

FORM LM-20

AGREEMENT AND ACTIVITIES REPORT



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)

READ THE INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS REPORT.

509846

1. File Number: C- 00525

Person Filing

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

Name

Title

Organization LRI Consulting Services Inc

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

Street 7850 South Elm Place, Suite E

City Broken Arrow

State Oklahoma

ZIP Code + 4 74011

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

Organization Alro Steel Corporation

Trade Name, if any

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

Street 3100 East High Street

City Jackson

State Michigan

ZIP Code + 4 49203

7. Date entered into:

12 / 12 / 2012

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

Name Dave

Zontek

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

Title President

President
(If other title, see
instructions)

14. Signed

Title Treasurer

Treasurer
(If other title, see
instructions)

On 1/11/2013

Date

918-455-9995

Telephone Number

On 1/11/2013

Date

918-455-9995

Telephone Number

Filer: LRI Consulting Services Inc	File Number C- 00525
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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.):

see attached

Specific Activities to be Performed	
<p>11. For each activity, separately list in detail the information required (See instructions):</p> <p>a. Nature of activity:</p> <p>Engaged to communicate to employees regarding exercising their rights to organize and bargain collectively.</p>	
<p>11.b. Period during which performed:</p> <p>various days beginning 12/19/12</p>	<p>11.c. Extent performed:</p> <p>Fully Performed</p>
<p>11.d. Name and address through whom performed:</p> <p>Name Scott Michel</p> <p>Organization</p> <p>P.O. Box, Bldg., Room No., if any</p> <p>Street 819 Herman Road</p> <p>City Horsham</p> <p>State Pennsylvania ZIP Code + 4 19044</p>	<p>Additional Name and address through whom performed, if any:</p> <p>Name</p> <p>Organization</p> <p>P.O. Box, Bldg., Room No., if any</p> <p>Street</p> <p>City</p> <p>State ZIP Code + 4</p>
<p>12.a. Identify subject groups of employees:</p> <p>Production Employees</p>	<p>12.b. Identify subject labor organizations:</p> <p>Steelworkers</p>



LRI Consulting Services, Inc.

phone 800-888-9115
fax 918-455-9998

www.LRIonline.com

Proposal

December 12, 2012

Dave Zontek, Director of Human Resources
Alro Steel Corporation
3100 East High Street
Jackson, MI 49203

517-787-5500
DZontek@alro.com

RE: Petition 30-RD-94463

Situation Assessment

You have asked for a proposal to provide communication materials and consulting services to assist with communicating to employees during up coming union election. You want to make sure that your communications are legally sound and provide the best opportunity to build trust with your employees.

Proposed Intervention(s)

We will provide on-site services where our consultant will educate employees about the bargaining process and their legal rights. We will assist you and your legal counsel to develop a complete campaign strategy based on your unique circumstances. In addition, our campaign consultant(s) will speak directly with your employees.

Objectives

- Our objective is to educate employees without meritorious objections or unfair labor practice charges.

Value to Organization

- You avoid a steep and slippery learning curve and are free to do the most important trust- receive a proven program, with over 10,000 successful client engagements;
- Your communication strategy is legally proven and sound. Our communication tools have never been found to be objectionable by the NLRB in thousands of elections;
- You avoid a steep and slippery learning curve and are free to do the most important trust-building work. You can talk to employees without engaging in "mud-slinging" – you are free to spend your time on a positive message about the company.

Terms and Conditions

The fee for consulting is \$3000 per consultant per day (plus travel expenses). The retainer amount for consulting is \$9,000. For purposes of this proposal a consulting day means each calendar day worked by each consultant. If more than one consultant is working on your case the parties understand and agree that multiple consulting days may be worked on each calendar day.

The hourly fee for Ron Pfeifer is \$375 per hour per (plus travel expenses).

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Labor Relations Institute, Inc.

7850 S. Elm Place - Suite E
Broken Arrow, OK 74011



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Payment Terms

All fees are due upon the delivery of the consulting services and are non-refundable. You will receive regular statements outlining the number of hours expended on your behalf and those statements are due upon receipt. You also agree to coordinate, arrange and pre-pay consultant's airfare, hotel accommodations and, if deemed necessary, a rental car. Any fees and expenses incurred by consultant will be billed to you and you agree to pay those invoices upon receipt and to settle those statements within 7 days and to provide a credit card for us to settle outstanding invoices not paid by that time. You agree and acknowledge that failure to pay fees or expenses associated with this project under these terms will result in reassignment of consultant(s), a penalty of the maximum allowable interest rate per month plus any costs we incur to collect an outstanding balance, until all outstanding invoices are paid in full.

It is further understood that all materials included in or with the above referenced items or programs are fully covered and protected by federal copyright laws. Federal law provides civil and criminal penalties for the unauthorized reproduction, distribution or exhibition of protected products. Criminal copyright infringement is investigated by the FBI and may constitute a felony penalty of up to five years in prison and/or a \$250,000 fine. You further acknowledge that no representation by LRI or its representatives were relied on by you or any member of your company in entering this agreement, and that this document represents the full understanding of the parties. You also acknowledge and agree that we have informed you of the obligation to report any direct persuader activity performed on your behalf to the United States Department of Labor by both our firm and your firm and that failure to timely file these reports can subject your company criminal penalties. Your payment, in the absence of your signature below, indicates your acceptance of this project and the terms and conditions as stated herein. The parties agree that Oklahoma law governs any dispute between them and to resolve any disputes by arbitration in Tulsa, Oklahoma under the American Arbitration Association rules.

Acceptance

We accept the proposal above and the intervention(s) selected:

For LRI Consulting Services, Inc.

Phillip B. Wilson, President/General Counsel

Date: December 12, 2012

For Alro Steel Corporation

Dave Zontek, Director of Human Resources

Date:

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