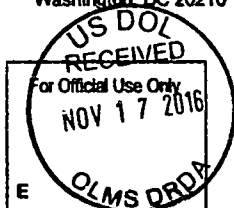


# FORM LM-20 AGREEMENT AND ACTIVITIES REPORT

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.

629287

1. File Number: C- 00322

| Person Filing  |  |
|--|--|
| 2. Name and mailing address (include ZIP Code):<br>Name Peter A List<br>Title Founder & CEO<br>Organization Kulture Consulting, LLC<br>P.O. Box, Bldg., Room No., if any<br>Street P.O. Box 2877<br>City Pawleys Island<br>State South Carolina ZIP Code + 4 29585 | 3. Any other address where records necessary to verify this report are kept:<br>Name<br>Title<br>Organization<br>P.O. Box, Bldg., Room No., if any<br>Street<br>City<br>State ZIP Code + 4               |
| 4. Date fiscal year ends:<br>Dec / 16  | 5. Type of person:<br>a. <input type="checkbox"/> Individual b. <input type="checkbox"/> Partnership c. <input type="checkbox"/> Corporation d. <input checked="" type="checkbox"/> Other (Specify): LLC |

| Nature of Agreement or Arrangement   |   |
|--|---|
| 6. Full name and address of employer with whom made (include ZIP Code):<br>Name<br>Organization DaVita, Inc.<br>Trade Name, if any<br>P.O. Box, Bldg., Room No., if any<br>Street 15271 Laguna Canyon Road<br>City Irvine<br>State California ZIP Code + 4 92618 | 7. Date entered into: 10 / 4 / 2016<br>8. Name of person(s) through whom made:<br>Name Michael Freimann<br>Name<br>Name<br>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 [Signature] President  
(If other title, see instructions)  
Title Other (Specify)  
Founder & CEO

On 11/1/2016 843-314-0383  
Date Telephone Number

14. Signed [Signature] Treasurer  
(If other title, see instructions)  
Title Other (Specify)  
Manager of Administration

On 11/1/2016 843-314-0383  
Date Telephone Number

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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**

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

a. Nature of activity:

Met with employees to discuss card-signing tactics.

11.b. Period during which performed:

October - November 2016

11.c. Extent performed:

Completed

11.d. Name and address through whom performed:

Name Adriana Ortiz  
 Organization Kulture Consulting, LLC  
 P.O. Box, Bldg., Room No., if any  
 Street P.O. Box 2877  
 City Pawleys Island  
 State South Carolina ZIP Code + 4 29585

Additional Name and address through whom performed, if any:

Name  
 Organization Kulture Consulting, LLC  
 P.O. Box, Bldg., Room No., if any  
 Street P.O. Box 2877  
 City Pawleys Island  
 State South Carolina ZIP Code + 4 29585

12.a. Identify subject groups of employees:

Employees employed by the employer at various locations. - PRE-PETITION

12.b. Identify subject labor organizations:

Service Employees International Union, United Nurses Association of California, and California Association of Nurses.