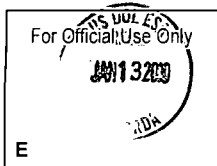


FORM LM-20

AGREEMENT AND ACTIVITIES REPORT

Form approved
Office of Management
and Budget
No. 1215-0188
Expires 11-30-2006



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.

1. File Number: C- 00322

410165

Person Filing

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

Name Peter A List

Title Founder & CEO

Organization Kulture Consulting, LLC

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

Street 759 Bloomfield Avenue, No. 301

City West Caldwell

State New Jersey

ZIP Code + 4 07006

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 / 10

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

Organization Dreiling Medical Management

Trade Name, if any

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

Street 407 Lincoln Road, Suite 700

City Miami Beach

State Florida

ZIP Code + 4 33139

7. Date entered into:

12 / 11 / 2009

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

Name Sandra Flood

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 1/4/2010
Date

973-403-9901
Telephone Number

On 1/4/2010
Date

973-403-9901
Telephone Number

Filer: Peter List Kulture Consulting, LLC	File Number C- 00322
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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.):

Company was employed on a per hour basis with no formal written agreement relative to duration or amount of hours to be performed. Fee schedule based on a per hour rate.

Specific Activities to be Performed	
<p>11. For each activity, separately list in detail the information required (See instructions):</p> <p>a. Nature of activity:</p> <p>Presented informational meetings to company employees relative to the process of unionization, the role of the NLRB, and collective bargaining.</p>	
<p>11.b. Period during which performed:</p> <p>12/09 - 1/10</p>	<p>11.c. Extent performed:</p> <p>12/09</p>
<p>11.d. Name and address through whom performed:</p> <p>Name Peter List</p> <p>Organization Kulture Consulting, LLC</p> <p>P.O. Box, Bldg., Room No., if any</p> <p>Street 759 Bloomfield Avenue, No. 301</p> <p>City West Caldwell</p> <p>State New Jersey ZIP Code + 4 07006</p>	<p>Additional Name and address through whom performed, if any:</p> <p>Name Sue Rosen</p> <p>Organization Kulture Consulting, LLC</p> <p>P.O. Box, Bldg., Room No., if any</p> <p>Street 759 Bloomfield Avenue, No. 301</p> <p>City West Caldwell</p> <p>State New Jersey ZIP Code + 4 07006</p>
<p>12.a. Identify subject groups of employees:</p> <p>All full-time and regular part-time licensed practical nurses, biomed technical employees, set-up technicians, patient care technicians, social service clerks, ward clerks, and administrative assistants employed by the employers at the Reading Dialysis Center facility located at 2201 Dengler Street, Reading, PA and/or the Pennsylvania Dialysis Clinic of Reading facility, located at 615 Spring Street, Wyomissing, PA</p>	<p>12.b. Identify subject labor organizations:</p> <p>American Federation of State, County, and Municipal Employees, Council 88</p>

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Specific Activities to be Performed (Continuation Page)	
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<p>11.b. Period during which performed:</p> <p>12/09 - 1/10</p>	<p>11.c. Extent performed:</p> <p>12/09</p>
<p>11.d. Name and address through whom performed:</p> <p>Name Luisa Perez</p> <p>Organization Kulture Consulting, LLC</p> <p>P.O. Box, Bldg., Room No., if any</p> <p>Street 759 Bloomfield Avenue, No. 301</p> <p>City West Caldwell</p> <p>State New Jersey ZIP Code + 4 07006</p>	<p>Additional Name and address through whom performed, if any:</p> <p>Name</p> <p>Organization</p> <p>P.O. Box, Bldg., Room No., if any</p> <p>Street</p> <p>City</p> <p>State ZIP Code + 4</p>
<p>Additional Name and address through whom performed, if any:</p> <p>Name</p> <p>Organization</p> <p>P.O. Box, Bldg., Room No., if any</p> <p>Street</p> <p>City</p> <p>State ZIP Code + 4</p>	<p>Additional Name and address through whom performed, if any:</p> <p>Name</p> <p>Organization</p> <p>P.O. Box, Bldg., Room No., if any</p> <p>Street</p> <p>City</p> <p>State ZIP Code + 4</p>
<p>12.a. Identify subject groups of employees:</p>	<p>12.b. Identify subject labor organizations:</p>

Kulture Consulting, LLC

759 BLOOMFIELD AVENUE, #301, WEST CALDWELL, NJ 07006

PH: (973) 403-9901 ♦ FAX: (973) 403-0817

Consulting Services Agreement by & between

Kulture Consulting, LLC

&

Dreiling Medical Management

This agreement is made on Dec. 7, 2009 between Kulture Consulting, LLC and Dreiling Medical Management and sets forth the terms and conditions for engagement of the services of Kulture Consulting, LLC.

Background & The Current Climate

On January 20, 2009, when President Obama took office, one of the first appointments he announced was the naming of National Labor Relations Board (NLRB) member and former Teamsters attorney Wilma Liebman as chairperson of the NLRB. Since that time, the President has appointed two more union-activist attorneys to fill National Labor Relations Board vacancies in Washington.

This represents a significant and profound shift in the expected direction of the NLRB, its policies and its rulings. In fact, it is widely believed, based on previous opinions issued and expressed by Chairperson Liebman and that the vast majority of NLRB decisions will highly pro-union and anti-employer. Given this, it is also expected that unions, knowing that the landscape in Washington is highly favorable to them will widely utilize the NLRB's processes to attempt to win rulings against employers and their agents that heretofore would have been unattainable.

In light of the political developments that have taken place in Washington, DC, it is incumbent on both parties to this agreement to understand that the legal interpretation of the National Labor Relations Act can, and likely will change with any ruling that is heard before the NLRB. As a result of this, what may be construed as lawful speech today may be deemed to be unlawful speech tomorrow.

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While Kulture Consulting and its individual consultants will continually strive to ensure that all services including, but not limited to written materials, speeches, the coaching of managers and supervisors, conversations, discussions, as well as informational meetings for employees will be conducted with the utmost respect and adherence to the law, as applied at the time of engagement of services, the following must be understood and agreed to prior to the performance of services by Kulture Consulting or any of its individual consultants:

1. It should be recognized and acknowledged that given, the aggressiveness of today's union leaders on a national and local level, Unfair Labor Practices (ULPs) and election objections are to be expected in labor campaigns.
2. As part of Kulture Consulting's *Client Commitment*, efforts will continually be made, in concert with labor counsel, to avert sustained ULP charges and/or election objections.
3. Given the expected increase in pro-union case rulings, it should be expected that Unfair Labor Practices and/or election objections, may be filed and potentially sustained, even on the basis of well-established and/or legally-sanctioned written material, and/or presentations made by persons *internal* (e.g., supervision/ management) or *external* (e.g., consultants)
4. Although efforts will continually be made and precautions taken to avert the filing of ULP charges and/or objections, it should be understood that individuals within and/or external to Dreiling Medical Management have no control to what a union alleges or takes action on through the National Labor Relations Board.
5. Therefore, Kulture Consulting, LLC and any or all of its shareholders, employees, contractors, and/or individual consultants cannot and shall not be held liable, nor accountable, for that which occurs with regard to potential union-filed ULPs and/or election objections.

(Continued)

Kulture Consulting, LLC

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- a. It is understood that this agreement shall indemnify Kulture Consulting, LLC and any or all of its shareholders, employees, contractors, individual consultants from any and all claims arising out of Kulture Consulting, LLC's services to and on behalf of Dreiling Medical Management.
- b. It is further understood and agreed that the above paragraphs shall apply to the parties as/if the so-called Employee Free Choice Act (or any compromise legislation) is passed to include monetary fines/penalties.

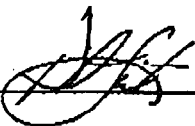
Invoice & Payment Policy

- As per prior discussion, Kulture Consulting services are based on a per hour, per consultant basis, which includes travel plus actual and reasonable expenses.
- Invoices will be provided to Dreiling Medical Management on an ongoing basis. All invoices shall be paid by Dreiling Medical Management upon receipt.
- This agreement may be terminated, at any time, by either party involved, with payment for work hours expended since the last billing through dates/times of termination, plus actual and reasonable expenses incurred, to be paid in full.

Upon engagement of our services, please acknowledge receipt and approval of the above stipulations regarding representation/consulting services, invoicing, and payment.

On behalf of Kulture Consulting, LLC

On behalf of Dreiling Medical Management


_____

Date: 12-07-09

Date: 12/9/09