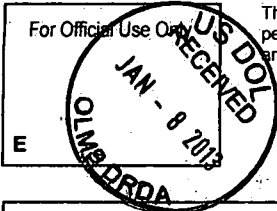


FORM LM-20 AGREEMENT AND ACTIVITIES REPORT

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)

READ THE INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS REPORT.

509244

1. File Number: C- 736

Person Filing

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

Name DAVID NYSTROM

Title CEO

Organization LABOR CONSULTING GROUP, INC.

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

Street 535 GRISWOLD, SUITE 111237

City DETROIT

State Michigan

ZIP Code + 4 48226

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:

12 / 31 - 2012

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 PSC (PHILLIPS SERVICES CORP.)

Organization ENVIRONMENTAL SERVICES DIVISION

Trade Name, if any

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

Street 5151 SAN FELIPE, SUITE 1600

City HOUSTON

State TX

ZIP Code + 4 77056

7. Date entered into:

11 / 21 / 2012

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

Name CHARLES NIEDERHAUSER

Name Division VP of Human Resources

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 CEO

Treasurer
(If other title, see instructions)

On 12-21-2012

Date

877-890-8782

Telephone Number

On 12-21-12

Date

877-890-8782

Telephone Number

Filer:

File Number C-

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.):

- Group meeting with Employees
 - Provide written information + Facts
 - Give Voting Procedure to Employees
 - Provide 3 Consultants to persuade employees to vote
 \$180 per hour per consultant No union

Specific Activities to be Performed

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

- a. Nature of activity: - persuade employees to vote NO union
 - NLRB election held 12-17-2012 AT
 (PSC-MATH
 515 LYNCASTE
 DETROIT, MI 48214)

11.b. Period during which performed:

11-21-2012 / 12-17-2012

11.c. Extent performed:

No yes

Election won by company 20-15

11.d. Name and address through whom performed:

Name PAUL Nystrom

Organization Labor Consulting Group, Inc.

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

Street 535 BRISWOLD, Suite 111-237

City DETROIT

State MI

ZIP Code + 4 48226

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:

DRIVERS, Mechanics,
 Warehouse + Tech's
 35 employees

12.b. Identify subject labor organizations:

IBT
 LOCAL 247