



Reliant Labor Consultants
Management Consulting for the Modern Workforce

Proposal/Contract for: Penn National Gaming

Date: February 15, 2024

Pre-Petition:

First Steps

You have asked for a proposal to provide materials and consulting services to assist you in preventing a union from getting enough support to hold an election/or win an election should they be so successful. Since there is limited time to educate your employees on the disadvantages of unions and convince them to put their trust in a direct relationship with you as opposed to an outside third party like the union, we should move quickly. It is important that your conversations with employees are persuasive, legally sound and provide the best opportunity to build trust with your employees.

Proposed Intervention(s)

Campaign Consulting: For this option we will provide expert campaign consulting by Reliant Consultants as on-site facilitators to communicate your message directly to employees in employee meetings and one-on-one. Based on our joint assessment of the need, we will assign appropriate consulting resources to your campaign for a pre-approved schedule of meetings. This does not include representation before the NLRB.

Objective

- Prevent the filing of a Certification Petition
- Win an election with the NLRB by as wide a margin as possible or achieve a withdrawal of the petition, without meritorious election objections or unfair labor practice charges.
- Increase trust and credibility of the current leadership team by improving communication and developing their ability to create a positive employee relations environment.
- Maintaining a direct-relationship at your facility (unionized facilities are less productive and profitable than direct relationship ones – the estimated “dead weight cost” of unionization is around 25% more than the cost of operating non-union).

Value Reliant Labor Consultants, Inc. brings to your Organization

- You avoid a steep-and-slippery-learning curve and are free to do the most important trust-building work.
- You can talk to employees without engaging in “mud-slinging.” You are free to spend your time on a positive message about the company.
- Your communication strategy is legally proven and sound.



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Terms and Conditions:

The fee for consulting is \$3500.00 per day per consultant plus reasonable travel expenses that are pre-approved by you if over \$1000.. Per diem meal cost is \$60.00 per day per consultant.

Payment Terms:

All undisputed fees are due within 30 days of the delivery of an invoice for the consulting services provided hereunder. You agree to pay any additional consulting invoices upon receipt and to settle those statements within 30 days of receipt of the invoice. Any additional expenses incurred by the consultant will be reasonable and pre-approved by you if over \$1000 and will be billed to you and you agree to pay those invoices upon receipt, and you agree to settle those statements within 30 days of receipt of the invoice. You agree and acknowledge that failure to pay undisputed fees or expenses associated with this project under these terms will result in reassignment of consultant(s), a penalty of the maximum allowable interest rate per month until all outstanding invoices are paid in full. You may remit payment via check to the following address:

Reliant Labor Consultants

515 South Gull Lake Drive

Richland, MI 49083

Or by ACH payment (bank information will be provided upon request).

You further acknowledge that no representation by Reliant Labor Consultants or its representatives were relied on by you or any member of your company in entering this agreement, and that this document represents the full understanding of the parties. You also acknowledge and agree that we have informed you of the obligation to report any direct persuader activity performed on your behalf to the United States Department of Labor by both our firm and your firm and that failure to timely file these reports can subject your company to criminal penalties. Your payment, in the absence of your signature below, indicates your acceptance of this project and the terms and conditions as stated herein. The terms and conditions on this proposal are good for 90 days from the date on this proposal unless specified otherwise

Reliant represents and warrants that its actions, rendering of services and work product in accordance with this agreement shall comply with all applicable laws, rules, and regulations. Reliant represents and warrants to Penn National Gaming that any services provided by Reliant hereunder will be performed in a first-class, professional manner, with the care, skill, and diligence, and in accordance with, the applicable standards currently recognized in Reliant's applicable profession or industry. Reliant further represents and warrants that neither it nor any of its current directors, officers, employees, principals, or agents are debarred, suspended, proposed for debarment, declared ineligible, or excluded by any Federal or State department or agency from doing business with the Federal Government or a State Government.



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Acceptance:

We accept the proposal above and the intervention(s) selected:

For Reliant Labor Consultants, Inc

For Penn National Gaming

Joseph Brock, President

Natasha Romulus, VP, Benefits

Date: _____

Date: _____