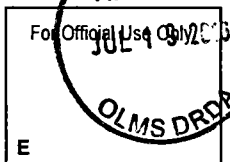


# FORM LM-20 AGREEMENT AND ACTIVITIES REPORT

Form approved  
Office of Management  
and Budget  
No. 1215-0188  
Expires 11-30-2006



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)

625474

READ THE INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS REPORT.

1. File Number: C- 00633

## Person Filing

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

Name Michael D Penn  
Title Partner  
Organization The Crossroads Group  
P.O. Box, Bldg., Room No., if any  
Street 63 Via Pico Plaza, Suite 505  
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 Dave Poffenberger  
Organization Capstone Logistics, LLC  
Trade Name, if any  
P.O. Box, Bldg., Room No., if any  
Street 6525 The Corners Parkway, Suite 520  
City Peachtree Corners  
State Georgia ZIP Code + 4 30092

### 7. Date entered into:

7 / 1 / 2016

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

Name Dave Poffenberger  
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 Michael D Penn President  
(If other title, see instructions)

Title Other (Specify)  
Partner

On 07/11/2016 818-999-5632  
Date Telephone Number

14. Signed Steve Ammann Treasurer  
(If other title, see instructions)

Title Other (Specify)  
Partner

On 7-13-2016 949-248-0884  
Date Telephone Number

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 the hourly rate of \$350.00 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's communication efforts to advise employees of their Section 7 rights and provide them with information regarding third-party representation

11.b. Period during which performed:

07/05 - 07/07/16

11.c. Extent performed:

Completed

11.d. Name and address through whom performed:

Name Ricardo Pasalagua

Organization The Crossroads Group

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

Street 63 Via Pico Plaza, Suite 505

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:

All employees working for the Employer at the UNFI distribution center in Aurora, Colorado

12.b. Identify subject labor organizations:

IBT Local 455