



This report is mandatory under P.L. 86-257 as amended. Failure to comply may result in criminal prosecution, fines and civil penalties as provided by 29 U.S.C. 439, 440.

OMB No. 1214-0001
02/29/93

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).

File No. C. 364

A. Person Filing

1. Name and mailing address (include ZIP code): Balance Incorporated 1011 Industrial Road, Suite 6 Boulder City, NV 89005	2. Any other address where records necessary to verify this report are kept:
3. Date fiscal year ends: 12/31	4. Type of person: a. <input type="checkbox"/> Individual b. <input type="checkbox"/> Partnership c. <input checked="" type="checkbox"/> Corporation d. <input type="checkbox"/> Other (Specify):

B. Nature of Agreement or Arrangement

5. Full name and address of employer with whom made (include ZIP code): Cashman Equipment 3101 East Craig Road North Las Vegas, NV 89030	6. Date entered into: August 10, 2001
	7. Names of persons through whom made: James Moore
8. Check the appropriate box to indicate whether an object of the activities undertaken, is directly or indirectly: a. <input checked="" type="checkbox"/> To persuade employees to exercise or not to exercise, or persuade employees as to the manner or exercising, the right to organize collectively through representatives of their own choosing. b. <input type="checkbox"/> To supply and 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.	
9. Terms and conditions (Explain in detail; see Part B-9 of instructions): \$25.00 to \$500.00 per hour. To do everything lawful to avoid contamination by Operating Engineers' intervention. To determine employee concerns and to recommend to management areas for lawful improvement in wages and benefits, job security, communication and human relations. To provide ongoing advice to support future enhancement of the work environment, including management training and team building.	

C. Specific Activities to be Performed

10. For each activity, separately list in detail the information required (See Part C-10 of instructions): a. Nature of activity: Educational group meetings, one-to-one contact, recommendations to management for lawful improvements and corrections, research into the legal and financial dealing of the labor organization in question.	
b. Period during which performed: Ongoing	c. Extent performed: Ongoing
d. Names and addresses of persons through whom performed: To be determined	

11. Identify (a) Subject employees, groups of employees, and (b) labor organizations:

(a) To be determined

(b) A business calling itself Operating Engineers



D. Verification and Signature. The person in item 1 above and each of his undersigned authorized officers declares, under penalty of law, that all information in this report, including all attachments incorporated therein or referred to in this report, has been examined by him and is, to the best of his knowledge and belief, true, correct, and complete.

Signed: (If other title, cross out and write in correct title above.) City State Date at: Boulder City, NV on: Aug 10 2001	Signed: _____ (If other title, cross out and write in correct title above.) City State Date on: _____
President	Treasurer

Public reporting burden for this collection of information is estimated to average 20 minutes per response, including the time for reviewing instructions searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the Office of Labor Management Standards, Department of Labor, Room N5625, 200 Constitution Avenue, N.W., Wash., D.C. 20210; and to the Office of Management and Budget, Paperwork Reduction Project (1214-0001), Wash., D.C. 20503.



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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).

File No. C. 364

A. Person Filing**1. Name and mailing address (include ZIP code):**

Balance Incorporated
1011 Industrial Road, Suite 6
Boulder City, NV 89005

2. Any other address where records necessary to verify this report are kept:**3. Date fiscal year ends:**

12/31

4. Type of person:

a. ☐ Individual b. ☐ Partnership c. ☒ Corporation d. ☐ Other (Specify):

B. Nature of Agreement or Arrangement**5. Full name and address of employer with whom made (include ZIP code):**

The Mirage
3400 Las Vegas Blvd., South
Las Vegas, NV 89109

6. Date entered into:

May 16, 2001

7. Names of persons through whom made:

Helen Kamer

8. 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 or exercising, the right to organize collectively through representatives of their own choosing.
- b. ☐ To supply and 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.

9. Terms and conditions (Explain in detail; see Part B-9 of instructions):

\$25.00 to \$500.00 per hour. To do everything lawful to avoid contamination by IATSE Local 720 intervention. To determine employee concerns and to recommend to management areas for lawful improvement in wages and benefits, job security, communication and human relations. To provide ongoing advice to support future enhancement of the work environment, including management training and team building.

C. Specific Activities to be Performed**10. For each activity, separately list in detail the information required (See Part C-10 of instructions):****a. Nature of activity:**

Educational group meetings, one-to-one contact, recommendations to management for lawful improvements and corrections, research into the legal and financial dealing of the labor organization in question.

b. Period during which performed:

Ongoing

c. Extent performed:

Ongoing

d. Names and addresses of persons through whom performed:

To be determined

11. Identify (a) Subject employees, groups of employees, and (b) labor organizations:

28RC5967 IATSE Local 720

D. Verification and Signature. The person in item 1 above and each of his undersigned authorized officers declares, under penalty of law, that all information in this report, including all attachments incorporated therein or referred to in this report, has been examined by him and is, to the best of his knowledge and belief, true, correct, and complete.

Signed:

President

Signed:

Treasurer

(If other title, cross out and write in correct title above.)

(If other title, cross out and write in correct title above.)

City State Date
at: BOULDER CITY NV 89005 on: 5-22-01

City State Date
at: on:

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