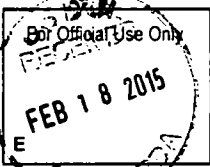


FORM LM-20 AGREEMENT AND ACTIVITIES REPORT



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)

577384

READ THE INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS REPORT.

1. File Number: C- 65802

Person Filing

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

Name

Title

Organization International Labor Relations

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

Street 8086 South Yale Ave suite 225

City Tulsa

State Oklahoma

ZIP Code + 4 74136

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 World VW

Trade Name, if any

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

Street 4075 Highway 33

City Neptune

State New Jersey

ZIP Code + 4 07753

7. Date entered into:

9 / 14 / 2014

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

Name Justine Simcox

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 10/01/2014 800-555-7509
Date Telephone Number

On 10/01/2014 800-555-7509
Date Telephone Number

Filer: International Labor Relations	File Number C- 65802
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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 agreement

Specific Activities to be Performed	
11. For each activity, separately list in detail the information required (See instructions):	
a. Nature of activity:	
Engaged to communicate with employees so they can make an informed decision regarding exercising their rights to organize and bargain collectively.	
11.b. Period during which performed: Beginning on or about 10/01/2014	11.c. Extent performed: Ongoing
11.d. Name and address through whom performed:	Additional Name and address through whom performed, if any:
Name Joeeph Mieluchowski	Name James Teague
Organization	Organization
P.O. Box, Bldg., Room No., if any	P.O. Box, Bldg., Room No., if any
Street 47 E. johnathon Ct	Street 8086 S. Yale Suite 225
City Kenneth Square	City Tulsa
State Pennsylvania ZIP Code + 4 19348	State Oklahoma ZIP Code + 4 74136
12.a. Identify subject groups of employees: All employees eligible to vote in the bargaining unit	12.b. Identify subject labor organizations:



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Guam

Date: September 14, 2014

Justine Simcox
General Manager
World VW
4075 Highway 33
Neptune, New Jersey 07753
(Office) 732-922-1500

RE: World VW ~ Union Collective Bargaining

Situation Assessment:

Collective Bargaining Consulting

The Company has requested a new proposal to outline the consulting services International Labor Relations will provide in your ongoing collective bargaining negotiation with the Union. This replaces the prior agreement dated October 25, 2013. Since this is your first contract negotiation and you are now entering a critical stage, the Company faces several complex issues.

Objectives:

- Two-fold initiative includes negotiating the most favorable contract terms and simultaneously avoiding the filing of meritorious Unfair Labor Practice (ULP) charges.
- If agreement with the Union is not possible, the Consultant will do the utmost to ensure that any job actions taken by the union are specifically for economic reasons. This will preserve the Company's right to lock out or permanently replace striking employees. Our Consultant provides you with the greatest number of lawful options to respond to a wide range of job actions, such as strikes, work to rule, "sick out", etc.).

International Labor Relations
Corporate Headquarters
8086 South Yale Avenue Suite 225 Tulsa, OK 74136
Toll Free: (800) 555-7509 **Direct:** (918) 633-6640



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- Legally communicate the Company's bargaining position to Union members in the most effective manner possible.
- Train managers at the Neptune facility to achieve bargaining objectives, effectively administer labor agreement, and simultaneously create a positive workplace.

Value to the Organization:

- Negotiate the best contract possible that will preserve the Company's right to manage and operate the business as fully as possible without interference.
- Strategically position the Company to strongly defend against Unfair Labor Practice (ULP) charges, possible strikes, and other actions with significant economic ramifications taken on the part of the Union.

TERMS AND CONDITIONS:

Fees:

The fee for basic Collective Bargaining and initial NLRB Charge Representation Consulting is \$36,000.00 per calendar year paid in monthly installments of \$4,000.00 per month with a \$10,000.00 bonus at the end of 12 months.

Should additional days of Management Consulting to respond to situations beyond normal Collective Bargaining and initial NLRB Charge Representation be requested by the Company, it is understood those additional calendar days will be billed at our customary rate of \$3,000.00 per day per Consultant. Examples of these additional Management Consulting services include rendering assistance during a union work stoppage and any and all NLRB Hearing representation among others. For purposes of this agreement a consulting day means each calendar day worked.

Company shall provide air travel, rental car, hotel accommodations, meals, and reasonable business expenses as set forth below to Consultants through direct billing to Company.

Payment Terms:

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Payment of Statement of Services Rendered, to be delivered monthly in an electronic format, is expected upon delivery.

Expenses: All airfare, hotel, and rental car will be billed as incurred and are due upon presentation of weekly Expense Reports. Expenses may include unpaid transportation (air, rental car, taxi, parking, etc.), lodging expenses, food, and other reasonable business expenses.

AGREEMENT TERMS:

Copyright: 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 \$250,000.00 fine.

U.S. Department of Labor Reporting Requirements:

You further acknowledge that no representation by International Labor Relations 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 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 to criminal penalties.

Arbitration:

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.

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ACCEPTANCE: Your signature below indicates acceptance of the terms and this proposal. In the event this Agreement is unsigned by Company, work commenced by Consultant on behalf of Company shall constitute acceptance by the Company of all terms and conditions stated herein.

For Consultant:
International Labor Relations

For Company:
World VW

Signature: _____

Signature: _____

Printed Name: _____

Printed Name: _____

On this day of: _____

On this day of: _____

Jim Teague
President & CEO
International Labor Relations

Justin Simcox
General Manager
World VW

International Labor Relations

Corporate Headquarters

8086 South Yale Avenue Suite 225 Tulsa, OK 74136

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