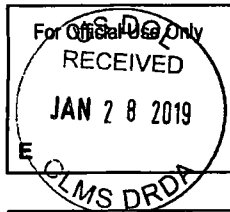


AGREEMENT AND ACTIVITIES REPORT



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)

READ THE INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS REPORT.

687710

1. File Number: C-

67719

Person Filing

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

Name Frank A Bellis Jr

Title Principal

Organization Laurel Labor Advisors, LLC

P.O. Box, Bldg., Room No., if any Suite 107

Street Crosswicks-Hamilton Sq Rd

City Hamilton

State New Jersey

☒ ZIP Code + 4 08691

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 Matthew Pincus

Organization Pincus Elevator Company

Trade Name, if any

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

Street 901 S Bolmar Street

City West Chester

State Pennsylvania

☒ ZIP Code + 4 19382

7. Date entered into:

12 / 22 / 2018

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

Name Matthew Pincus

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

President
(If other title, see
instructions)

Title Other (Specify) ☒

Principal

On 1/19/2019

Date

609 577-7853

Telephone Number

14. Signed

Treasurer
(If other title, see
instructions)

Title Other (Specify) ☒

Principal

On 1/19/2019

Date

967 886-9057

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.):

Per letter agreement dated December 12, 2018 effective December 22, 2018 Laurel was retained for the purpose of providing educational information to employees about the consequences of signing a union authorization card, the nature of union organizing campaigns, the consequences of an election and the nature of collective bargaining.

Specific Activities to be Performed

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

a. Nature of activity:

One one hour informational education meeting was held covering the above noted topics.

11.b. Period during which performed:

January 7, 2019

11.c. Extent performed:

Completed

11.d. Name and address through whom performed:

Name Matthew Pincus

Organization Pincus Elevator Company

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

Street 901 S Bolmar Street

City West Chester

State Pennsylvania ☒ ZIP Code + 4 19382

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:

Elevator technicians

12.b. Identify subject labor organizations:

NA

Laurel Labor Advisors LLC

Advisors to Management in Labor Relations Matters

December 12, 2018

Mr. Matt Pincus
Pincus Elevator Company
901 S Bolmar Street
Suite Q
West Chester, PA 19382

Re: Union Avoidance Educational Program

Dear Matt,

In light of the fact that your company has historically been a target of unionizing efforts, it makes sense to keep your team updated and educated about the key details of union organizing in the current business climate.

In addition, although we did not discuss it, you may be aware that in April of 2015 the NLRB changed its rules governing the process by which union elections take place. Specifically, the NLRB shortened the time between the filing of a petition by a union and the actual election date. These rule changes have led to so-called "Ambush Elections" in that a company can effectively be "ambushed" by a union election. This timeframe can be as short as 15 days. As a consequence, proactive union avoidance information campaigns are prudent and have a renewed urgency.

Please accept this letter as our proposal to conduct a union avoidance education meeting.

WHAT WE WILL PROVIDE

We will create and facilitate a union avoidance education meeting for your team that will have two components.

The first component will be the "Don't Sign the Card" program that we will provide to your frontline team members.

We propose covering the following topics in the meeting with your team:

- The background and history of the National Labor Relations Act
- The function of the NLRB
- How unions get started
- The significance of signing a union authorization card
- What happens when unions are voted in and change the relationship between employer and employees
- How unions work, how are they financed, how they spend their money, how they operate during a campaign
- What does a union election actually decide
- The collective bargaining process
- Strikes, lockouts, impasses and replacement workers

The second component we will provide will be to facilitate an open conversation aimed at gauging the temperature of unionization efforts.

PROFESSIONAL FEE AND EXPENSES

We propose a flat fee of \$2,500 for developing and facilitating the meeting as outlined above.

Thank you, Matt, for the opportunity to work with you on this critical initiative. We appreciate your confidence in us.

Very truly yours,

John Bellis
Principal

Accepted by:

Date:

Matt Pincus