

RATE ADJUSTMENT ADDENDUM

This Rate Adjustment Addendum to the Staffing Agreement (“Agreement”) is made as of November 17, 2023, by and between Branding Iron Holdings, Inc. (“Client”) and Corporate Management Group, Inc. (“CMG”).

Effective November 20, 2023, the bill rate schedule below shall replace the Rate Adjustment Addendum of December 2020.

Billing Multiplier by Employee time of employment	Regular hours	Overtime hours	Vacation/Holiday
Hire date to 90 days	1.38	1.30	1.30
91 days up to 12 months	1.36	1.30	1.30
12 months up to 36 months	1.34	1.30	1.30
36 months to 48 months	1.33	1.30	1.30

Employees shall rollover to Branding Iron’s employ at 48 months.

5 Month Rehire Rule: For employees that leave employment at Branding Iron for any reason and are rehired/return within 5 months, shall keep their original hire date for bill rate purposes. Employees returning after 5 months, will be given a new hire date for bill rate purposes.

AGREED:

Branding Iron Holdings, Inc.

Corporate Management Group, Inc.

Signature

Signature

Printed Name

Printed Name

Title

Title

Date

Date