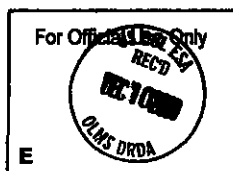


FORM LM-20

AGREEMENT AND ACTIVITIES REPORT

Form approved
Office of Management
and Budget
No. 1215-0188
Expires 09-30-2011



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.

1. File Number: C- 004 459 373 839

Person Filing

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

Name Joseph M Peters
Title Secretary and Treasurer
Organization Farm Employers Labor Service
P.O. Box, Bldg., Room No., if any
Street 2300 River Plaza Drive
City Sacramento
State California ZIP Code + 4 95833

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 Danny Urbano
Organization Dole Fresh Vegetables, Inc.
Trade Name, if any
P.O. Box, Bldg., Room No., if any PO Box 1018
Street
City Monterey
State California ZIP Code + 4 93942

7. Date entered into:

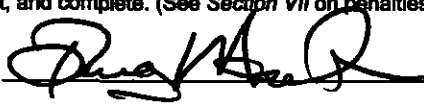
9 / 8 / 2008

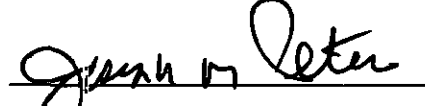
8. Name of person(s) through whom made:

Name Rigo De La Cerda
Name Francisco Leal
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 12/4/08 916.561.5520
Date Telephone Number

On 12/4/08 916.561.5520
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.):

Agreed to pay FELS \$185 per hour for services rendered by each FELS Labor Management Consultant (LMC), plus travel costs (\$.585 per mile, \$45 per hour for travel time, and actual out-of-pocket costs).

Specific Activities to be Performed

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

a. Nature of activity:

To inform employees of Dole Fresh Vegetables, Inc. of the advantages of voting for no union.

11.b. Period during which performed:

September 8, 2008-October 28, 2008

11.c. Extent performed:

Completed:

11.d. Name and address through whom performed:

Name Rigo De La Cerda
Organization Farm Employers Labor Service

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

Street 2300 River Plaza Drive

City Sacramento

State California ZIP Code +4 95833

Additional Name and address through whom performed, if any:

Name Francisco Leal
Organization Farm Employers Labor Service

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

Street 2300 River Plaza Drive

City Sacramento

State California ZIP Code +4 95833

12.a. Identify subject groups of employees:

Employees of Dole Fresh Vegetables, Inc.

12.b. Identify subject labor organizations:

United Food & Commercial Workers Union