

**Independent Center for Worker Education**  
**8206 Rockville Rd #201**  
**Indianapolis, IN 46214**

**Contract For:**

Medieval Times  
5020 Riverside Drive, Building 3, Suite 400  
Irving, TX 75039

**Date:** 5/27/22

**Campaign Consulting:**

We will provide expert campaign consulting by ICWE 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.

**Terms and Conditions:**

Medieval Times will pay the agreed upon daily rate per consultant plus reasonable and customary travel expenses and a \$60 per diem for meals and incidentals per consultant.

**Payment Terms:**

All fees are due within 30 days of the receipt of invoice for consulting fees. Any additional expenses incurred by consultant will be billed to you and you agree to pay those invoices upon receipt, and you agree 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 payment method is ACH payment (bank information will be provided upon request)

You further acknowledge that no representation by ICWE 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 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.

ICWE 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 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 hereby agree to the proposal outlined above

For Medieval Times



Title CHIEF FINANCIAL OFFICER

Date: 5/28/2022

For ICWE

\_\_\_\_\_

Title \_\_\_\_\_

Date: \_\_\_\_\_