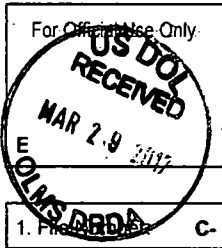


# FORM LM-20

## AGREEMENT AND ACTIVITIES REPORT

Form approved  
Office of Management  
and Budget  
No. 1245-0003  
Expires 03-31-2019

For Official Use Only



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.

647123

1. Filing Office: c-495

### Person Filing

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

Name: JOHN HAWKINS  
Title: PRESIDENT  
Organization: MANAGEMENT PERFORMANCE INT'L  
P.O. Box, Bldg., Room No., if any:   
Street: 11500 NORTHLAKE DR SUITE 105  
City: CINCINNATI  
State: OH ZIP Code + 4: 45249

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:

Sept / 16

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: PAUL MCGRATH  
Organization: UNIVERSAL STAINLESS  
Trade Name, if any:   
P.O. Box, Bldg., Room No., if any:   
Street: 600 Mayer Street  
City: Bridgeton  
State: PA ZIP Code + 4: 15017-2790

7. Date entered into:

2 / 1 / 2016

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

Name: PAUL MCGRATH  
Name: DENNIS BATES  
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

John Hawkins

President  
(If other title, see instructions)

Title: President

14. Signed

John Hawkins

Treasurer  
(If other title, see instructions)

Title: Treasurer

On

MARCH 20 2017

Date

513 721 6611

Telephone Number

On

MARCH 20 2017

Date

513 721 6611

Telephone Number

Filer:

File Number C-

495

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.):

NO WRITTEN AGREEMENT

**Specific Activities to be Performed**

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

a. Nature of activity:

THE KEY ACTIVITY WAS TO PROVIDE CONSULTING SUPPORT AND PERSUADE THE HOURLY AND FULLTIME EMPLOYEES TO VOTE "NO" IN A REPRESENTATION ELECTION.

11.b. Period during which performed:

FEBRUARY 2016

11.c. Extent performed:

COMPLETION

11.d. Name and address through whom performed:

Name JOHN HAWKINS

Organization MANAGEMENT PERFORMANCE INT'L

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

Street 11500 NORTHLAKE DR SUITE 105

City CINCINNATI

State OH ZIP Code + 4 45249

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 REGULAR PART TIME EMPLOYEES AT NORTH JACKSON PLANT

12.b. Identify subject labor organizations:

UNITED STEEL WORKERS