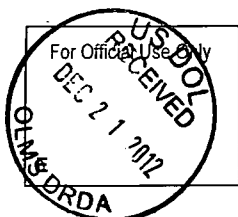


FORM LM-20 AGREEMENT AND ACTIVITIES REPORT

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)

READ THE INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS REPORT.

508469

1. File Number: c-00738

Person Filing

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

Name Jacob M. Monty

Title manager

Organization Latino Labor Persuaders

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

Street 150 W. Parker Rd. Fourth Floor

City Houston

State Tx

ZIP Code + 4 77076

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): LLC

Nature of Agreement or Arrangement

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

Name Keith Hancock

Organization IFCO Systems, W.A., Inc.

Trade Name, if any

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

Street 13100 Northwest Freeway

City Houston

State Tx

ZIP Code + 4 77040

7. Date entered into:

11 / 26 / 2012

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

Name Keith Hancock

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)

Manager

On 12 / 12 (713) 691-7118

Date

Telephone Number

14. Signed

Treasurer
(If other title, see
instructions)

Title Other (Specify)

Manager

On 12 / 12 (713) 691-7118

Date

Telephone Number

Filer: **Jacob Monty Latino Labor Persuaders**

File Number C- **00738**

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.):

To provide professional consulting services as described in Section 11, per verbal contract, consultants are to be paid a flat daily rate, plus reimbursements for expenses incurred while at client's facility.

Specific Activities to be Performed

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

a. Nature of activity:

Conduct employee and supervisory group meetings, on behalf of IFCO Systems, N.A., Inc., to inform and educate participants about their rights, duties, and responsibilities as they pertain to the National Labor Relations Act and National Labor Relations Board procedures such as secret ballot elections, collective bargaining representation, collective bargaining procedures, unfair labor practices and union rules and finances.

11.b. Period during which performed:

November 26, 2012 - on going

11.c. Extent performed:

on going

11.d. Name and address through whom performed:

Name **Carlos Ortiz**

Organization **Latino Labor Persuaders**

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

Street **150 W. Parker Rd. Fourth Floor**

City **Houston**

State **Tx** ZIP Code + 4 **77076**

Additional Name and address through whom performed, if any:

Name **Gherri Ransom**

Organization **Latino Labor Persuaders**

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

Street **150 W. Parker Rd. Fourth Floor**

City **Houston**

State **Tx** ZIP Code + 4 **77076**

12.a. Identify subject groups of employees:

All full-time and part-time production employees and drivers in the bargaining unit.

12.b. Identify subject labor organizations:

UFCW Local 1360

Filer: Jacob Monty Latino Labor Persuaders

File Number C- 00738

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.):

To provide professional consulting services as described in Section 11. Per verbal contract, consultants are to be paid a flat daily rate, plus reimbursements for expenses incurred while at client's facility.

Specific Activities to be Performed

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

a. Nature of activity:

Conduct employee and supervisory group meetings, on behalf of Ifco Systems, N.A., Inc., to inform and educate participants about their rights, duties, and responsibilities as they pertain to the National Labor Relations Act and National Labor Relations Board procedures such as secret ballot elections, collective bargaining representation, collective bargaining procedures, unfair labor practices and union rules and finances.

11.b. Period during which performed:

November 26, 2012 - ongoing

11.c. Extent performed:

ongoing

11.d. Name and address through whom performed:

Name Lauren Rosenfeld

Organization Latino Labor Persuaders

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

Street 150 W. Parker Rd. fourth floor

City Houston

State TX

ZIP Code + 4 77076

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:

All full-time and part-time production employees and drivers in the bargaining unit.

12.b. Identify subject labor organizations:

UFCW Local 1360