



This report is mandatory under P.L. 86-257 as amended. Failure to comply may result in criminal prosecution, fines and civil penalties as provided by 29 U.S.C. 439, 440.

OMB No. 1214-0001  
12/31/86

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).

File No. C. 376

**A. Person Filing**

1. Name and mailing address (Include ZIP code):

Berens & Tate, P.C.  
10050 Regency Circle, Suite 400  
Omaha, NE 68114

2. Any other address where records necessary to verify this report are kept:

n/a

3. Date fiscal year ends:

1/31/2001

4. Type of person:

a. ☐ Individual b. ☐ Partnership c. ☒ Corporation d. ☐ Other (Specify):

**B. Nature of Agreement or Arrangement**

5. Full name and address of employer with whom made (Include ZIP code):

Hills Materials Company  
P.O. Box 2320  
Rapid City, SD 57709-2320

6. Date entered into:

On or about March 12, 2001

7. Names of persons through whom made:

Lynn Kading

8. 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.

9. Terms and conditions (Explain in detail; see Part B-9 of instructions):

When performing general legal services for the employer, a member of Berens & Tate was involved in activities which may be considered persuader activities.

**C. Specific Activities to be Performed**

10. For each activity, separately list in detail the information required (See Part C-10 of instructions):

- a. Nature of activity: Provide employees with general information on unionization during employee meetings. Monitor employer speeches and answer questions on behalf of the employer.

b. Period during which performed:

During organizing activity

c. Extent performed:

n/a

d. Names and addresses of persons through whom performed:

Mark E. McQueen & Joseph Dreesen, 10050 Regency Circle, Suite 400, Omaha, NE 68114

11. Identify (a) Subject employees, groups of employees, and (b) labor organizations:

Employees of Hills Materials Company

D. Verification and Signature. The person in item 1 above and each of his undersigned authorized officers declares, under penalty of law, that all information in this report, including all attachments incorporated therein or referred to in this report, has been examined by him and is, to the best of his knowledge and belief, true, correct, and complete.

Signed:

*Mark E. McQueen*

President

Signed:

Treasurer

(If other title, cross out and write in correct title above.)

(If other title, cross out and write in correct title above.)

at:

City  
Omaha

State  
NE

Date  
on: 4/10/01

at:

City

State

Date

on:

Form LM-20 (Feb. 1986)



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12/31/86

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).

File No. C. 376

**A. Person Filing**

1. Name and mailing address (include ZIP code): Berens & Tate, P.C. 10050 Regency Circle, Suite 400 Omaha, NE 68114	2. Any other address where records necessary to verify this report are kept:  n/a
3. Date fiscal year ends: 1/31/2001	4. Type of person: a. <input type="checkbox"/> Individual    b. <input type="checkbox"/> Partnership    c. <input checked="" type="checkbox"/> Corporation    d. <input type="checkbox"/> Other (Specify):

**B. Nature of Agreement or Arrangement**

5. Full name and address of employer with whom made (include ZIP code): SITEL Corporation 110 Triple Creek, Suite 10 Longview, TX 75601	6. Date entered into: On or about April 10, 2001
7. Names of persons through whom made: Cindy Floyd	
8. Check the appropriate box to indicate whether an object of the activities undertaken, is directly or indirectly: a. <input checked="" type="checkbox"/> 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. <input type="checkbox"/> 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.	

**9. Terms and conditions (Explain in detail; see Part B-9 of instructions):**

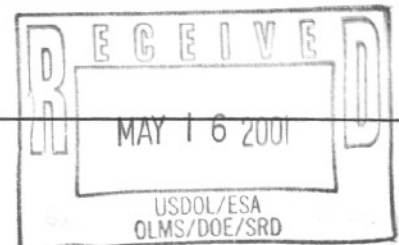
When performing general legal services for the employer, a member of Berens & Tate was involved in activities which may be considered persuader activities.

**C. Specific Activities to be Performed**

10. For each activity, separately list in detail the information required (See Part C-10 of instructions):	
a. Nature of activity: Provide employees with general information on unionization during employee meetings. Monitor employer speeches and answer questions on behalf of the employer.	
b. Period during which performed: During organizing activity	c. Extent performed: n/a
d. Names and addresses of persons through whom performed: Donna S. Colley, 10050 Regency Circle, Suite 400, Omaha, NE 68114	

**11. Identify (a) Subject employees, groups of employees, and (b) labor organizations:**

Employees of SITEL Corporation



**D. Verification and Signature.** The person in item 1 above and each of his undersigned authorized officers declares, under penalty of law, that all information in this report, including all attachments incorporated therein or referred to in this report, has been examined by him and is, to the best of his knowledge and belief, true, correct, and complete.

Signed: (If other title, cross out and write in correct title above.) City: Omaha    State: NE    Date: 5/7/01 at: _____ on: _____	Signed: _____ (If other title, cross out and write in correct title above.) City: _____    State: _____    Date: _____ at: _____ on: _____
President	Treasurer

This report is mandatory under P.L. 86-257 as amended. Failure to comply may result in criminal prosecution, fines and civil penalties as provided by 29 U.S.C. 439, 440.

OMB No. 121-12

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).

File No. C. 376

**A. Person Filing**

1. Name and mailing address (include ZIP code): Berens & Tate, P.C. 10050 Regency Circle, Suite 400 Omaha, NE 68114	2. Any other address where records necessary to verify this report are kept:  n/a
3. Date fiscal year ends: 1/31/2001	4. Type of person: a. <input type="checkbox"/> Individual    b. <input type="checkbox"/> Partnership    c. <input checked="" type="checkbox"/> Corporation    d. <input type="checkbox"/> Other (Specify):

**B. Nature of Agreement or Arrangement**

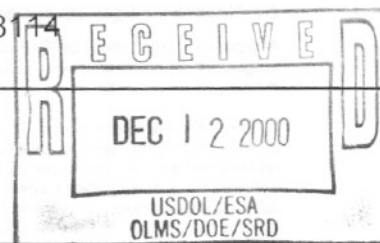
5. Full name and address of employer with whom made (include ZIP code): H & H Plumbing, Inc. 900 W. Cherokee Sioux Falls, SD 57104	6. Date entered into: On or about November 1, 2000
7. Names of persons through whom made: Karen Diltz	
8. Check the appropriate box to indicate whether an object of the activities undertaken, is directly or indirectly: a. <input checked="" type="checkbox"/> 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. <input type="checkbox"/> 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.	
9. Terms and conditions (Explain in detail; see Part B-9 of instructions):  When performing general legal services for the employer, a member of Berens & Tate was involved in activities which may be considered persuader activities.	

**C. Specific Activities to be Performed**

10. For each activity, separately list in detail the information required (See Part C-10 of instructions):	
a. Nature of activity: Provide employees with general information on unionization during employee meetings. Monitor employer speeches and answer questions on behalf of the employer.	
b. Period during which performed: During organizing activity	c. Extent performed: n/a
d. Names and addresses of persons through whom performed: William M. Muth, Jr., 10050 Regency Circle, Suite 400, Omaha, NE 68114	

**11. Identify (a) Subject employees, groups of employees, and (b) labor organizations:**

Employees of H&H Plumbing, Inc.



**D. Verification and Signature.** The person in item 1 above and each of his undersigned authorized officers declares, under penalty of law, that all information in this report, including all attachments incorporated therein or referred to in this report, has been examined by him and is, to the best of his knowledge and belief, true, correct, and complete.

Signed: <u>K. C. Baus</u> (If other title, cross out and write in correct title above.) at: City Omaha State NE Date on: 2/5/00 President	Signed: _____ (If other title, cross out and write in correct title above.) at: City _____ State _____ Date on: _____ Treasurer
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