U.S. Department of Labor Office of Labor-Management Standards Washington, DC 20210

FORM LM-20 AGREEMENT AND ACTIVITIES REPORT

Form approved
Office of Management
and Budget
No. 1215-0188
Expires 11-30-2006



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 Flelations 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.

File Number: C 00322 3/3	KEAD THE INCOMOS CARLES	LET BEI ORE I REPARTING THIS RELIGION.
2. Name and mailling address (include ZIP Code): Name Peter A List Title Founder & CEO Organization Kulture Consulting, LLC P.O. Box, Bidg., Room No., If any Street 759 Bloomfield Avenue, No. 301 City West Caldwell Side New Jersey ZIP Code + 4 07006 State City A Loate fiscal year ends: Dec 8 Individual b Partnership c Corporation (IX) Other (Specify): LLC Nature of Agreement or Arrangement 6. Full name and address of employer with whom made (include ZIP Code): Name Organization Penn National Gaming, Inc. Trade Name, if any Argosy Riverside P.O. Box, Bidg., Room No., if any Sireet Signatures Signatures Signatures Signatures Signatures Signatures Title Other (Specify): LLC Signatures Signatures 14. Signed Title Other (Specify) Trade Value (Include Signature) Signatures Signatures 14. Signed Title Other (Specify) Trade Value (Include Signature) Signatures Signatures 14. Signed Title Other (Specify) Title Other (Specify) Title Other (Specify) Title Other (Specify) Title Other (Specify) Title Other (Specify) Title Other (Specify) Title Other (Specify) Secretary & Treasurer Other (Specify) Title Other (Specify) Secretary & Treasurer	1. File Number: C- 00322 343419	
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Organization Kulture Consulting, LLC P.O. Box, Bidg., Room No., if any Street 759 Bloomfield Avenue, No. 301 City West Caldwell State New Jersey ZiP Code + 4 07006 State ZiP Code + 4 4. Date fiscel year ends: Dec	Name Peter A List	Name
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P.O. Box, Bldg., Room No., if any Street 825 Berkshire Boulevard City Wyomissing State Pennsylvania ZIP Code + 4 19610 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 the property of perjury and other applicable penalties of law, that all of the information submitted in this report (including the information contained in the property and other applicable penalties of law, that all of the information submitted in this report (including the information contained in the property and other applicable penalties of law, that all of the information submitted in this report (including the information contained in the property and other applicable penalties of law, that all of the information submitted in this report (including the information contained in the property and other applicable penalties of law, that all of the information submitted in this report (including the information contained in the property and other applicable penalties of law, that all of the information submitted in this report (including the information contained in the property and other applicable penalties of law, that all of the information submitted in this report (including the information contained in the property and is, to the best of the undersigned's knowledge and belief, true, correct, and complete Section VII on penalties in the instructions.) 13. Signed Title Other (Specify) Founder & CEO On 2.21 2003 973-808-6800	Organization Penn National Gaming, Inc.	8. Name of person(s: through whom made:
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Signatures Each of the undersigned fectares, under penalty of perjury and other applicable penalties of law, that all of the information submitted in this report (including the information contained in the production of the undersigned sknowledge and belief, true, correct, and complete set section VII on penalties in the instructions.) 13. Signed President (If other title, see instructions) Title Other (Specify) Founder & CEO On 2-21-2008 973-808-6800 On 2-21-2008 973-808-6800	City Wyomissing	Name
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Founder & CEO Secretary & Treasurer On 2:21:2007 973-808-6800 On 2:21:2008 973-808-6800	Other (Specify) instructions)	Other (Specify) instructions)
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	On 2:21:2009 973-808-6800	On <i>2</i> ・ユ(・2の数 973-808-6800

Filer:	Peter	List	Kulture Consulting, LLC		File Number C-	00322
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9. Check the appropriate box to indicate whether an object of the activities undertaken, is directly or inclinectly:
a. To persuade employees to exercise or not to exercise, or persuade employees as to the mariner 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 artificial proceeding or a criminal or civil judicial proceeding.
10. Terms and conditions (Explain in detail; see instructions. Written agreements must be attached.):

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.	
	1

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:	11.c. Extent performed:			
1/08 - 2/08	1/08			
11.d. Name and address through whom performed:	Additional Name and address through whom performed, if any:			
Name Ronn English	Name John Henderson			
Organization Kulture Consulting, LLC	Organization Kulture Consulting, LLC			
P.O. Box, Bldg., Room No., if any	P.O. Box, Bldg., Roum No., if any			
Street 759 Bloomfield Avenue, No. 301	Street 759 Bloomfield Avenue, No. 301			
City West Caldwell	City West Caldwell			
State New Jersey ZIP Code + 4 07006	State New Jersey ZIP Code + 4 07006			
12.a. Identify subject groups of employees:	12.b. Identify subject labor organizations:			
All full-time and regular part-time dealers and dual rate dealers employed by the Employer at its facility located at 777 NW Argosy Parkway, Riverside, MO.	International Union, United Automobile, Areospace & Agriculture Implement Workers of America			

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