

November 17, 2022

Wadsworth Glen Health & Rehabilitation Center  
30 Boston Road  
Middletown, CT 06457

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

**Scope of Work: Provide consulting for 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.
- Attempt to win 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 \$300 per hour for Carina Hunt.** If any associates are hired through C Hunt Management Consulting, they would be billed at \$250 per hour.

**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/mi.
- Lodging.
- Meals (\$50 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 14 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

**C. Hunt Management Consulting Inc,**  
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Roanoke Texas, 76262  
Cell: 714-310-4080  
[carinamhunt@pm.me](mailto:carinamhunt@pm.me)

or impractical to continue our engagement. Both parties agree that this agreement shall be deemed fully enforceable and governed by the applicable laws of the State of Texas. Further, in the event of any material dispute arising out of this Agreement, specifically **Wadsworth Glen Health & Rehabilitation Center**, agrees that it will be liable for any and all legal fees incurred by **C. Hunt Management Consulting Inc.** 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

18 of November, 2022, in the county of Middlesex

City Middletown, State Connecticut

By: [Signature] 11/18/22  
Date

**Licensed Nursing Home Administrator  
Wadsworth Glen Health & Rehabilitation Center**

By: [Signature] 11.19.22  
Date  
**Carina Hunt, President  
C. Hunt Management Consulting Inc.**

**C. Hunt Management Consulting Inc,  
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