U.S. Department of Labor Employment Standards Administration

Office of Labor-Management Standards Form approved - OMB No. 1215-0188 This report is mandatory under P.L. 86-257 as amended. Failure to comply may Expires 11-30-2002 result in criminal prosecution, fines and civil penalties as provided by 29 U.S.C. 439, 440. Required of Persons, including Labor Relations Consultants and Other Individuals and Organizations. File No. C 464 Under Section 203(b) of the Labor-Management Reporting and Disclosure Act of 1959, as amended (LMRDA). A. Person Filing 2. Any other address where records necessary to verity this report are kept: 1. Name and mailing address (include ZIP code): None Labor Information Service, Inc. PO Box 6063 Malibu, CA 90264 4. Type of person: 3. Date fiscal year ends: 12/31/03 C. Corporation d. Other (Specify): b. 🔲 Partnership a. Individual B. Nature of Agreement or Arrangement 6. Date entered into: 5. Full name and address of employer with whom made (include ZIP code): 2/17/03 Royal Institutional Services 7. Names of persons through whom made: 520 Columbia Mark Johnson Somerville, MA 02143 8. Check the appropriate box to indicate whether an object of the activities undertaken, is directly or Indirectly: To persuade employees to exercise or not to exercise, or employees as to the manner of exercising, the right to organize and bargain collectively through representatives of their own choosing. 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): Starting 2/17/03 until the assignment ends (no end date has been determined), our firm will be conducting meetings with employees from the voting unit to discuss the realities of signing authorization cards and voting in the upcoming election. There is no maximum of hours allocated to this work assignment. Billing of time and expenses will be done monthly. There is no written agreement as to a maximum billable amount. 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 To inform employees in the voting unit to exercise their right to choose whether or not they wish to be represented for the purposes of collective bergaining c. Extent performed: b. Period during which performed: On-going meetings, up to 24 hours before the election will be performed. These will be group or 2/17/03 until end date if assignment individual meetings to discuss NLRA basic guidelines, review ACT and answer questions. d. Names and addresses of persons through whom performed: J. Rodriguez; E. Sandoval; A. Tovar Labor Information Services, Inc. PO Box 6063 - Malibu, CA 90265 11. Identify (a) Subject employees, groups of employees, and (b) labor organization: All voting employees in bargaining unit. D. Verification and Signature. The person in item I 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: Signed: Presiden 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 Date state Malibu CA 5/5/03 at

U.S. Department of Labor Employment Standards Administration Office of Labor-Management Standards

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| This report is mandatory under P.L. 8 result in criminal prosecution, fines at                                      |   |                                 |                                      | <b>0</b> .  | Form approved Expires 11-30-2 | - OMB No. 1215-0188<br>2002 |
|---|---|---------------------------------|--------------------------------------|---|-------------------------------|-----------------------------|
| Required of Persons, including Lab<br>Under Section 203(b) of the Labor-I   | or Relations Consult<br>Management Reporti                          | ants and Other                  | Individuals<br>ure Act of 1          | and Organizations,<br>959, as amended (LMF        | File No.                      | C. 464                      |
| A. Person Filing  |   |                                 |                                      |   |                               |                             |
| Name and mailing address (inclu-  | de Z(P code):   | 2.                              | Any other                            | ddress where records                              | necessary to veri             | ty this report are kept:    |
| Labor Information Service, Inc.<br>PO Box 6063<br>Malibu, CA 90264  | ,   |                                 | •                                    | ,   | None                          | •                           |
| 3. Date fiscal year ends:   | 4. Type of person:  |                                 |                                      |   |                               |                             |
| 12/31/03  | a. 🔲 Individua  | nl b. 🗆 Pa                      | ırtnership                           | C. 🔀 Corporation                                  | on d. 🔲 Other (               | Specify):                   |
| B. Nature of Agreement or Arra  | angement  |                                 |                                      |   |                               |                             |
| 5. Full name and address of empl  | _ <del></del> _   | le (include ZIP                 | code):                               | 6. Date entered into                              | 2/24/03                       |                             |
| Standard Industries   |   |                                 |                                      | 7. Names of persor                                | ns through whom r             | nade:                       |
| PO Box 23278<br>Ventura, CA 93002   |   |                                 |                                      | Marty Berkowitz                                   |                               |                             |
| 8. Check the appropriate box to it  | dicate whether an o   | bject of the ac                 | tivities und                         |   | ndirectly:                    |                             |
| A. X To persuade employ organize and bargain b. To supply an employe dispute involving sucor a criminal or civil ju | collectively through<br>r with information of<br>r employer, except | n representation<br>cerning the | ves of their<br>activities of        | own choosing.<br>employees or a labor             | r organization in co          | onnection with a labor      |
| 9. Terms and conditions (Explain i  | n detail; see Part B-   | of instruction                  | s):                                  |   |                               |                             |
| C. Specific Activities to be  | e Performed   |                                 | _                                    |   | m billable amount.            |                             |
| - , -   |   | ,                               | (++- / / - / - / - / - / - / - / - / | ,           |                               |                             |
| a. Nature of activity:  To inform employees in the voting ubargaining.  | nit to exercise their rig   | ht to choose wi                 | sether or not                        | they wish to be represen                          | nted for the purpose          | s of collective             |
| b. Period during which per  | formed:   | c. Extent per                   | formed:                              |   |                               |                             |
| 2/24/03 until end date if   | assignment  |                                 |                                      | I hours before the elections NLRA basic guideline |                               |                             |
| d. Names and addresses of R. Perez<br>Labor Information Services, Inc.<br>PO Box 6063 - Maiibu, CA 90265            |   |                                 |                                      |   |                               |                             |
| Identify (a) Subject employees,     All voting employees in bargaining u  | •   | and (b) labor o                 | rganization:                         |   |                               | AUG 192                     |
| D. Verification and Signature. T that all information in this report, to the best of his knowledge and              | including all attachm   | ents incorpora                  | sted therein                         |   |                               |                             |
| Signed:   | ak.   | ے Presi                         | Signe                                | đ:  |                               | Treasurer                   |
| (if other title, cross out and write  | in correct title above  |                                 |                                      | er title, cross out and                           | write in correct title        | <del></del>                 |
| city  | state   | Date                            |                                      | city  | state                         | Date                        |
| at: Malibu  | CA  | on: 5/5/03                      | at.                                  |   |                               | <u> </u>                    |

Signed:

at:

city

(if other title, cross out and write in correct title above.)

Malibu

state

CA

U.S. Department of Labor Employment Standards Administration

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Office of Labor-Management Standards Form approved - OMB No. 1215-0188 This report is mandatory under P.L. 86-257 as amended. Failure to comply may Expires 11-30-2002 result in criminal prosecution, fines and civil penalties as provided by 29 U.S.C. 439, 440. Required of Persons, including Labor Relations Consultants and Other Individuals and Organizations, File No. c 464 Under Section 203(b) of the Labor-Management Reporting and Disclosure Act of 1959, as amended (LMRDA). A. Person Filing Name and mailing address (include ZIP code): 2. Any other address where records necessary to verity this report are kept: None Labor Information Service, Inc. PO Box 6063 Malibu, CA 90264 4. Type of person: 3. Date fiscal year ends: 12/31/03 b. Partnership C. X Corporation d. Other (Specify): a. 🔲 Individual B. Nature of Agreement or Arrangement 6. Date entered into: 5. Full name and address of employer with whom made (include ZIP code): 3/3/03 Smithfield Packing PO Box 99 7. Names of persons through whom made: 15855 Hwy 87 West Andy Mendezona Tar Heel, NC 28392 8. Check the appropriate box to indicate whether an object of the activities undertaken, is directly or Indirectly: To persuade employees to exercise or not to exercise, or employees as to the manner of exercising, the right to organize and bargain collectively through representatives of their own choosing. To supply an employer with information concerning the activities of employees or a labor organization in connection with a labor disputé 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); Starting 3/3/03 until the assignment ends (no end date has been determined), our firm will be conducting meetings with employees from the voting unit to discuss the realities of signing authorization cards and voting in the upcoming election. There is no maximum of hours allocated to this work assignment. Billing of time and expenses will be done monthly. There is no written agreement as to a maximum billable amount. 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: To inform employees in the voting unit to exercise their right to choose whether or not they wish to be represented for the purposes of collective bargaining. c. Extent performed: b. Period during which performed: On-going meetings, up to 24 hours before the election will be performed. These will be group or 3/3/03 until end date if assignment individual meetings to discuss NLRA basic guidelines, review ACT and answer questions. d. Names and addresses of persons through whom performed; C. Ahem; L. Jones; R. Perez; M. Roan; J. Rodriguez; E. Sandoval; R. Tafoya; A. Tovar; R. Warren Labor Information Services, Inc. PO Box 6063 - Malibu, CA 90265 11. Identify (a) Subject employees, groups of employees, and (b) labor organization: All voting employees in bargaining unit. D. Verification and Signature. The person in item I 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.

<u>President</u>

5/5/03

Date

Date
on:
Form LM-20

(Feb. 1990)

(if other title, cross out and write in correct title above.)

state

city

Treasurer

U.S. Department of Labor Employment Standards Administration Office of Labor-Management Standards

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a. Nature of activity;

To inform employees in the voting unit to exercise their right to choose whether or not they wish to be represented for the purposes of collective bargaining.

b. Period during which performed;
 3/12/03 until end date if assignment

c. Extent performed:

On-going meetings, up to 24 hours before the election will be performed. These will be group or individual meetings to discuss NLRA basic guidelines, review ACT and answer questions.

d. Names and addresses of persons through whom performed;

M. Roan and A. Tovar

Labor Information Services, Inc.

PO Box 6063 - Malibu, CA 90265

11. Identity (a) Subject employees, groups of employees, and (b) labor organization:

All voting employees in bargaining unit.



D. Verification and Signature. The person in item I 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      | 1                     |                           |            | Signed:                      |                           |           |
|-------------|-----------------------|---------------------------|------------|------------------------------|---------------------------|-----------|
|             | ) DWG -               | Find C                    | President  |                              |                           | Treasurer |
| (if other t | iile, cross out and v | write in correct title ab | ove.)      | (if other title, cross out a | nd write in correct title | above.)   |
|             | city                  | state                     | Date       | city                         | state                     | Date      |
| at:         | Malibu                | CA                        | on: 5/5/03 | at:                          |                           | on:       |
|             |                       |                           |            |                              |                           |           |