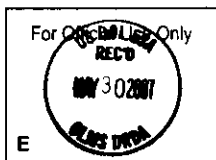


FORM LM-20

AGREEMENT AND ACTIVITIES REPORT

Form approved
Office of Management
and Budget
No. 1215-0188
Expires 11-30-2009



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- 00525

326919

Person Filing

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

Name

Title

Organization LRI Consulting Services, Inc.

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

Street 7850 South Elm Place

City Broken Arrow

State Oklahoma

ZIP Code + 4 74011

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 / 31

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 Altoona Regional Health System

Trade Name, if any

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

Street 620 Howard Avenue

City Altoona

State Pennsylvania

ZIP Code + 4 16601

7. Date entered into:

4 / 23 / 2007

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

Name Ron McConnell

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 VI on penalties in the instructions.)

13. Signed

Title President

President
(If other title, see
instructions)

14. Signed

Title Treasurer

Treasurer
(If other title, see
instructions)

On 05/22/2007 918-455-9995

Date Telephone Number

On 05/22/2007 918-455-9995

Date Telephone Number

| | |
|--------------------------------------|----------------------|
| Filer: LRI Consulting Services, Inc. | File Number C- 00525 |
|--------------------------------------|----------------------|

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.):

Agreement to provide consultation, to give speeches to employees about exercising their right to organize and bargain collectively. Copy of proposal attached.

Specific Activities to be Performed

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

a. Nature of activity:

Employed to give speeches to employees regarding exercising their rights to organize and bargain collectively.

| | |
|--|---|
| 11.b. Period during which performed: 4/23/07 through 5/24/07 | 11.c. Extent performed Fully performed |
| 11.d. Name and address through whom performed: Name Rosalyn Warren Organization Labor Relations Services, Inc. P.O. Box, Bldg., Room No., if any Street 24 Corporate Plaza, Suite 100 City Newport Beach State California ZIP Code + 4 92660 | Additional Name and address through whom performed, if any: Name Khahn Tran Organization Labor Relations Services, Inc. P.O. Box, Bldg., Room No., if any Street 24 Corporate Plaza, Suite 100 City Newport Beach State California ZIP Code + 4 92660 |
| 12.a. Identify subject groups of employees: RN's | 12.b. Identify subject labor organizations: SEIU |

Specific Activities to be Performed (Continuation Page)

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

a. Nature of activity:

Employed to give speeches to employees regarding exercising their rights to organize and bargain collectively.

11.b. Period during which performed:

4/23/07 through 5/24/07

11.c. Extent performed:

Fully performed

11.d. Name and address through whom performed:

Name Peter Quist

Organization Grubb, Quist and Associates, LLC

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

Street 12 South Main Street

City Waterbury

State Vermont

ZIP Code + 4 05676

Additional Name and address through whom performed, if any:

Name Matt Perovic

Organization Quantum Consulting, Inc.

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

Street 10917 Kilpatrick

City Oak Lawn

State Illinois

ZIP Code + 4 60453

Additional Name and address through whom performed, if any:

Name Bruce F Crawford

Organization

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

Street 118 Plum Street

City Roswell

State Georgia

ZIP Code + 4 30075

Additional Name and address through whom performed, if any:

Name Keith Peraino

Organization Peraino & Associates, LLC

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

Street 4959 Thames Street East

City Kissimme

State Florida

ZIP Code + 4 34778

12.a. Identify subject groups of employees:

12.b. Identify subject labor organizations:

| | |
|--------------------------------------|----------------------|
| Filer: LRI Consulting Services, Inc. | File Number C- 00525 |
|--------------------------------------|----------------------|

| Specific Activities to be Performed (Continuation Page) | |
|---|--|
| <p>11. For each activity, separately list in detail the information required (See instructions):</p> <p>a. Nature of activity:</p> <p>Employed to give speeches to employees regarding exercising their rights to organize and bargain collectively.</p> | |
| <p>11.b. Period during which performed:</p> <p>4/23/07 through 5/24/07</p> | <p>11.c. Extent performed:</p> <p>Fully performed</p> |
| <p>11.d. Name and address through whom performed:</p> <p>Name Kathleen Tregear</p> <p>Organization Tregear & Associates, LLC</p> <p>P.O. Box, Bldg., Room No., if any</p> <p>Street 2323 Race Street, Apt 923</p> <p>City Philadelphia</p> <p>State Pennsylvania ZIP Code + 4 19103</p> | <p>Additional Name and address through whom performed, if any:</p> <p>Name Roz Nelson</p> <p>Organization Chessboard Consultants</p> <p>P.O. Box, Bldg., Room No., if any</p> <p>Street 1141 West Washington Blvd, Suite 23</p> <p>City Chicago</p> <p>State Illinois ZIP Code + 4 60607</p> |
| <p>Additional Name and address through whom performed, if any:</p> <p>Name Mariah DeForest</p> <p>Organization EMSI Consulting, Inc</p> <p>P.O. Box, Bldg., Room No., if any</p> <p>Street 1340 N. Astor St. #2205</p> <p>City Chicago</p> <p>State IL ZIP Code + 4 60610</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> |

PROPOSAL

WIRE TV:

TO: Ron McConnell
Chief Operating Officer
620 Howard Avenue
Altoona, PA 16601

THE BANKERS' BANK

DATE: April 23, 2007

ROUTE 103003616

FOR CREDIT OF THE FIRST NATIONAL BANK AND TRUST COMPANY

ACCT # 10288 FOR FURTHER CREDIT LRI CONSULTING

SITUATION ASSESSMENT:

You have asked for a proposal to provide consulting services to help you win your upcoming NLRB election against the SEIU. We have performed a thorough assessment of your situation, including a headcount, meetings with your supervisory and management staff, review of background materials regarding issues leading up to the campaign, and analysis of the staffing and scheduling challenges for this campaign. We anticipate that the parties will enter a stipulated election agreement next week for an election around the 24th of May. You have a few short weeks to educate your employees on the disadvantages of unions and convince them to put their trust in a direct relationship with you as opposed to a third party like the SEIU. You want to make sure that your campaign communications are persuasive, legally sound and provide the best opportunity to build trust with your employees.

PROPOSED INTERVENTION:

In addition to communication tools you have already purchased, we will provide expert campaign management with experience in healthcare campaigns and provide on-site facilitators to communicate your message directly to employees in captive audience meetings and one-on-one. Based on our assessment we propose that a team of seven consultants work at your two campuses for the duration of your election campaign. We propose working seven days a week (all seven consultants will work during the week and four will work on weekends) to ensure that we can effectively communicate with all voters in the election.

OBJECTIVES:

Our objectives for this project include:

- Win the NLRB election by as wide a margin as possible or achieve a withdrawal of the petition, without meritorious election objections or unfair labor practice charges;
- Increase trust and credibility of the current leadership team by improving communication and developing their ability to create a positive employee relations environment;
- Maintaining a direct-relationship at your facility (a unionized facility is normally less productive and profitable than a direct relationship one – most estimates place the "dead weight cost" of unionization around 25% more than the cost of operating non-union).

MEASURES OF SUCCESS:

Our metrics include:

- The vote outcome (or the withdrawal of the petition).

VALUE TO THE ORGANIZATION:

The value to your company includes:

- Maintaining a direct-relationship at the your facility (patient care and satisfaction is normally lower in unionized facilities – in addition, a unionized facility is less productive and profitable than a direct relationship one);
- Improved skill of facility leaders, including communication skills, coaching and facilitation skills, the ability to prioritize and respond to employee-relations problems, and basic leadership ability;
- A more positive employee-relations environment where employees see clearly the benefit of a direct relationship with their management team, substantially reducing the probability that a union might successfully organize the facility.

TERMS AND CONDITIONS:

Fees: The fee for this intervention is \$475,000 (plus travel expenses). This includes 6 consultants during the week of April 23rd and the full 7-person team after that until the petition is withdrawn or May 24th, whichever comes first. This does not include consulting services already performed prior to April 23rd.

OK RDM
\$475,000 OK PBW

Includes 3 full days with 7 consultants + complimentary

Payment Terms: A 50% deposit is required upon acceptance of this proposal with the balance due within 30 days or prior to the date of your election, whichever is first. It is understood and agreed that the full fee is due even if the petition in this matter is withdrawn prior to the election date. Further it is understood and agreed that if the election date in this matter is extended beyond May 24th for any reason that additional consulting provided beyond that date is not covered by this proposal and must be agreed to in a separate proposal.

Expenses: Expenses will be billed as actually incurred and are due on presentation of the invoice. Reasonable business expenses include, but are not limited to, transportation (air, rental car, taxi, etc.), lodging, food, and costs for campaign communication materials. Your payment, in the absence of your signature below, indicates your acceptance of this project and the terms and conditions as stated herein.

ACCEPTANCE:

We accept the proposal above:

For LRI Management Services, Inc.



Phillip B. Wilson
Vice President – General Counsel

DATE: April 23, 2007

For Altoona Regional Health System



Ron McConnell
Chief Operating Officer

DATE: