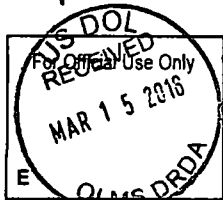


FORM LM-20 AGREEMENT AND ACTIVITIES REPORT

Form approved
Office of Management
and Budget
No. 1245-0003
Expires 08-31-2016



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)

617624

READ THE INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS REPORT.

1. File Number: C.

65203

Person Filing

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

Name Mark A Lema

Title Founder & CEO

Organization Lema & Associates

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

Street PO Box 129

City Burlington

State New Jersey

ZIP Code + 4 08016

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 CLP Resources, Inc

Trade Name, if any

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

Street 1015 A Street

City Tacoma

State Washington

ZIP Code + 4 98402

7. Date entered into:

12 / 2 / 2013

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

Name

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

03/01/16
Date

609-386-0144
Telephone Number

On

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.):

Verbal Agreement with Kulture Consulting L.L.C. Agreement included a fee per day and payment of reasonable expenses.

Specific Activities to be Performed

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

a. Nature of activity:

Retained to conduct informational and educational meetings with employees and members of the management team regarding the procedures under the NLRB secret ballot election and their rights and duties under the NLRA.

11.b. Period during which performed:

Various days starting on 12/02/13

11.c. Extent performed:

11.d. Name and address through whom performed:

Name

Organization Kulture Consulting L.L.C.

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

Street 230 Passaic Ave.

City Fairfield

State New Jersey

ZIP Code + 4 07004

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:

Solar Panel Instalers

12.b. Identify subject labor organizations:

LABORERS LOCAL NO. 1184

1. The first part of the document is a list of the names of the persons who have been named in the document.

2. The second part of the document is a list of the names of the persons who have been named in the document.

3. The third part of the document is a list of the names of the persons who have been named in the document.

4. The fourth part of the document is a list of the names of the persons who have been named in the document.

5. The fifth part of the document is a list of the names of the persons who have been named in the document.

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6. The sixth part of the document is a list of the names of the persons who have been named in the document.

7. The seventh part of the document is a list of the names of the persons who have been named in the document.

8. The eighth part of the document is a list of the names of the persons who have been named in the document.

9. The ninth part of the document is a list of the names of the persons who have been named in the document.

10. The tenth part of the document is a list of the names of the persons who have been named in the document.

11. The eleventh part of the document is a list of the names of the persons who have been named in the document.

12. The twelfth part of the document is a list of the names of the persons who have been named in the document.

13. The thirteenth part of the document is a list of the names of the persons who have been named in the document.

14. The fourteenth part of the document is a list of the names of the persons who have been named in the document.

15. The fifteenth part of the document is a list of the names of the persons who have been named in the document.