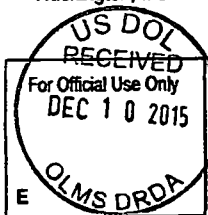


FORM LM-20 AGREEMENT AND ACTIVITIES REPORT

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)

601582

READ THE INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS REPORT.

1. File Number: C- 00322

Person Filing

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

Name Peter A List
Title Founder & CEO
Organization Kulture Consulting, LLC
P.O. Box, Bldg., Room No., if any
Street P.O. Box 2877
City Pawleys Island
State South Carolina ZIP Code + 4 29585

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 / 15

5. Type of person:

a. ☐ Individual b. ☐ Partnership c. ☐ Corporation d. ☒ Other (Specify): LLC

Nature of Agreement or Arrangement

6. Full name and address of employer with whom made (include ZIP Code):

Name
Organization Forged Metals, Inc./Alcoa
Trade Name, if any
P.O. Box, Bldg., Room No., if any
Street 201 Isabella Street
City Pittsburgh
State Pennsylvania ZIP Code + 4 15212

7. Date entered into:

11 / 17 / 2015

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

Name Scott Dietrich
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 Other (Specify)
Founder & CEO

On 12/3/2015
Date

843-314-0383
Telephone Number

14. Signed

Treasurer
(If other title, see
instructions)

Title Other (Specify)
Manager of Administration

On 12/3/2015
Date

843-314-0383
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.):

Company was employed on a per hour basis with no formal written agreement relative to duration or amount of hours to be performed. Fee schedule based on a per hour rate.

Specific Activities to be Performed

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

a. Nature of activity:

Presented informational meetings to company employees relative to the process of unionization, the role of the NLRB, and collective bargaining.

11.b. Period during which performed:

November 2015

11.c. Extant performed:

Completed

11.d. Name and address through whom performed:

Name Carlos Ortiz
 Organization Kulture Consulting, LLC
 P.O. Box, Bldg., Room No., if any
 Street P.O. Box 2877
 City Pawleys Island
 State South Carolina ZIP Code + 4 29585

Additional Name and address through whom performed, if any:

Name
 Organization Kulture Consulting, LLC
 P.O. Box, Bldg., Room No., if any
 Street P.O. Box 2877
 City Pawleys Island
 State South Carolina ZIP Code + 4 29585

12.a. Identify subject groups of employees:

All Maintenance employees employed by the employer located at 10601 Beech Avenue, Fontana, CA, location

12.b. Identify subject labor organizations:

International Brotherhood of Teamsters, Local 166