

November 28, 2023

To whom it may concern,

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

Scope of Work: Provide consulting services to assist with or 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.
- Win any potential 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 [REDACTED] per hour per consultant.

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 @ 65.5/mi.
- Lodging.
- Meals [REDACTED] 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 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 related

**C. Hunt Management Consulting Inc,
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Cell: 714-310-4080
carinahunt@pm.me**

specifically to the provision of consulting services pursuant to this Agreement, and as specifically described hereinabove, CoreCivic of Tennessee, LLC, agrees that it will be responsible for any and all legal fees incurred by C. Hunt Management Consulting Inc. in the event that C. Hunt Management Consulting, Inc., is the prevailing party. If the foregoing terms and conditions are acceptable to you, please sign, date, and return 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

30TH of NOVEMBER, 2023, in the county of WILLIAMSON,

City Brentwood State TN

By: [Signature] Date 11/30/23
CoreCivic of Tennessee, LLC.

By: [Signature] Date 12/1/23
Carina Hunt, President
C. Hunt Management Consulting Inc.

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