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

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. E 766 1. File Number: C-**Person Filing** 2. Name and mailing address (include ZIP Code 3. Any other address where records necessary to verify this report are kept: Title CONSULTANT Organization SPH Organization P.O. Box, Bldg., Room No., if any Cunter Dr. Swite 200 P.O. Box, Bldg., Room No., if any Street 110 Kerpart Cunter Dr. Swite 200 P.O. Box, Bldg., Room No., if any Street 110 Kerpart Cunter Dr. Swite 200 P.O. Box, Bldg., Room No., if any Street 110 Kerpart Cunter Dr. Swite 200 P.O. Box, Bldg., Room No., if any Street 110 Kerpart Cunter Dr. Swite 200 P.O. Box, Bldg., Room No., if any Street 110 Kerpart Cunter Dr. Swite 200 P.O. Box, Bldg., Room No., if any Street 110 Kerpart Cunter Dr. Swite 200 P.O. Box, Bldg., Room No., if any Street 110 Kerpart Cunter Dr. Swite 200 P.O. Box, Bldg., Room No., if any Street 110 Kerpart Cunter Dr. Swite 200 P.O. Box, Bldg., Room No., if any Street 110 Kerpart Cunter Dr. Swite 200 P.O. Box, Bldg., Room No., if any Street 110 Kerpart Cunter Dr. Swite 200 P.O. Box, Bldg., Room No., if any Street 110 Kerpart Cunter Dr. Swite 200 P.O. Box, Bldg., Room No., if any Street 110 Kerpart Cunter Dr. Swite 200 P.O. Box, Bldg., Room No., if any Street 110 Kerpart Cunter Dr. Swite 200 P.O. Box, Bldg., Room No., if any Street 110 Kerpart Cunter Dr. Swite 200 P.O. Box, Bldg., Room No., if any Street 110 Kerpart Cunter Dr. Swite 200 P.O. Box, Bldg., Room No., if any Street 110 Kerpart Cunter Dr. Swite 200 P.O. Box, Bldg., Room No., if any Street 110 Kerpart Cunter Dr. Swite 200 P.O. Box, Bldg., Room No., if any Street 110 Kerpart Cunter Dr. Swite 200 P.O. Box, Bldg., Room No., if any Street 110 Kerpart Cunter Dr. Swite 200 P.O. Box, Bldg., Room No., if any Street 110 Kerpart Cunter Dr. Swite 200 P.O. Box, Bldg., Room No., if any Street 110 Kerpart Cunter Dr. Swite 200 P.O. Box, Bldg., Room No., if any Street 110 Kerpart Cunter Dr. Swite 200 P.O. Box, Bldg., Room No., if any Swite 200 P.O. Box, Bldg., Room No., II Roo ZIP Code + 4 92660 State 4. Date fiscal year ends: 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): 7. Date entered into: Name Organization Trade Name, if any Name Name Name Name **Signatures** Each of the undersigned electares, 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 fill on penalties in the instructions.) 13. Signed 14. Signed Treasurer (If other title, see (If other title, see instructions) instructions) Treasurer Telephone Number Date Telephone Number

Filer, Inum Inester		File Number C-
9. Check the appropriate box to indicate whether an object of the activities undertaken, is directly or indirectly:		
To persuade employees to eversise or not to eversise or persuade employees as to the manner of eversising the right to organize and harmain		
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.		
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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.):		
Controlled the second of the s		
(onsnit Threngh employee speeches alaring he		
Consult through employee speeches daring the election period ending May 18, 2012, starting		
1 A JIM SON		
April 17, 2012 -		
oral agreement.		
Specific Activities to be Performed		
11. For each activity, separately list in detail the information required (See instructions):		
a. Nature of activity:		
Fundlover & Delcher asing about the		
1 1 to date		
11. For each activity, separately list in detail the information required (See instructions): a. Nature of activity: Employee speeches 195/19 about 1 how 91/en on Ap 14, 20, 24, 27, May 1, 49 to date.		
11.b. Period during which performed:	11.c. Extent performed:	
17Ap 2012-18/may 2012	The extent performed.	
11 d. Name and address through whom performed	Additional Name and addres	s through whom performed, if any:
Name Same as above sett.	Name	1
	, idanio	
Organization	Organization	
P.O. Box, Bldg., Room No., if any	P.O. Box, Bldg., Room Ng., i	fany
Street	Street	
City	City	
State ZIP Code + 4	State	ZIP Code + 4
12.a. Identify subject groups of employees:	401 11 22 11 11	
· · · · · · · · · · · · · · · · · · ·	12.b. Identify subject labor o	
Employees in bargaining	Sheet 1	metal Workers
Lit ahmit DO at Company	1 - 1 1	40
Employees in bangaming sheet metal Workers unit about 20, at company Local 170 location 614 N. Ford Blue		
location 6/4 N. Tord BIVA		
n Calif apox?		