

# FORM LM-20 AGREEMENT AND ACTIVITIES REPORT

Form approved  
Office of Management  
and Budget  
No. 1245-0003  
Expires 07-31-2019



This report is mandatory under P.L. 86-257, as amended. Failure to comply may result in criminal prosecution, fines, or civil penalties as provided by 29 U.S.C. 439 or 440. Required of persons, including Labor Relations Consultants and Other Individuals and Organizations, Under Section 203(b) of the Labor-Management Reporting and Disclosure Act of 1959, as amended. (LMRDA)

631712  
**READ THE INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS REPORT.**

1. File Number: C- 00633

## Person Filing

2. Name and mailing address (include ZIP Code):

Name Steven A Beyer  
Title Partner  
Organization The Crossroads Group  
P.O. Box, Bldg., Room No., if any 505  
Street 63 Via Pico Plaza  
City San Clemente  
State California ZIP Code + 4 92672

3. Any other address where records necessary to verify this report are kept:

Name  
Title  
Organization  
P.O. Box, Bldg., Room No., if any  
Street  
City  
State ZIP Code + 4

4. Date fiscal year ends:

Dec / 31

5. Type of person:

a. ☐ Individual b. ☒ Partnership c. ☐ Corporation d. ☐ Other (Specify):

## Nature of Agreement or Arrangement

6. Full name and address of employer with whom made (include ZIP Code):

Name Dan Egeler  
Organization XPO Logistics  
Trade Name, if any  
P.O. Box, Bldg., Room No., if any 100  
Street 2211 Old Earhart Road  
City Ann Arbor  
State Michigan ZIP Code + 4 48105

7. Date entered into:

8 / 30 / 2016

8. Name of person(s) through whom made:

Name Dan Egeler  
Name  
Name  
Name  
Name

## Signatures

Each of the undersigned declares, under penalty of perjury and other applicable penalties of law, that all of the information submitted in this report (including the information contained in any accompanying documents) has been examined by the signatory and is, to the best of the undersigned's knowledge and belief, true, correct, and complete. (See Section VII on penalties in the instructions.)

13. Signed

*Steven A Beyer*  
Title Other (Specify) Partner

President.  
(If other title, see  
instructions)

On

1/6/2017

Date

(949) 248-0884

Telephone Number

14. Signed

*Michael Dana Penn*  
Title Other (Specify) Partner

Treasurer  
(If other title, see  
instructions)

On

01/10/17

Date

(818) 999-5632

Telephone Number

Filer: Steven Beyer

File Number C-

9. Check the appropriate box to indicate whether an object of the activities undertaken, is directly or indirectly:

- a. ☒ To persuade employees to exercise or not to exercise, or persuade employees as to the manner of exercising, the right to organize and bargain collectively through representatives of their own choosing.
- b. ☐ To supply an employer with information concerning the activities of employees or a labor organization in connection with a labor dispute involving such employer, except information for use solely in conjunction with an administrative or arbitral proceeding or a criminal or civil judicial proceeding.

10. Terms and conditions (Explain in detail; see instructions. Written agreements must be attached.):

Payment on a fee-for-service basis at an hourly rate of \$350.00 per hour, plus reasonable and customary expenses.

**Specific Activities to be Performed**

11. For each activity, separately list in detail the information required (See instructions):

a. Nature of activity:

To assist the employer with their communication efforts to advise employees of their Section 7 rights and furnish them with information regarding third-party representation.

11.b. Period during which performed:

9/11-22/2016

11.c. Extent performed:

Complete

11.d. Name and address through whom performed:

Name Steven A Beyer

Organization The Crossroads Group

P.O. Box, Bldg., Room No., if any 505

Street 63 Via Pico Plaza

City San Clemente

State California ZIP Code + 4 92672

Additional Name and address through whom performed, if any:

Name

Organization

P.O. Box, Bldg., Room No., if any

Street

City

State ZIP Code + 4

12.a. Identify subject groups of employees:

Driver Sales Reps; Customer Service Reps; Dock Workers; Maintenance Technicians at Service Centers in Minneapolis, Eagan, and Brainard, MN

12.b. Identify subject labor organizations:

IBT and other labor organizations generally