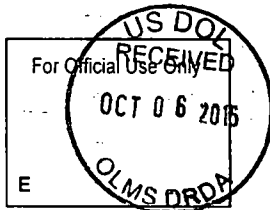


FORM LM-20 AGREEMENT AND ACTIVITIES REPORT



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)

599858

READ THE INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS REPORT.

1. File Number: C- 103

Person Filing

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

Name byron j clay
Title President
Organization BJC & Associatges, Inc
P.O. Box, Bldg., Room No., if any
Street 10108 fehlberg court
City saint john
State Indiana ZIP Code + 4 46373

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 / 0

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 Betsy Donovan
Organization Eskaton
Trade Name, if any
P.O. Box, Bldg., Room No., if any
Street 5105 Manzanita Avenue
City Carmichael
State California ZIP Code + 4 95608

7. Date entered into:

1 / 19 / 2015

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

Name
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 10/1/2015 2195777429
Date Telephone Number

On 10/01/2015 2195777420
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.):

No written agreement. We were engaged by LRI to educate employees regarding their decision on whether or not to vote for a union.

Specific Activities to be Performed

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

a. Nature of activity:

Held meetings informing employees on all aspects of unions so that they could make an informed decision on whether or not to vote for a union.

11.b. Period during which performed:

Various days beginning 1/19/2015

11.c. Extent performed:

ongoing

11.d. Name and address through whom performed:

Name byron j clay

Organization BJC & Associates

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

Street 10108 Fehlberg Court

City saint john

State Indiana ZIP Code + 4 46373

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:

CNA, RNA, Housekeeping, Dietary, Laundry, Social Services Asst., Medical Records, Receptionists

12.b. Identify subject labor organizations:

SEIU Long Term Care Workers