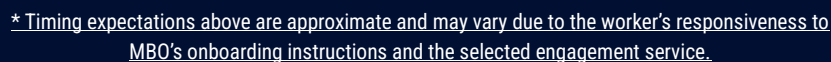




MBO Partners / SMX Engagement Lifecycle Process Summary

This document explains the processes behind the four key areas of the MBO solution: finding the right independent talent, determining the best way for them to engage, helping them complete their onboarding requirements, and handling all ongoing financial administration and support.



while the Business Services process may take up to 10 days due to business establishment requirements.

The sections that follow provide step-by-step explanations of each area of the engagement cycle.



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1. TALENT SOURCING AND REFERRAL

Note: MBO provides our engagement services for independent professionals who are sourced through MBO's Workforce Sourcing solution or whom SMX managers identify internally and refer to us.

1. Need help with sourcing? You can simply email Michael Cavaluzzi at mcavaluzzi@mbopartners.com, and include the below information, to take advantage of MBO's full-service independent workforce sourcing solution.
 - a. Your name, title, email, and phone number.
 - b. The position's title, estimated pay range, key skill requirements, location(s) / remote, estimated project duration (start and end dates), and security clearance (if required).

Your ITN (Independent Talent Network) Team Manager will follow up to finalize the details of the role and then begin the process of recruiting, screening, and submitting vetted Talent for your review. For most roles, MBO's ITN team can deliver high-quality talent in 72 hours or less. You simply select the candidate which best matches your needs and we will then initiate our standard onboarding process.

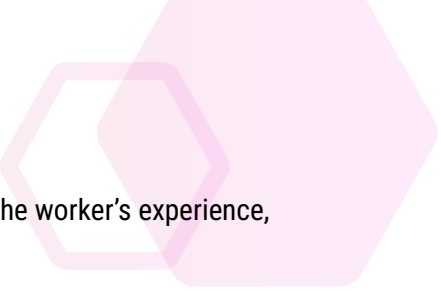
2. Source the right independent worker for your project directly (i.e., outside of the SMX staffing network/process). Once you have identified the right worker for your project, you can work with the SMX Subcontracts team to refer them to MBO.

Once a resource has been selected through one of the above options, MBO will determine the appropriate engagement service and initiate the onboarding process as outline

2. MBO ENGAGEMENT SERVICE DETERMINATION

Note: Because no two independent workers are alike, MBO offers three services—**Vendor Services**, **Business Services**, and **Payroll Services**—to ensure an engagement experience ideally suited to each workers' unique characteristics.

1. MBO directs the worker to complete our proprietary online Engagement Questionnaire.
Timing: Day 1
2. MBO reviews the questionnaire responses and, if necessary, conducts a personal consultation with the worker to fill in gaps or clarify ambiguities.
Timing: Typically Day 1 or 2 (subject to the worker's responsiveness)

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3. Based on the above, MBO determines the engagement service that best fits the worker's experience, preferences, business structure, and vendor qualification status.
Timing: Typically Day 1 or 2 (subject to the worker's responsiveness)

3. ONBOARDING

Note: MBO monitors each referral's progress in completing the onboarding steps and provides regular reminders to avoid delays.

1. MBO provides the worker a detailed list of onboarding steps that include SMX-specific tasks (immediately below). Candidates for Business Services or Vendor Services also complete qualification or business-related tasks (further below). In most cases, workers can complete both sets of tasks concurrently.
Timing: Immediately upon service determination
2. The worker undergoes a SMX-required background check.
Timing: Typically launched on Day 2 or 3 with results four to five days later
3. The worker completes appropriate SMX-required onboarding documents.
Timing: Typically Day 2 or 3
4. The worker completes a Federal I-9 form (W-2 engagements only).
Timing: Typically Day 2 or 3
5. The worker creates an account in the MBO system and signs the appropriate agreement with MBO.
Timing: Typically Day 2 or 3

Business-Related tasks: Vendor Services

1. MBO instructs vendor candidates to send us business documentation (Articles of Incorporation, Form W-9, proof of other clients, marketing examples, etc.).
Timing: Typically begins on Day 2 and often takes two to four days; can occur concurrently with remaining onboarding steps
2. MBO evaluates the worker's business for vendor qualification, including business documentation review, insurance confirmation, and ensuring adherence to qualification criteria. Non-qualified workers engage through Business Services or Payroll Services.
Timing: Within one business day of receiving the business documentation



Business-Related tasks: Business Services

1. If the worker already has a company, MBO requests and reviews supporting documentation (Articles of Incorporation, Form W-9, proof of other clients, marketing examples, etc.). Non-qualified workers engage through Payroll Services.
Timing: Typically begins on Day 2 or 3 and often takes two to four days; can occur concurrently with remaining onboarding steps
2. If the worker does not have a company, MBO assists with establishing a new compliant business. This may include filing the business with state agencies, securing a Federal EIN number, and more.
Timing: Typically begins on Day 2 or 3 and often takes four to seven days; can happen concurrently with remaining onboarding steps

4. Ongoing Payments, Management, and Support

1. MBO confirms completion of all onboarding activities and notifies you that the MBO onboarding process is complete. (Note: SMX may require the completion of additional non-MBO-related tasks before the project may begin.)
Timing: Within one business day of completion of the steps above
2. MBO provides the worker with detailed instructions for submitting hours, milestones, deliverables, and/or expenses.
Timing: Concurrent with step 1 above
3. MBO sends SMX an invoice that consolidates approved labor and expense submissions for everyone engaged through MBO.
Timing: Monthly, by the 5th of the following month
4. As they work, MBO provides all SMX independent workers their labor payments and reimburses SMX-billable expenses.
Timing: Payment timing varies by engagement service. See the grid below.
5. For workers engaged through Vendor Services or Business Services, MBO monitors each business's adherence to appropriate eligibility requirements.



Timing: Ongoing throughout the entire engagement

6. MBO’s experienced support professionals are standing by to answer workers’ questions, resolve issues, notify workers of program changes or upcoming events, and provide guidance related to getting the most from their independent practices.

PAYMENT TIMING EXPECTATION

Vendor Services or Business Services

After invoicing (step 3 above), MBO pays workers in the weekly pay cycle following SMX’s Net 30 terms. As such, workers in these services receive their payments 6 weeks after a given month ends. See the [SMX Payment Calendar](#) for details.

Payroll Services

MBO pays workers engaged through Payroll Services on Fridays, two weeks after a given work week (or sooner if required by state law).

Timing: Ongoing throughout the entire engagement