



1121 Doe Run Road, Newark, Delaware 19711
(302) 312-6632 Direct
mciabattoni2@comcast.net

ALLEGIANCE CRANE PROPOSAL

OBJECTIVES:

MSC Consulting shall provide direct group (3 +/- employees at a time) engagements to educate employees to the National Labor Relations Act and related subject matter, as well as sharing personal, verifiable situations and experiences. It is our experience that the larger the class is, the less likely employees are to engage a consultant, therefore, depriving us of valuable intel and insight to the issue(s) at hand. These matters are marathons, not a sprint, and with the union having had week, if not months, to work your employees, it takes time to unravel what they have fed your unit. As well, smaller groups lessen the operational impact on the company. Prior to any employee engagement(s), all front-line management personnel shall receive training on the aforementioned material, as well as talking points and suggestions effectuating improved communication. Also, while one consultant is conducting education engagements, the other will be visiting job sites and engaging one-on-one with employees in the field.

The consultant(s) shall also engage employees in a one-on-one basis to answer questions which may or may not have been addressed in the group engagements. The objective of all engagements is *NOT* to 'bash' the union, but rather to focus on providing employees with the necessary information and insight to make an informed decision on election day and/or prevent an attempted union intrusion. It is our experience that once employees have a firmer grip on the law and the realities of the union/employer dynamic, they are much more likely to grant the employer the proverbial 'last chance'. At this point, after a successful campaign, or preemptive engagement, MSC Consulting will convene with the employer and, based on information gathered from employees during the campaign/engagements, guide and advise to changes/adjustments which will effectuate a better working environment for the employee and employer alike. We do *NOT* leave 'scorched earth' after a campaign.

We have a simple, time proven philosophy: the most effective way to prevent a union intrusion is NOT to 'bash' the union, but to focus on creating a better workplace for the employees, and employer, by cultivating a 'marriage' between the parties.

FEE SCHEDULE:

The fee for the above-mentioned service(s) is \$3,000/day ~~\$3,250/day~~ for the Lead Consultant and \$2,750/day ~~\$3,000/day~~ for each Senior Consultant. Plus, all travel expenses (Airfare, Lodging, Rental Car, Meals (\$75/day *per diem*), etc.). A consulting day is understood to be any day in which MSC Consulting services are utilized, on site, either through direct/indirect employee engagements, employer meetings, discussions, etc. Teleconferences, video meetings and/or any offsite/remote meetings, research, etc. shall be billed at the rate of \$350/hour ~~\$400/hour~~, however, there is no charge for these services in any day MSC is on-ground. The number of consultants shall be determined by MSC Consulting, the company and company's counsel.

***An initial remote consultation is provided free of charge as well.**