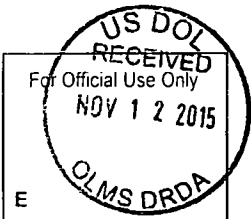


FORM LM-20

AGREEMENT AND ACTIVITIES REPORT

Form approved
Office of Management
and Budget
No. 1245-0003
Expires 10-31-2013



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)

600803

READ THE INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS REPORT.

1. File Number: C- 00525

Person Filing

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

Name

Title

Organization LRI Consulting Services, Inc.

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

Street 7850 South Elm Place, Suite E

City Broken Arrow

State Oklahoma ZIP Code + 4 74011

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 Nicholas and Company

Trade Name, if any

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

Street 5670 Linn Lane

City Las Vegas

State NV ZIP Code + 4 89115

7. Date entered into:

8 / 4 / 2015

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

Name Steve Blake

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 CEO

14. Signed

Treasurer
(If other title, see
instructions)

Title President

On 11/5/2015 918-455-9995
Date Telephone Number

On 11/5/2015 918-455-9995
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.):

See Attached

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 to employees regarding exercising their rights to organize and bargain collectively.

11.b. Period during which performed:

various days beginning 8/10/15

11.c. Extent performed:

Fully Performed

11.d. Name and address through whom performed:

Name Rebecca Smith

Organization Rock Creek Consulting LLC

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

Street 554 Mahard Dr

City Twin Falls

State NV ZIP Code + 4 83301

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:

various employees

12.b. Identify subject labor organizations:

pre-petition



Proposal

August 4, 2015

Steve Blake
Vice-President
Nicholas and Company
5670 Linn Lane
Las Vegas, NV 89115

702-468-9757
steve.blake@nicholasandco.com

RE: Tripwire/ACT Training

Situation Assessment

Tripwire Training:

You have asked for a proposal to provide training to educate and prepare your managers to recognize and respond to the initial signs of union organizing activity. You recognize the importance of educating your staff on the disadvantages of unions and the advantages of a direct relationship. You want the training to be practical, hands-on and avoid legalese. You want the experience to help your leaders create and maintain a positive work environment.

ACT Training:

You want to provide a subject matter expert to educate and prepare your employees for union organizing activity. You want employees to understand that union cards are legal documents, that they need to protect their personal information and some of the common misunderstandings employees have about unions.

Proposed Intervention(s)

Tripwire Training: We will provide "basic blocking and tackling" training to prepare your leaders for possible union organizing. The goal is to ensure that leaders can recognize and effectively respond to the early warning behaviors that indicate union organizing. Your leaders will develop a basic understanding of labor law and how unions organize. They will become comfortable communicating the company's position on unions and learn some basic keys to maintaining a positive work environment. A senior LRI consultant facilitates each 4 hour Tripwire session for up to 15 leaders per session.

ACT Training:

For this option we will provide a senior LRI consultant to communicate your message directly to employees, to answer their questions accurately and assess your vulnerability during small group meetings.

Objectives

Tripwire Training:

Develop your leaders' skills for maintaining a union-free environment with a focus on:

- The critical role of the supervisor in maintaining a union-free workplace;
- Protected concerted activity and the limits imposed on leaders' speech and behavior - the legal do's and don'ts for supervisors;
- Practical, hands-on tips for recognizing the early warning signs of union organizing activity;



- Responding effectively to scenarios your leaders may face when a union is probing or actively organizing employees.

ACT Training:

- Train employees on the facts about union cards, common tactics used to get employees to sign cards and the facts to consider before signing a union card.
- Provide a credible subject matter expert who immediately increases your capacity to legally and persuasively respond to potential union organizing activity.
- Assess the organizing union's progress and your vulnerability to determine the level of risk to your direct relationship with employees.

Value to Organization**Tripwire Training:**

- Front-line leaders can respond quickly, consistently and effectively to both the early warning signs of union activity and employees' questions or concerns about unions;
- A significantly greater probability that your company retains a direct-relationship with employees and secures the competitive advantage inherent to flexible, cooperative work places.

ACT Training:

- You substantially reduce your company's vulnerability to union organizing and become a "hard target" by making it difficult for an organizer to get cards signed using typical tactics.
- You will better understand your employees' issues and your opportunities to improve employee relations and retain the direct relationship privilege.

Terms and Conditions

The fee for one day of Tripwire Training/ACT Training is \$3,000 per consultant per day (plus travel expenses). The fee includes all preparation, proprietary participant materials and the live training facilitated by a senior LRI consultant for up to two sessions per day.

Payment Terms

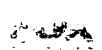
All fees are due upon the delivery of the consulting services and are nonrefundable. You agree to pay consulting invoices upon receipt and to settle those statements within 14 days. Expenses incurred by consultant will be billed to you and you agree to pay those invoices upon receipt and you agree to settle those statements within 14 days. You agree and acknowledge that failure to pay fees or expenses associated with this project under these terms will result in reassignment of consultant(s), a penalty of the maximum allowable interest rate per month plus any costs we incur to collect an outstanding balance, until all outstanding invoices are paid in full.

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.

You further acknowledge that no representation by LRI 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 also 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. Your payment, in the absence of your signature below, indicates your acceptance of this project and the terms and conditions as stated herein. The terms and conditions on this proposal are good for 90 days from the date on this proposal unless specified

Page 2 of 3 (Initial

Labor Relations Institute, Inc.



Forbes

Inc.
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Top 1007850 S. Elm Place - Suite E
Broken Arrow, OK 74011



LRI Consulting Services, Inc.


phone 800-888-9115
fax 918-455-9998

www.LRIonline.com

otherwise. 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.

Acceptance

We accept the proposal above and the intervention selected:

 Tripwire Training

For LRI Consulting Services, Inc.



Phillip B. Wilson, President/General Counsel

Date: August 4, 2015

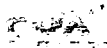
For Nicholas and Company

Steve Blake, Vice-President

Date: 8/4/15

Page 3 of 3 (Initial _____)

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