

## Exhibit A Rate Schedule

	Regular hours
Cuyahoga Falls, OH Recruited Rate	1.40
Long Beach, CA Recruited Rate	1.48
PSL Rate	1.28

**Early Conversion Fee:**

Client agrees to pay a conversion fee for converting an employee prior to working 90 days. The fee is based on an assigned employee's annualized compensation according to the following schedule:

- 1-30 days - 15%
- 31-60 days - 10%
- 61-90 days - 5%
- 91+ day - No fee

**Mandated Paid Sick Leave (PSL):** California Sick Pay became mandated to all employers effective July 1, 2015. CMG/ESSG agrees to pay employee PSL and bill client for hours used by associate at a lowered rate listed in table above. Associate starts accruing PSL on first day of employment with CMG/ESSG. Associate cannot use PSL until 90<sup>th</sup> day of employment. Associate accrues 1-hour every 30-days. Client agrees to pay any government mandated employee benefits that may arise during the term of this agreement.

**Work description:** Rubber Injection Molding, Packaging, Distribution

**Locations:** Cuyahoga Falls, OH. Long Beach, CA

**Additional Fees:**

Physicals, Drug tests or DOT checks will be billed to CLIENT as a "pass-thru cost" at the same rate/amount as charged to CMG/ESSG. Standard Background checks are included in the above bill rate.

**AGREED:**

**Client:**

**Signature:** Ter. m. Floyd

**Printed Name:** Ter. m. Floyd

**Title:** HR Director

**Dated:** 10-8-19