

FORM LM-20 AGREEMENT AND ACTIVITIES REPORT

Form approved
Office of Management
and Budget
No. 1245-0003
Expires 09-30-2021



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.

725118

1. File Number: C-00400-0400

Person Filing

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

Name Alex Casillas

Title Consultant

Organization Action Resources

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

Street 18653 Ventura Blvd., Suite #168

City Tarzana

State CA

ZIP Code + 4 91356

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:

December / 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 Shane M. Keith

Organization Frontier Communications

Trade Name, if any

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

Street 7979 N Belt Line Road

City Irving

State TX

ZIP Code + 4 75063

7. Date entered into:

02 / 26 / 2020

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

Name

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 Consultant
President

14. Signed

Title Treasurer

Treasurer
(If other title, see
instructions)

On 03/13/2020

Date

818-999-9990

Telephone Number

On

Date

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.):

See attachment.

Specific Activities to be Performed

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

- a. Nature of activity: Engaged to communicate with employees regarding their rights to unionize and refrain from unionizing under the National Labor Relations Act.

11.b. Period during which performed:

02/26/2020 to 03/12/2020

11.c. Extent performed:

Completed

11.d. Name and address through whom performed:

Name Arthur Wentworth & Cesar Lopez

Organization Action Resources

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

Street 18653 Ventura Blvd., Suite #168

City Tarzana

State CA

ZIP Code + 4 91356

Additional Name and address through whom performed, if any:

Name Frank Moreno

Organization Action Resources

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

Street 18653 Ventura Blvd., Suite #168

City Tarzana

State CA

ZIP Code + 4 91356

12.a. Identify subject groups of employees:

Tech, Sales, Service and Mechanic employees.

12.b. Identify subject labor organizations:

Communications Workers of America, AFL-CIO



Action Resources

Labor & Employee Relations Specialists

February 26, 2020

Mr. Shane Keith
VP, Labor Relation
Frontier Communications

Re: Letter of Engagement/Agreement for Professional Consulting Services

Dear Mr. Keith,

Upon execution, this three-page letter will confirm that Frontier Communications, hereinafter, "the client", has retained and engaged the services of Direct Persuaders, Inc., d/b/a Action Resources hereinafter, "Action Resources or the consulting firm", for the purposes of providing employee relations consulting services under the following terms and conditions:

1. The consulting firm shall be paid a daily rate of **\$3,000.00 (Three Thousand Dollars)**, per consultant assigned to the case for on-site services rendered on behalf of the client. Off-site office time shall be billed at the rate of \$300.00 (Three Hundred Dollars) per hour. There shall be no pyramiding of rates on any particular day. To further clarify, on days where on-site as well as off-site work is performed, only the daily rate will apply. Upon execution client agrees to pay a retainer fee of **\$28,000.00 (Twenty-Eight Thousand Dollars)** which will be credited to the consulting firm's final invoice.
2. Travel time shall be billed at ½ (one-half) the daily rate noted on paragraph one. Travel time shall only be charged on days where no on-site work is performed on behalf of the client.
3. The consulting firm shall be paid for all reasonable expenses incurred on the client's behalf including but not limited to airfare, lodging, and car rental expense as well as a meal allowance of \$75.00 per consultant, per day including travel days.
4. Invoices shall be submitted every Monday covering charges and expenses incurred for the previous week. Payment shall be due by the following Friday.
5. The client agrees to pay the full invoice balance within 7 (Seven) days from receipt of invoice. A past due late charge of 1 ½ % per month (18% Annually) shall be applied on the unpaid balance.

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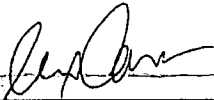
Mr. Keith.
February 26, 2020
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10. Client understands and agrees that the Action Resources' consultants are not qualified to give legal advice and as such cannot be relied upon, or be held responsible for any legal opinion given to the client. In all instances, the client agrees to consult professional legal counsel before acting upon any legal opinion expressed by any Action Resources consultant.
11. If the above terms and conditions of this agreement are satisfactory to you, please evidence your consent by signing and e-mailing this agreement to Mr. Alex Casillas at alex@VoteNo.com.

We appreciate the opportunity to work with you in the above project and look forward to a satisfactory outcome.

This agreement is entered into this 26th day of February 2020.

By:  Title: VP, Labor Relations

By:  02.26.2020
Alex Casillas - President
Direct Persuaders, Inc.
d/b/a Action Resources

18653 Ventura Blvd., Suite #168, Tarzana, CA 91356