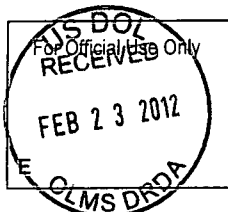


FORM LM-20

AGREEMENT AND ACTIVITIES REPORT



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.

474579

1. File Number: C- 00400

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 223

Street 1119 S. Mission Road

City Fallbrook

State California

ZIP Code + 4 92028

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 Jim Packer

Organization Hickory Springs of California

Trade Name, if any VP - Human Resources

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

Street P.O. Box 128

City Hickory

State North Carolina

ZIP Code + 4 28603

7. Date entered into:

7 / 22 / 2010

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

Name Jim Packer

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 ~~President~~ CONSULTANT

14. Signed

Treasurer
(If other title, see
instructions)

Title Treasurer

On 02/15/12 818-999-9990

Date

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.):

Services were provided on a daily rate for field work and hourly rate for office work, plus reasonable expenses.

Specific Activities to be Performed

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

a. Nature of activity:

To lawfully provide employees with information about unionization not normally offered to them by a union.

11.b. Period during which performed:

July and August 2010

11.c. Extent performed:

Completed

11.d. Name and address through whom performed:

Name Alex Casillas

Organization Action Resources

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

Street 1119 S. Mission Road

City Fallbrook

State California ZIP Code + 4 92028

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:

Plant Employees

12.b. Identify subject labor organizations:

Machinists Union

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.

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Name Alex Casillas

Organization Action Resources

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

Street 1119 S. Mission Road

City Fallbrook

State California ZIP Code + 4 92028

Additional Name and address through whom performed, if any:

Name

Organization

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

Street

City

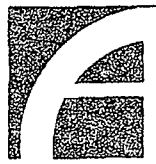
State ZIP Code + 4

12.a. Identify subject groups of employees:

Plant Employees

12.b. Identify subject labor organizations:

Machinists Union



Action Resources

Labor & Employee Relations Specialists

July 22, 2010

Mr. Jim Packer (Sent via e-mail to: jhpacker@hickorysprings.com)
Vice-President of Human Resources
HICKORY SPRINGS OF CALIFORNIA, INC.
P.O. Box 128
Hickory, NC 28603

Re: **Letter of Engagement/Agreement for Professional Consulting Services**

Dear Mr. Packer:

In accordance with our mutual agreement, this two page letter will confirm that Hickory Springs of California, Inc., hereinafter, "the client", has retained and engaged the services of Action Resources hereinafter, "the consulting firm", for the purposes of providing employee relations consulting services.

1. The consulting firm shall be paid a flat daily rate of **\$2,250.00** per consultant assigned to the case for services rendered on behalf of the client at the client's facility. All other time including office and travel time expended on behalf of the client shall be billed at the rate of \$250.00 per hour in quarter-hour increments.
2. The consulting firm shall be paid for all reasonable expenses incurred on the client's behalf, including but not limited to airfare; lodging; car rental, and meals.
3. Invoices shall be submitted every Monday covering charges and expenses incurred for the previous week. Payment shall be due by the following Friday.
4. The parties reserve the right upon written notice to the other, to withdraw from this agreement at any time.
5. In the event that any dispute arises with respect to any of the terms of this agreement, said dispute shall be submitted to final and binding arbitration, pursuant to the rules of the San Diego County Bar Association.
6. All checks due by the Company shall be made payable only to: Action Resources.
7. Client agrees that no representations written or otherwise have been made as to the outcome of the project.

1119 South Mission Road - Suite #223 - Fallbrook, CA 92028 - (818) 999-9990

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July 22, 2010

Mr. Jim Packer (Sent via e-mail to: jhpacker@hickorysprings.com)
Hickory Springs of California, Inc.
Page -2-


8. 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 alexcasillas1@aol.com.

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

This agreement is entered into this 22nd day of July, 2010.

By: 

Jim Packer
For Hickory Springs Manufacturing Company


Title

1119 South Mission Road -- Suite #223 -- Fallbrook, CA 92028 - (818) 999-9990

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