as required by law (e.g., by filing a Form LM-20 and a Form LM-21 within the prescribed timeframes). You agree to contemporaneously provide Amazon with a copy of any such report filed with the U.S. Department of Labor and cooperate with Amazon in ensuring the accuracy of all information submitted to the U.S. Department of Labor. If you have any questions as to the instructions provided above, please let me know.

Please sign this letter below in acknowledgement and agreement of the terms contained in the letter.

Sincerely,

Seth Borden

Associate General Counsel | Labor & Employee Relations | Amazon.com

As authorized signatory for The Rayla Group, I acknowledge and accept the terms contained within this letter.

By: [REDACTED]

Printed Name: Penne Familiusi-Jackson

Title: President

Date Signed: 10/12/2021