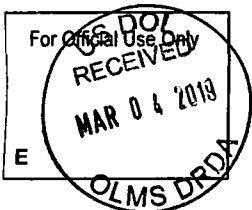


FORM LM-20

AGREEMENT AND ACTIVITIES REPORT

Form approved
Office of Management
and Budget
No. 1215-0188
Expires 11-30-2009



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.

690979

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 David Dahlberg

Organization Northwestern Wisconsin Electric Company

Trade Name, if any

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

Street 104 S. Pine Street

City Grantsburg

State Wisconsin

ZIP Code + 4 54840

7. Date entered into:

1 / 25 / 2019

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 Other (Specify)

Partner

President
(If other title, see
instructions)

14. Signed

Title Other (Specify)

Partner

Treasurer
(If other title, see
instructions)

On 2/19/2019

Date

(949) 248-0884

Telephone Number

On 02/24/19

Date

(818) 999-5632

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 an hourly rate of \$375.00, plus reasonable and customary expenses (see attached).

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 communications efforts to advise employees of their Section 7 rights, and furnish them with information related to third-party representation.

11.b. Period during which performed:

1/29/2019 - 2/9/2019

11.c. Extent performed:

Ongoing

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:

All Line Superintendents, Foremen, Leadmen, Linemen, Apprentice Linemen, Meter Technicians, Tree Crew members, Plant Operations & Maintenance personnel at the employer's Wisconsin locations in Grantsburg, Danbury, and Frederic.

12.b. Identify subject labor organizations:

IBEW Local 953



THE CROSSROADS GROUP
Labor Relations Consultants

Michael O. Pore - Partner
SUSAN M. Pore - Partner
DEBORAH L. Pore - Partner
STEVEN A. Pore - Partner
JAMES A. Pore - Partner
SHAWN M. Pore - Partner

Personal & Confidential

January 25, 2019

Mr. David Dahlberg
President
Northwestern Wisconsin Electric Company
104 South Pine Street
Grantsburg, WI 54840

Re: Agreement for Professional Services

Dear Mr. Dahlberg,

This letter will confirm that Northwestern Wisconsin Electric Company (the "Client") has retained The Crossroads Group Labor Relations Consultants ("Consultant") regarding general employee and labor relations activities at the Client's locations in Northwestern Wisconsin.

Our fees are charged on an hourly basis in minimum units of a quarter of an hour for all time expended on your behalf. You will receive my personal services, to be billed at the specially discounted rate of \$375.00. Clients are billed at the hourly rate for all time expended on their behalf, including all windshield time between Client's various facilities. Reasonable and customary out-of-pocket expenses are billed to the Client at cost on a direct pass-through basis with no increase by Consultant. Expenses include, but are not limited to, research data required by the Client, airline travel, lodging, meals, car rental, duplication services, and all similar out-of-pocket expenses. Consultant shall purchase coach class airline tickets when available and shall reserve reasonably priced business class hotel accommodations and rental cars. It is understood that the Client will reimburse Consultant for non-refundable airline tickets and/or change fees in the event of Client cancellation or postponement of an assignment.

Associated airline travel time, including travel to and from the airport is billed at one-half the hourly rate for all time needed to travel portal-to-portal. There shall be an eight hour per day minimum for services performed by Consultant. However, if Consultant performs services on a travel day, only actual hours worked for that day will be billed in addition to the travel time.

We agree to send you statements clearly showing the basis for our fees and charges by detailing the services rendered and costs incurred on a weekly basis. All fees and expenses not previously paid are due and payable upon receipt of each statement.



Northwestern Wisconsin Electric Company

January 25, 2019

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The Client agrees to pay the statement promptly and in full, understanding that if payment is not made in full within thirty (30) days of the statement date, the Client's account shall be considered past due and an interest charge may be added to the outstanding balance in an amount equal to one and one-half percent (1.5%) per month calculated daily.

Consultant is retained to provide independent and objective professional judgment and recommendations. Accordingly, a difference of opinion on a question of professional judgment shall not excuse the Client from fees and costs incurred in the collection of any outstanding accounts receivable.

Our firm always strives to offer our clients the greatest value possible by delivering the highest quality services in a timely fashion. In return, we request that upon receipt of our statements, you review them to determine if you have any questions or comments. If so, please call me directly. Furthermore, we reserve the right to withdraw as your Consultant if you fail to pay our statements and other bills in a timely manner.

If Consultant is requested by Client, or if because of an assignment, Consultant is required by judicial or administrative process, to participate, appear, or testify in anticipation of, or during legal or dispute resolution proceedings of any kind during the period Consultant is providing services or thereafter, Consultant will reasonably comply with any such request or requirement based on advice of legal counsel. If Consultant does so participate in any manner, the Client shall pay to Consultant all professional fees and other fees of Consultant in effect as well as the cost and expenses, including attorneys' fees, incurred in anticipation and resulting from such proceedings. These fees and expenses are in addition to any fees paid or owed for services performed or to be performed.

Any controversy or claim arising out of or relating to this Agreement, its validity, or the breach thereof, shall be settled by binding arbitration in accordance with the Commercial Arbitration Rules of the American Arbitration Association (AAA). A single neutral arbitrator shall be appointed in accordance with the AAA Rules to resolve the dispute.

The arbitrator shall be an attorney who is knowledgeable in business and labor laws, and who is experienced in labor relations and union organizing activities involving employers. The arbitration hearing shall be held in Orange County, California. This contract shall be interpreted and governed by the laws of the State of California. The arbitrator shall award to the prevailing party all its costs and fees, including AAA filing and administrative fees and attorneys' fees.

Judgment upon the award rendered by the arbitrator may be entered in any court having jurisdiction thereof. Should any party refuse to arbitrate or file a court action regarding a claim, which is subject to arbitration under this Agreement, the other party shall be entitled to recover its costs and reasonable attorneys' fees in enforcing this arbitration agreement in court.



Northwestern Wisconsin Electric Company

January 25, 2019

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During our representation, we will endeavor to keep you fully advised as to the status and progress of this matter, including our view of your rights and potential liabilities or exposure, and our recommendation as to an appropriate course of action in view of the facts, circumstances and issues involved.

However, we must emphasize that our firm has not made, and cannot make any representations or guarantees regarding the successful outcome of any matter or the actual amount of any fees or costs you will incur. Often, the results in a matter, and the costs and expenses are controlled by external factors beyond our control, including the factual circumstances, course of the campaign or negotiations, etc. I ask that you call me at any time should you wish to discuss our invoices, or any other aspect of this matter.

This is a final agreement and this agreement supersedes any other oral or written representations by either the Client or Consultant. If the terms and conditions of this letter are satisfactory to you, please evidence your consent to such terms and conditions by signing this letter and returning it to me by e-mail.

We very much appreciate the opportunity to serve you. We will provide you with our best professional efforts as we endeavor to help you achieve a successful outcome on this project.

Respectfully,

Steven A. Beyer

Partner

THE CROSSROADS GROUP

Labor Relations Consultants

The foregoing fee agreement letter has been read and its terms are hereby agreed to and accepted this 25th day of January 2019.

Northwestern Wisconsin Electric Company

By: Title: President
Date: 1/25/19