

**Exhibit A
Rate Schedule**

	Hours worked
Administrative	1.38
Warehouse	1.46
Driver (CDL& Non CDL)	1.49

Payment is due 30 days from receipt of invoice.

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+ days - No fee

Work description: Distribution of Electrical Products

Location: Colorado, Arizona

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.

Assigned Employees who select health coverage that requires an employer contribution, the Client agrees to pay the amount of employer contribution

Government mandated PTO, Sick Time, Parental Leave or any other type of leave, if required in the Client's State or municipality, shall be billed at the regular hourly bill rate for such hours.

AGREED:

Client:

By: BRANDON B. RIEDEL JR.
Title: DIRECTOR OF OPERATIONS
Date: 10/16/2024