

7/29/24

Dear Luis,

We are pleased to offer you a position as a Junior Labor Relations Consultant with Action Resources on a 1099 contractor basis. We believe that your expertise and experience will be a valuable asset to our team.

**Position Title**: Junior Labor Relations Consultant

**Compensation**: You will receive a base salary of $55,000 per year or $100 per hour, whichever is greater. When you are not on an assignment, your base salary will be prorated and paid on a monthly basis until you have reached an annual amount of $55,000. Should your hourly earnings exceed the base salary, the higher amount will be paid and, going forward, earnings will then be based on hours worked.

**Contract Duration**: Your contract will commence on 7/29/24 and will continue until 7/29/25, unless terminated earlier in accordance with the terms outlined below.

**Payment Terms**: Payments will be made on a monthly basis via ACH wire transfer. When deployed, detailed invoices should be submitted at the end of the week on Saturday before 5:00 PM PST. Send invoices to admin@laborconsultants.com.

**Work Schedule**: You are expected to work at least 50 hours per week. However, you have the flexibility to set your own schedule in accordance with the project requirements as set by the client.

**Independent Contractor Status**: This position is offered on an independent contractor basis. As such, you will be responsible for your own taxes, insurance, and benefits. This agreement does not constitute an employment relationship, and you will not be entitled to any employee benefits.

**Confidentiality and Non-Disclosure**: You will be required to sign a Confidentiality and Non-Disclosure Agreement to protect the proprietary information of Action Resources.

**Termination Clause**: Either party may terminate this agreement with 15 days' written notice. In the event of termination, you will be compensated for hours worked up to the termination date.

**Other Terms and Conditions**: Contractors are responsible for their own travel expenses. Travel expenses will be reimbursed when invoices are paid by the client.

Please sign and return a copy of this letter to indicate your acceptance of the terms outlined above. We look forward to working with you.

Sincerely,

Alex Casillas

President

Action Resources

---

**Acceptance**:

I, Luis Amaya, accept the terms and conditions of this offer as stated above.

Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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