

# 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.

305460

1. File Number: C- 00322

### 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 305 Eisenhower Parkway

City Livingston

State New Jersey

ZIP Code + 4 07039

4. Date fiscal year ends:

Dec / 12

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 Hilton Worldwide

Trade Name, if any

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

Street 7930 Jones Branch Drive, 6th Floor

City McLean

State Virginia

ZIP Code + 4 22102

7. Date entered into:

7 / 31 / 2012

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

Name Brenda Carreras

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

9/20/2012

Date

973-403-9901

Telephone Number

On

9/20/2012

Date

973-403-9901

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.):

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:

Engaged in walkaround discussions with employees. Conducted Management Training sessions as well as employee meetings relative to the process of union card signing and the role of the NLRB

11.b. Period during which performed:

7/12 - 9/12

11.c. Extent performed:

9/12

11.d. Name and address through whom performed:

Name Juan Negroni

Organization Kulture Consulting, LLC

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

Street 759 Bloomfield Avenue, #301

City West Caldwell

State New Jersey ZIP Code + 4 07006

Additional Name and address through whom performed, if any:

Name James Hulsizer

Organization Kulture Consulting, LLC

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

Street 759 Bloomfield Avenue, #301

City West Caldwell

State New Jersey ZIP Code + 4 07006

12.a. Identify subject groups of employees:

Employees located at the Hilton Newark Airport located in Elizabeth, New Jersey.

NO PETITION

12.b. Identify subject labor organizations:

NO PETITION

**Specific Activities to be Performed (Continuation Page)**

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

## a. Nature of activity:

Engaged in walkaround discussions with employees. Conducted Management Training sessions as well as employee meetings relative to the process of union card signing and the role of the NLRB

11.b. Period during which performed:

7/12 - 9/12

11.c. Extent performed:

9/12

11.d. Name and address through whom performed:

Name John Henderson

Organization Kulture Consulting, LLC

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

Street 759 Bloomfield Avenue, #301

City Caldwell

State New Jersey ZIP Code + 4 07006

Additional Name and address through whom performed, if any:

Name Quentin Nelson

Organization Kulture Consulting, LLC

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

Street 759 Bloomfield Avenue

City Caldwell

State New Jersey ZIP Code + 4 07006

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

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:

Employees located at the Hilton Newark Airport located in Elizabeth, New Jersey.

NO PETITION

12.b. Identify subject labor organizations:

NO PETITION

# Kulture Consulting, LLC

759 Bloomfield Avenue ♦ No. 301 ♦ West Caldwell, New Jersey 07006  
(973) 403-9901 (O) ♦ (973) 403-0817 (F)



September 20, 2012

Ms. Kay F. Bethea  
U.S. Department of Labor  
Employment Standards Administration  
Office of Labor-Management Standards  
200 Constitution Avenue, NW, Room N-5616  
Washington, DC 20210

C-322

**RE: HILTON WORLDWIDE – HILTON NEWARK AIRPORT**

Dear Ms. Bethea:

An LM-20 Report was originally submitted for Hilton Worldwide – Hilton Newark Airport, in Elizabeth, New Jersey, in August 2012. I am submitting an amended copy of the Report, which includes three additional individuals who were brought in to conduct meetings and training at the facility.

Also, please note that the property is located in Elizabeth, New Jersey. The original LM-20 Report stated that the property was located in Newark, New Jersey. I have updated the Report accordingly.

Feel free to contact me at the number listed above should you have any questions.

Sincerely,

A handwritten signature in cursive script that reads "MAlexander".

Michelle Alexander  
Manager of Administration

/mea