National Response Corporation Mexico NRC S de RL de CV

Tax ID of the Company (*RFC or Cédula Fiscal*) ***RCF # NRC160930J31***

Incorporated in the United States of Mexico September 30, 2016

CAPITAL STOCK, EQUITY INTERESTS AND PARTNERS

FIFTH. The capital stock of the Company is variable. The minimum fixed portion of the capital stock, not subject to withdrawal right, is the amount of FIFTHY THOUSAND MEXICAN PESOS. The variable portion of the capital stock is unlimited. The equity interests in which the capital stock is divided may have different values, but in any case such value shall be of ONE MEXICAN PESO or a multiple thereof.

Local General Counsel:
Aurelio Valtierra Nájera (our Main Contact)
Passport Id: No. G20906934
Av. Prolongación Paseo de la Reforma No. 215,
Oficina 503, 5o. Piso
Col. Paseo de las Lomas
Ciudad de México, 01330
Tel: +52 (55) 5292 8343, 5292 7005
Santa Fe

Jr. Partner
Rodrigo Valtierra Juarez
Av. Prolongación Paseo de la Reforma No. 215,
Oficina 503, 5o. Piso
Col. Paseo de las Lomas
México, D.F. 01330
Tel: +52 (55) 5292 8343, 5292 7005
Santa Fe

Employment Legal Team:
Basham, Ringe y Correa, S.C.
Jorge G. De Presno A. Sr. Partner
Paseo de los Tamarindos 400-A 9° Piso
Bosques de Las Lomas, Ciudad de México
Dir. (52) (55) 5261 0442
Fax (52) (55) 5261 0411
jorgedepresno@basham.com.mx
www.basham.com.mx

Luis Álvarez, Partner
Paseo de Tamarindos 400-A 9° Piso
Bosques de Las Lomas, Ciudad de México.

Dir. (52) (55) 5261 0571
Fax (52) (55) 5261 0496
lalvarez@basham.com.mx
www.basham.com.mx

Pariso Base:

Oscar Velasquez
Superintendent
Carretera Estatal Paraiso – Comalcalco, Moctezuma 1ra Seccion Paraiso, Tabasco
p: +5219331325021 c: +5219331325021
ovelasquez@nrcc.com

Altamira Base:

Jesus Rivero
Manager MEX
Camino Antiguo al Ejido Flores Magon 1801-A, Ejido Flores Magon Altamira, Tamaulipas
p: c: +52 1 933 103 8212
jrivero@nrcc.com

Direct New Hires:

If we are not going to hire an outsourcing company as Match Personnel (Staffing Agency that we have a contract with). What we have learned and dealt with, is that employment advertising is not as common as used to be. A more common practice is to have LinkedIn to advertise/search for talent. We have seen also different companies using this website https://www.occ.com.mx/ looking for local talent. In any case is always important to validate certain background information prior to make any work offer or even disclose any type of information about NRC´s businesses in Mexico.

Union: Federacion Obrera sindical de la Repulica Mexicana
Union Representative: **MR. ROBERTO MENDOZA LEON, GENERAL SECRETARY**

No matter the option we choose to hire residents, it is advised to have a **CBA ("Collective Bargaining Agreement" a/k/a "a Draw Agreement"**) in place before rolling out any hiring initiative since it is very important to protect the Company from any intrusive union's trying to get money from the company through the signing of a CBA we currently have an agreement in place with a local union in Villahermosa, Tabasco that covers both bases. **Document Name: NRC-CBA**

On-Boarding Process:

Please note we currently have 3 Fixed Term employees that get a different document for Step 6. Fixed Term employees are renewed yearly, so long as the contract they have been hired for is still relevant.

Step 1 Employment Application to be completed
Step 2 Privacy Notice for Employee to Execute
Step 3 Verbal Offer made by Supervising Manager
Step 3.a Drug test and Physical- Arrangements are made, once results are in offer is confirmed, then move on to Step 4.

Step 4 Action form to be completed by supervisor
Step 5 Notification to Union representative (in this case no notice is necessary since we are simply replacing a position not creating a new one which will not affect the union Drawer Agreements. ***ONLY NOTIFY UNION WHEN IT IS A NEWLY CREATED POSITION***.
Step 6 Employment Agreement to be completed Eng/Spa ***Fixed Term employees that get a different document***
Step 7 Policies are provided
(7.) Mex ILR (Internal Labor regulations
(8.) Code of Business Conduct
(9.) Anti - Corruption & FCPA Policy Presented to Employee
Step 10. Verbal Confirmation of benefits Benefits Summary ** I found the 2017 document, but will need to be updated to match our current policies***

a. Benefits Election Form
b. Spousal Surcharge Form

Step 11. Policies are Acknowledged
Step 12. Review all executed material and Confirm Start date and collect data for Form 13.
Step 13 to be completed with additional attachments Once completed form and attachments will be presented to BDO and employee will be enrolled in the Mexican payroll By the finance team Currently done by Richard Carmo (he has not onboarded anyone yet so there still may be a learning curve for him in this process).

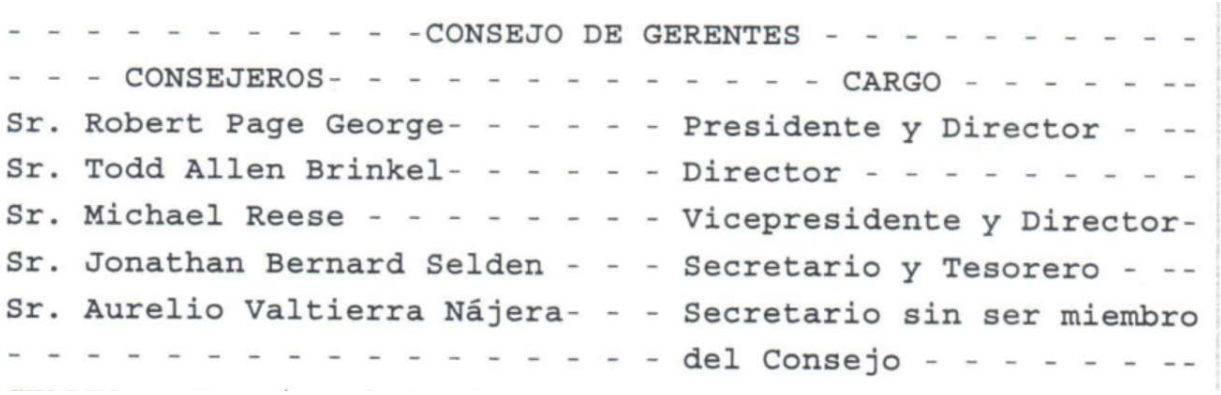
a) Employment contract-Executed
b) Birth Certificate Official Copy
c) CURP Copy
d) RFC Copy
e) OFFICIAL ID Copy

Current Directors and Officers:

I am awaiting the issuance of new D&O's for this entity

For Mexico other than one person needs to be a **natural citizen**, Per the AOI Management. The management of the Company shall consist of a Board of Managers composed of at least [3 (three)] managers, appointed by the partners meeting and each of them will remain in their positions as manager as long the partner meeting has not make a new appointment and such new manager taken office.

Name	Title	Passport ID No.
Robert Page George	Director, President	561893456
Michael Reese	Director, Vice president	56027569
Todd Allen Brinkel	Director	564243009
Jonathan B. Selden	Secretary and Treasurer	489659493
Aurelio Valtierra Najera	Secretary	G20906934



- - - - - - - - - - -CONSEJO DE GERENTES - - - - - - - - - -
- - - CONSEJEROS- - - - - - - - - - - - - CARGO - - - - - - --
Sr. Robert Page George- - - - - Presidente y Director - --
Sr. Todd Allen Brinkel- - - - - Director - - - - - - - - -
Sr. Michael Reese - - - - - - - Vicepresidente y Director-
Sr. Jonathan Bernard Selden - - - Secretario y Tesorero - --
Sr. Aurelio Valtierra Nájera- - - Secretario sin ser miembro
- - - - - - - - - - - - - - - - - del Consejo - - - - - - --

Passports:


MICHIGAN
DRIVER LICENSE
B 652 799 051 470
DOB 06-19-1969
ISS 07-13-2020
EXP 06-19-2024
TODD ALLEN BRINKEL
4118 BROOKVIEW CT
ANN ARBOR, MI 48108-2768
Sex M
Hgt 510
Eyes BRO
Lic Type D
End NONE
Restrictions NONE
DONOR


We the People
Of the United States,
SIGNATURE OF BEARER / SIGNATURE DU TITULAIRE / FIRMA DEL TITULAR
PASSPORT
PASSEPORT
PASAPORTE
USA
UNITED STATES OF AMERICA
P
USA
564243009
BRINKEL
TODD ALLEN
UNITED STATES OF AMERICA
19 Jun 1969
MICHIGAN, U.S.A.
M
01 Mar 2017
United States
Department of State
28 Feb 2027
SEE PAGE 27
USA
P<USABRINKEL<<TODD<ALLEN<<<<<<<<<<<<<<<<<<<<
5642430095USA6906193M2702283280509836<775226


We the People
Of the United States,
in Order to form a more perfect Union,
establish Justice, insure domestic Tranquility,
provide for the common defence,
promote the general Welfare, and secure
the Blessings of Liberty to ourselves and
our Posterity, do ordain and establish this
Constitution for the United States of America.
SIGNATURE OF BEARER / SIGNATURE DU TITULAIRE / FIRMA DEL TITULAR
3
PASSPORT
PASSEPORT
PASAPORTE
USA
UNITED STATES OF AMERICA
Type / Type / Tipo
P
Code / Code / Código
USA
Passport No. / No. du Passeport / No. de Pasaporte
561893456
Surname / Nom / Apellidos
GEORGE
Given Names / Prénoms / Nombres
ROBERT PAGE
Nationality / Nationalité / Nacionalidad
UNITED STATES OF AMERICA
Date of birth / Date de naissance / Fecha de nacimiento
26 Mar 1958
Place of birth / Lieu de naissance / Lugar de nacimiento
MASSACHUSETTS, U.S.A.
Sex / Sexe / Sexo
M
Date of issue / Date de délivrance / Fecha de expedición
29 Mar 2018
Authority / Autorité / Autoridad
United States
Department of State
Date of expiration / Date d'expiration / Fecha de caducidad
28 Mar 2028
Endorsements / Mentions Spéciales / Anotaciones
SEE PAGE 51
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We the People
Of the United States,
SIGNATURE OF BEARER / SIGNATURE DU TITULAIRE / FIRMA DEL TITULAR
3
PASSPORT
PASSEPORT
PASAPORTE
USA
UNITED STATES OF AMERICA
Type / Type / Tipo
P
Code / Code / Código
USA
Passport No. / No. de Passeport / No. de Pasaporte
560276569
Surname / Nom / Apellidos
REESE
Given Names / Prénoms / Nombres
MICHAEL
Nationality / Nationalité / Nacionalidad
UNITED STATES OF AMERICA
Date of birth / Date de naissance / Fecha de nacimiento
27 Jun 1962
Place of birth / Lieu de naissance / Lugar de nacimiento
INDIANA, U.S.A.
Sex / Sexe / Sexo
M
Date of issue / Date de délivrance / Fecha de expedición
14 Jun 2017
Authority / Autorité / Autoridad
United States
Department of State
Date of expiration / Date d'expiration / Fecha de caducidad
13 Jun 2027
Endorsements / Mentions Spéciales / Anotaciones
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We the People
SIGNATURE OF BEARER / SIGNATURE DU TITULAIRE / FIRMA DEL TITULAR
PASSPORT
PASSEPORT
PASAPORTE
USA
UNITED STATES OF AMERICA
P
USA
489659493
SELDEN
JONATHAN BERNARD
UNITED STATES OF AMERICA
15 Aug 1986
MASSACHUSETTS, U.S.A.
M
21 Mar 2012
United States
Department of State
20 Mar 2022
SEE PAGE 27
USA
P<USASELDEN<<JONATHAN<BERNARD<<<<<<<<<<<<<<
489659493USA8608158M2203207249316827<917566



PASAPORTE

02352398

Estados Unidos Mexicanos

Tipo: P

Clave del país de expedición: MEX

Pasaporte No.: G20906934

Apellido(s): VALTIERRA NAJERA

Nombre(s): AURELIO

Nacionalidad: MEXICANA

Fecha de nacimiento: 03 05 1957

CURP: VANA570503HDFLJR01

Sexo: M

Lugar de nacimiento: DISTRITO FEDERAL

Fecha de expedición: 01 06 2016

Fecha de caducidad: 01 06 2022

Autoridad: CUAJIMALPA

P<MEXVALTIERRA<NAJERA<<AURELIO<<<<<<<<<<<<<<

G209069343MEX5705034M2206013<<<<<<<<<<<<<<02