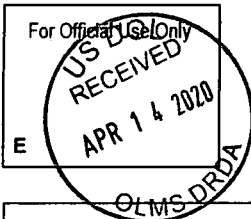


FORM LM-20

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.

727632

1. File Number: C- 00322

Person Filing

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

Name Peter A List

Title Founder & CEO

Organization Kulture Consulting

P.O. Box, Bldg., Room No., if any P.O. Box 2877

Street

City Pawleys Island

State South Carolina ZIP Code + 4 29585

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 / 20

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

Organization POTLACH/DELTIC

Trade Name, if any

P.O. Box, Bldg., Room No., if any Suite 1600

Street 601 W 1st Ave

City Spokane

State Washington ZIP Code + 4 99201

7. Date entered into:

3 / 8 / 2020

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

Name Robert Schwartz

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)

Founder & CEO

14. Signed

Treasurer
(If other title, see
instructions)

Title Other (Specify)

Manager of Administration

On 4/1/2020

Date

843-314-0383

Telephone Number

On 4/1/2020

Date

843-314-0383

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.):

Oral agreement made through Kulture Consulting, LLC \$375.00 per hour, per consultant, plus actual and reasonable expenses. No formal agreement relative to duration or amount of hours to be performed.

Specific Activities to be Performed

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

a. Nature of activity:

Traveled to employer; met with management personnel; provided information to management and employees relative to the National Labor Relations Act, employees' Section Seven Rights, as well as information regarding the NLRB election process and collective bargaining; answered questions.

11.b. Period during which performed:

Various dates beginning 3/8/2020

11.c. Extent performed:

Ongoing

11.d. Name and address through whom performed:

Name Ronn English

Organization The Alton Group, LLC

P.O. Box, Bldg., Room No., if any #433

Street 712 Bancroft Road

City Walnut Creek

State California ZIP Code + 4 94598

Additional Name and address through whom performed, if any:

Name Kirk Cummings

Organization Cummings Group, LLC

P.O. Box, Bldg., Room No., if any PO BOX 882

Street

City Lapeer

State Michigan ZIP Code + 4 48446

12.a. Identify subject groups of employees:

All hourly full-time and regular part-time production and maintenance employees employed by the Employer at its Waldo, Arkansas, facility.

All office clerical and professional employees, managerial employees, guards and supervisors.

12.b. Identify subject labor organizations:

INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS (IAMAW)

Specific Activities to be Performed (Continuation Page)

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

a. Nature of activity:

Traveled to employer; met with management personnel; provided information to management and employees relative to the National Labor Relations Act, employees' Section Seven Rights, as well as information regarding the NLRB election process and collective bargaining; answered questions.

11.b. Period during which performed:

Various dates beginning 3/8/2020

11.c. Extent performed:

Ongoing

11.d. Name and address through whom performed:

Name Quentin Nelson

Organization Noslen & Associates, LLC

P.O. Box, Bldg., Room No., if any PO Box 561

Street

City Blackwood

State New Jersey ZIP Code + 4 08012

Additional Name and address through whom performed, if any:

Name Carlos Ortiz

Organization Solutions Labor Relations Consultants

P.O. Box, Bldg., Room No., if any Suite 210-106

Street 7426 Cherry Ave.

City Fontana

State California ZIP Code + 4 92336

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

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:

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