



Client Expectation Form

As a political candidate utilizing SMD Consulting Services to provide workers for my campaign, I understand and agree to the following expectations:

1. **Compliance with Laws:** I will comply with all applicable federal and state labor laws and regulations, including those governing wages, hours, and working conditions of temporary workers provided by staffing companies.
2. **Fair Wages:** I will pay temporary workers a fair wage, at or above the minimum wage established by law, for all hours worked.
3. **Safe Working Conditions:** I will ensure that temporary workers are provided with a safe working environment and adequate training to perform their duties safely.
4. **Clear Job Descriptions:** I will provide clear job descriptions and duties to staffing companies for temporary workers, including the number of hours and days of work required.
5. **Respectful Treatment:** I will ensure that temporary workers are treated with respect and dignity, and not subject to harassment, discrimination or retaliation.
6. **Communication:** I will maintain open communication with the staffing company to ensure that all temporary workers are adequately trained, supported and equipped to perform their duties to the best of their ability.
7. **Accountability:** I will hold the staffing company accountable for any violations of labor laws or regulations, or any mistreatment of temporary workers.
8. **Advance Notice:** I understand that staffing companies require advance notice to provide temporary workers, and therefore, I agree to contact the staffing company with any staffing requests at least 48 hours in advance.
9. **Payment Process:** I understand that payments for temporary workers should be made directly to the staffing company and not to the temporary workers. I agree to make all payments in a timely manner, and in accordance with the agreed-upon terms and conditions between myself and the staffing company.

By signing this expectation form, I acknowledge that I have read and understand the expectations and agree to comply with them to the best of my ability.

Print Name _____ Date _____

Signature _____ Date _____