



Washington D.C. Dallas/Ft. Worth Orlando Detroit

October 30, 2020,

Aztech Plastering, LLC
Carol Richards
HCR 33. Box 2754
Las Vegas, Nv 89124

Dear Ms Richards,

Situation Assessment

Aztech Plastering (Aztech) has been petitioned by the Operative Plasterers and Cement Masons International Association Local 797 who is seeking to become the exclusive bargaining representative of the Aztech Plasterers.

Objective

To educate employees of their rights under the National Labor Relations Act and inform them of the consequences of third party interference. It is important that at the time of the election employees in the voting unit are able to make an informed decision.

Intervention(s)

RWP Labor will provide consultant(s) research material and campaign communications resources as described to communicate with, educate employees and assist management on multiple impact points. It will be important to develop a Push/Pull communication campaign in order to reach the Bargaining Unit during times they are vulnerable.

Payment Terms

We have agreed to the terms of a flat daily rate of \$3,200 per day for the lead consultant plus reasonable expenses. Any additional consultants requested will be billed at a flat daily rate of \$3,200 per day per consultant plus reasonable expenses. The balance will be invoiced weekly until completion of the project. Invoices will be payable upon receipt. Invoices not paid within 30 days of receipt will be subject to a 3.5% penalty to be assessed per month until payment is



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received. Reasonable expenses are defined as reasonable hotel and transportation costs (air and ground) plus \$55 per diem per consultant for meal costs.

RWP Labor has a number of resources that are automatically included however, RWP Labor offers an optional communication package that is available at no additional cost for engagements that are invoiced for a total of ten (10) days or more. Example two consultants that work 5 days each total 10. Less than 10 days will be \$1000. (See Addendum 1)

Independent Contractor

The relationship of RWP to Aztech is that of an independent contractor and nothing herein shall be construed as creating an employment, joint employment or agency relationship with Consultant or any of Consultant's employees or subcontractors.

Neither RWP Labor nor its consultants shall be entitled to any benefits afforded to Aztech employees including, without limitation, health insurance, worker's compensation, disability insurance, vacation or sick pay.

Consultant shall not be considered an agent of Aztech for any purpose whatsoever, nor shall Consultant have the right to, and shall not, commit Aztech to any agreement, contract or undertaking. Consultant shall not use Aztech name in its promotional material or for any advertising or publicity purposes.

Confidentiality

RWP Labor acknowledges that it and/or its consultants may receive confidential and proprietary information from Aztech regardless of whether such information is marked or identified as confidential. Because the unauthorized disclosure of confidential information would result in serious harm to Aztech, RWP Labor and/or its consultants must only use confidential information to perform its obligations under this Agreement.

All confidential information remains the exclusive intellectual property of Aztech. Upon completion or termination of this Agreement, RWP Labor and/or its consultants shall promptly give Aztech all confidential information back to Aztech.



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Security and Safety

RWP Labor recognizes that Aztech may have additional security requirements and will comply with all regulations and certifications.

Russ Brown

CEO, RWP Labor

Carol Richards

Title: