



THE LABOR EDUCATORS
WE ARE DIFFERENT

8206 Rockville Road, Suite 201

Indianapolis, IN 46214

Proposal/Contract for:

10/9/23

Premier Staffing Company Inc. (dba SMASHOTELS)
250 Parkway Drive, Suite 120
Lincolnshire, Illinois 60069

Campaign Consulting:

Independent Center for Worker Education (ICWE) will provide expert campaign consulting by an ICWE consultant as an on-site facilitator 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 and additional activities. This does not include representation before the NLRB.

Terms and Conditions:

Consulting will be provided at the agreed upon daily rate per consultant plus reasonable and customary travel expenses. Travel days will be billed at ½ the agreed upon daily rate. Per diem meal and incidental cost is \$70 per day per consultant.

Payment Terms:

All fees are due within 30 days of the invoice for consulting fees. You agree to pay any additional consulting invoices upon receipt and to settle those statements within 30 days. You agree and acknowledge that failure to pay 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 plus any costs we incur to collect an outstanding balance, until all outstanding invoices are paid in full. Our preferred method of payment is ACH and bank information will be provided upon request.

You further acknowledge that no representation by ICWE or its representatives was relied on by you or any member of your company in entering into 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



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our firm and your company and that failure to timely file these reports can subject your company to penalties. Your signature below, indicates your acceptance of this project and the terms and conditions as stated herein. The terms and conditions of this proposal are good for 90 days from the date on this proposal unless specified otherwise.

Independent Center for Worker Education 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. ICWE represents and warrants to **Premier ^{Company} Staffing Inc.** that any services provided by ICWE 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 ICWE's industry. ICWE 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.

Acceptance:

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

For ICWE

For Premier Staffing Company Inc.

Rian Wathen

Rian Wathen, President

Date: __10/9/23__

Scott D. Greenberg

Scott D. Greenberg, President