



This report is mandatory under P.L. 86-257 as amended. Failure to comply may result in criminal prosecution, fines and civil penalties as provided by 29 U.S.C. 439, 440.

OMB No. 1214-0001
12/31/86

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).

File No. C. 376

A. Person Filing

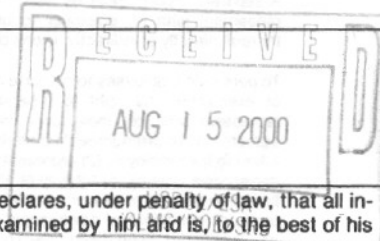
1. Name and mailing address (include ZIP code): Berens & Tate, P.C. 10050 Regency Circle, Suite 400 Omaha, NE 68114		2. Any other address where records necessary to verify this report are kept: n/a
3. Date fiscal year ends: 1/31/2001	4. Type of person: a. <input type="checkbox"/> Individual b. <input type="checkbox"/> Partnership c. <input checked="" type="checkbox"/> Corporation d. <input type="checkbox"/> Other (Specify):	

B. Nature of Agreement or Arrangement

5. Full name and address of employer with whom made (include ZIP code): Niobrara Valley Electric Membership Corporation 427 N. 4th Street, P.O. Box 60 O'Neill, NE 68763		6. Date entered into: On or about July 12, 2000
		7. Names of persons through whom made: John Hoke
8. Check the appropriate box to indicate whether an object of the activities undertaken, is directly or indirectly: a. <input checked="" type="checkbox"/> 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. <input type="checkbox"/> 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.		
9. Terms and conditions (Explain in detail; see Part B-9 of instructions): When performing general legal services for the employer, a member of Berens & Tate was involved in activities which may be considered persuader activities.		

C. Specific Activities to be Performed

10. For each activity, separately list in detail the information required (See Part C-10 of instructions):		
a. Nature of activity: Provide employees with general information on unionization during employee meetings. Monitor employer speeches and answer questions on behalf of the employer.		
b. Period during which performed: During organizing activity	c. Extent performed: n/a	
d. Names and addresses of persons through whom performed: Mark E. McQueen & George E. Martin, 10050 Regency Circle, Suite 400, Omaha, NE 68114		
11. Identify (a) Subject employees, groups of employees, and (b) labor organizations: Employees of Niobrara Valley Electric Membership Corporation.		



D. Verification and Signature. The person in item 1 above and each of his undersigned authorized officers declares, under penalty of law, that all information in this report, including all attachments incorporated therein or referred to in this report, has been examined by him and is, to the best of his knowledge and belief, true, correct, and complete.

Signed: <i>John C. Berens</i> President			Signed: _____ Treasurer		
(If other title, cross out and write in correct title above.)			(If other title, cross out and write in correct title above.)		
City	State	Date	City	State	Date
at: Omaha	NE	on: 8/10/00	at:		on:



This report is mandatory under P.L. 86-257 as amended. Failure to comply may result in criminal prosecution, fines and civil penalties as provided by 29 U.S.C. 439, 440.

OMB No. 1214-0001
12/31/86

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).

File No. C. 376

A. Person Filing

1. Name and mailing address (include ZIP code): Berens & Tate, P.C. 10050 Regency Circle, Suite 400 Omaha, NE 68114	2. Any other address where records necessary to verify this report are kept: n/a
3. Date fiscal year ends: 1/31/2001	4. Type of person: a. <input type="checkbox"/> Individual b. <input type="checkbox"/> Partnership c. <input checked="" type="checkbox"/> Corporation d. <input type="checkbox"/> Other (Specify):

B. Nature of Agreement or Arrangement

5. Full name and address of employer with whom made (include ZIP code): Sitel Corporation 7277 World Communications Drive Omaha, NE 68134	6. Date entered into: On or about July 10, 2000
7. Names of persons through whom made: Andie Gorman	
8. Check the appropriate box to indicate whether an object of the activities undertaken, is directly or indirectly: a. <input checked="" type="checkbox"/> 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. <input type="checkbox"/> 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.	
9. Terms and conditions (Explain in detail; see Part B-9 of instructions):	

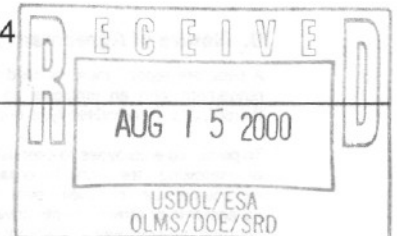
When performing general legal services for the employer, a member of Berens & Tate was involved in activities which may be considered persuader activities.

C. Specific Activities to be Performed

10. For each activity, separately list in detail the information required (See Part C-10 of instructions):	
a. Nature of activity: Provide employees with general information on unionization during employee meetings. Monitor employer speeches and answer questions on behalf of the employer.	
b. Period during which performed: During organizing activity	c. Extent performed: n/a
d. Names and addresses of persons through whom performed: Mark E. McQueen, 10050 Regency Circle, Suite 400, Omaha, NE 68114	

11. Identify (a) Subject employees, groups of employees, and (b) labor organizations:

Employees of Sitel Corporation at Las Vegas, Nevada facility.



D. Verification and Signature. The person in item 1 above and each of his undersigned authorized officers declares, under penalty of law, that all information in this report, including all attachments incorporated therein or referred to in this report, has been examined by him and is, to the best of his knowledge and belief, true, correct, and complete.

Signed: (If other title, cross out and write in correct title above.) City State Date at: Omaha NE on 8/10/00	Signed: _____ (If other title, cross out and write in correct title above.) City State Date at: _____ on: _____
President	Treasurer



This report is mandatory under P.L. 86-257 as amended. Failure to comply may result in criminal prosecution, fines and civil penalties as provided by 29 U.S.C. 439, 440.

OMB No. 1214-0001
12/31/86

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).

File No. C. 376

A. Person Filing

1. Name and mailing address (include ZIP code): Berens & Tate, P.C. 10050 Regency Circle, Suite 400 Omaha, NE 68114		2. Any other address where records necessary to verify this report are kept: n/a
3. Date fiscal year ends: 1/31/2001	4. Type of person: a. <input type="checkbox"/> Individual b. <input type="checkbox"/> Partnership c. <input checked="" type="checkbox"/> Corporation d. <input type="checkbox"/> Other (Specify):	

B. Nature of Agreement or Arrangement

5. Full name and address of employer with whom made (include ZIP code): CS Integrated Retail Services, LLC 500 S. 99 th Ave. Tolleson, AZ 85353		6. Date entered into: On or about June 15, 2000
		7. Names of persons through whom made: Nancy Muramoto
8. Check the appropriate box to indicate whether an object of the activities undertaken, is directly or indirectly: a. <input checked="" type="checkbox"/> 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. <input type="checkbox"/> 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.		
9. Terms and conditions (Explain in detail; see Part B-9 of instructions):		

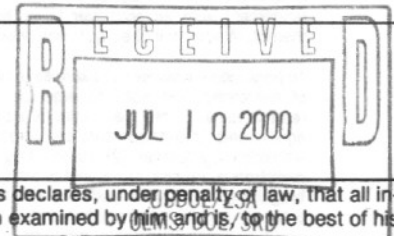
When performing general legal services for the employer, a member of Berens & Tate was involved in activities which may be considered persuader activities.

C. Specific Activities to be Performed

10. For each activity, separately list in detail the information required (See Part C-10 of instructions):		
a. Nature of activity: Provide employees with general information on unionization during employee meetings. Monitor employee speeches and answer questions on behalf of the employer.		
b. Period during which performed: During organizing activity	c. Extent performed: n/a	
d. Names and addresses of persons through whom performed: William M. Muth, Jr., 10050 Regency Circle, Suite 400, Omaha, NE 68114		

11. Identify (a) Subject employees, groups of employees, and (b) labor organizations:

Employees of CS Integrated Retail Services, LLC



D. Verification and Signature. The person in item 1 above and each of his undersigned authorized officers declares, under penalty of law, that all information in this report, including all attachments incorporated therein or referred to in this report, has been examined by him and is, to the best of his knowledge and belief, true, correct, and complete.

Signed: <i>Robert C. Berens</i> President			Signed: _____ Treasurer		
(If other title, cross out and write in correct title above.)			(If other title, cross out and write in correct title above.)		
City	State	Date	City	State	Date
at: Omaha	NE	on: 6/26/00	at:		on:



This report is mandatory under P.L. 86-257 as amended. Failure to comply may result in criminal prosecution, fines and civil penalties as provided by 29 U.S.C. 439, 440.

OMB No. 1214-0001
12/31/86

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).

File No. C. 376

A. Person Filing

1. Name and mailing address (include ZIP code): Berens & Tate, P.C. 10050 Regency Circle, Suite 400 Omaha, NE 68114		2. Any other address where records necessary to verify this report are kept: n/a	
3. Date fiscal year ends: 1/31/2001	4. Type of person: a. <input type="checkbox"/> Individual b. <input type="checkbox"/> Partnership c. <input checked="" type="checkbox"/> Corporation d. <input type="checkbox"/> Other (Specify):		

B. Nature of Agreement or Arrangement

5. Full name and address of employer with whom made (include ZIP code): Wolfe Electric 7121 Amanda Rd. Lincoln, NE 68507		6. Date entered into: On or about June 14, 2000	
		7. Names of persons through whom made: Dick Wolfe	
8. Check the appropriate box to indicate whether an object of the activities undertaken, is directly or indirectly: a. <input checked="" type="checkbox"/> 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. <input type="checkbox"/> 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.			
9. Terms and conditions (Explain in detail; see Part B-9 of instructions): When performing general legal services for the employer, a member of Berens & Tate was involved in activities which may be considered persuader activities.			

C. Specific Activities to be Performed

10. For each activity, separately list in detail the information required (See Part C-10 of instructions): a. Nature of activity: Provide employees with general information on unionization during employee meetings. Monitor employee speeches and answer questions on behalf of the employer.	
b. Period during which performed: During organizing activity	c. Extent performed: n/a
d. Names and addresses of persons through whom performed: Mark E. McQueen, 10050 Regency Circle, Suite 400, Omaha, NE 68114	

11. Identify (a) Subject employees, groups of employees, and (b) labor organizations:

Employees of Wolfe Electric



D. Verification and Signature. The person in item 1 above and each of his undersigned authorized officers declares, under penalty of law, that all information in this report, including all attachments incorporated therein or referred to in this report, has been examined by him and is, to the best of his knowledge and belief, true, correct, and complete.

Signed: <i>Kal C. Berens</i> President (If other title, cross out and write in correct title above.)			Signed: _____ Treasurer (If other title, cross out and write in correct title above.)		
City	State	Date	City	State	Date
at: Omaha	NE	on: 7/1/00	at:		on: