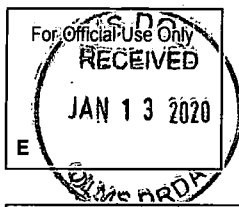


# FORM LM-20

## AGREEMENT AND ACTIVITIES REPORT

Form approved  
Office of Management  
and Budget  
No. 1245-0003  
Expires 09-30-2021



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.

713778

1. File Number: c- 00364

### Person Filing

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

Name **Mark Garrity**

Title **President**

Organization **Balance Incorporated**

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

Street **1022 Nevada Highway, Suite 422**

City **Boulder City**

State **Nevada**

ZIP Code +4 **89005**

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:

**December / 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 **The Mirage Las Vegas Hotel and Casino**

Trade Name, if any

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

Street **3400 South Las Vegas Boulevard**

City **Las Vegas**

State **Nevada**

ZIP Code +4 **89109**

7. Date entered into:

**January / 01 / 2020**

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

Name **Rudy Pulido**

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

President  
(If other title, see instructions)

Title **President**

14. Signed

Treasurer  
(If other title, see instructions)

Title **Treasurer**

On **01/07/2020**  
Date

**702-293-3576**  
Telephone Number

On **01/07/2020**  
Date

**702-293-3576**  
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.):

**\$25 - \$500 per hour. To facilitate every lawful action to avoid contamination by a business calling itself SPFPA. To determine employee human relations, communication, security, safety, and benefit and financial issues, and to provide and support for the lawful enhancement of the work environment, including management development and team building.**

#### Specific Activities to be Performed

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

a. Nature of activity:

**Educational group meetings, one-to-one contact, recommendations to management for lawful improvements and corrections, and research into the legal and financial dealings of the so called labor organization in question.**

11.b. Period during which performed:

**Ongoing**

11.c. Extent performed:

**Ongoing**

11.d. Name and address through whom performed:

Name

Organization **Balance Incorporated**

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

Street **1022 Nevada Highway, Suite 422**

City **Boulder City**

State **Nevada**

ZIP Code + 4 **89005**

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:

**The Security Officer Professionals as per NLRB  
Petition 28-RC-253872.**

12.b. Identify subject labor organizations:

**A business calling itself SPFPA.**