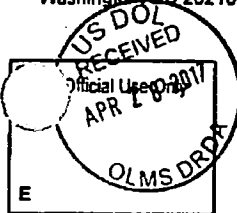


FORM LM-20 AGREEMENT AND ACTIVITIES REPORT

Form approved
Office of Management
and Budget
No. 1245-0003
Expires 10-31-201



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.

649284

1. File Number: C- 00525

Person Filing

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

Name Phillip B Wilson

Title

Organization LRI Consulting Services, Inc.

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

Street 7850 South Elm Place, Suite E

City Broken Arrow

State Oklahoma

ZIP Code + 4 74011

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

Organization Nitto, Inc.

Trade Name, if any

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

Street 300 Frank W. Burr Blvd.

City Teaneck

State NJ

ZIP Code + 4 07666

7. Date entered into:

3 / 7 / 2017

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

Name Richard Kurt

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

Title CEO

President
(If other title, see
instructions)

14. Signed

Title President

Treasurer
(If other title, see
instructions)

On 4/24/2017

Date

918-455-9995

Telephone Number

On 4/24/2017

Date

918-455-9995

Telephone Number

429

Filer: LRI Consulting Services, Inc.

File Number C- 00525

9. Check the appropriate box to indicate whether an object of the activities undertaken, is directly or indirectly:

- ☒ 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 Attached

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 to employees regarding exercising their rights to organize and bargain collectively.

11.b. Period during which performed:

various days beginning 3/13/17

11.c. Extent performed:

Fully Performed

11.d. Name and address through whom performed:

Name Patrick O'Mara

Organization OMara & Associates LLC

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

Street 6 Drakewood Lane

City Novato

State CA ZIP Code + 4 94947

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:

various employees

12.b. Identify subject labor organizations:

pre-petition



LRI Consulting Services, Inc.

phone 800-888-9115
fax 918-455-9998

www.LRIonline.com

Proposal

March 7, 2017

Richard Kurt
Vice President Human Resources
Nitto, Inc.
300 Frank W. Burr. Blvd
Teaneck, NJ 07666

816-564-6592
rick.kurt@nitto.com

RE: Pre-Petition Campaign Consulting

Situation Assessment

You have requested a proposal You want to provide a subject matter expert to educate and prepare your employees for union organizing activity. You want employees to understand that union cards are legal documents, that they need to protect their personal information and some of the common misunderstandings employees have about unions.

Proposed Intervention(s)

Pre-petition Campaign Consulting: For this option we will provide a senior LRI consultant to communicate your message directly to employees, to answer their questions accurately and assess your vulnerability during small group meetings.

Objectives

- Train employees on the facts about union cards, common tactics used to get employees to sign cards and the facts to consider before signing a union card.
- Provide a credible subject matter expert who immediately increases your capacity to legally and persuasively respond to potential union organizing activity.
- Assess the organizing union's progress and your vulnerability to determine the level of risk to your direct relationship with employees.
- Prevent NLRB petitions.

Value to Organization

- You substantially reduce your company's vulnerability to union organizing and become a "hard target" by making it difficult for an organizer to get cards signed using typical tactics.
- You will better understand your level of risk and make better decisions about responding to union organizing.
- You will better understand your employees' issues and your opportunities to improve employee relations and retain the direct relationship privilege.

Terms and Conditions

The fee for consulting is \$3,000 per consultant per day (plus travel expenses). For purposes of this proposal a consulting day means each calendar day worked by each consultant. If more than one consultant is working on your case the parties understand and agree that multiple consulting days may be worked on each calendar day.

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Inc.
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Labor Relations Institute, Inc.

7850 S. Elm Place - Suite E
Broken Arrow, OK 74011



LRI Consulting Services, Inc.

phone 800-888-9115
fax 918-455-9998

www.LRIonline.com

Payment Terms

All fees are due upon the delivery of the consulting services and are nonrefundable. Consulting fees and expenses incurred by consultant will be billed to you and you agree to pay those invoices upon receipt and to settle those statements within 14 days. You agree and acknowledge that failure to pay fees or expenses associated with this project under these terms will result in reassignment of consultant(s), a penalty of the maximum allowable interest rate per month plus any costs we incur to collect an outstanding balance, until all outstanding invoices are paid in full.

It is further understood that all materials included in or with the above referenced items or programs are fully covered and protected by federal copyright laws. Federal law provides civil and criminal penalties for the unauthorized reproduction, distribution or exhibition of protected products.

You further acknowledge that no representation by LRI or its representatives were relied on by you or any member of your company in entering this agreement, and that this document represents the full understanding of the parties. You also acknowledge and agree that we have informed you of the obligation to report any direct persuader activity performed on your behalf to the United States Department of Labor by both our firm and your firm and that failure to timely file these reports can subject your company to criminal penalties. Further, you agree to make LRI aware of and share copies of any unfair labor practice charges and or objections and challenges to the conduct of an election alleging anything regarding speech or behavior, in any form, on the part of any LRI consultant.

Your payment, in the absence of your signature below, indicates your acceptance of this project and the terms and conditions as stated herein. The terms and conditions on this proposal are good for 90 days from the date on this proposal unless specified otherwise. The parties agree that Oklahoma law governs any dispute between them and to resolve any disputes by arbitration in Tulsa, Oklahoma under the American Arbitration Association rules.

Acceptance

We accept the Proposal above and the intervention selected:
_____ Pre-petition Campaign Consulting

The terms and conditions of this Agreement are subject to Exhibit I and II attached to this Agreement and hereby incorporated by reference. In the event of a conflict, the terms of Exhibit I and II shall control.

For LRI Consulting Services, Inc.

Phillip B. Wilson, President/General Counsel

Date: March 7, 2017

For Nitto, Inc.

DocuSigned by:

Rick Kurt

FCC IE8492318480

Richard Kurt, Vice President Human Resources

Date: 3/9/2017

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7850 S. Elm Place - Suite E
Broken Arrow, OK 74011

EXHIBIT I

Travel expenses must be reasonable (airline tickets purchased at lowest rate for required route; coach class; meals not to exceed \$60 per day in total, etc. without prior permission from Nitto, Inc.

The consultant to be assigned to our location in Lakewood, NJ is Pat O'Mara. Substitution of another consultant requires Nitto, Inc.'s prior approval.

One consultant per day will be assigned by LRI to this matter. The total cost to Nitto, Inc. shall not exceed \$30,000 + reasonable travel expenses (calculated on one consultant per day for 10 days in a two week period). LRI will not charge Nitto, Inc. for any administrative support from LRI (such as the "campaign manager") or any other costs not approved separately by Nitto, Inc.

LRI shall name Nitto, Inc. as an additional insured, and provide a Certificate of Insurance to that effect, to the reasonable satisfaction of Nitto, Inc., meeting the requirements of the attached draft COI. The COI must be submitted and approved by Nitto, Inc.'s risk administrator, Keiko Iwabuchi, prior to LRI's employees entering Nitto, Inc.'s location in Lakewood, New Jersey to provide services.

^{DS}
RL

^{DS}
PBW

Exhibit II – Deliverables for Pre-Petition Campaign Consulting

Week #1:

- "ACT" Education/Training for Supervisor, Managers & Select Salaried Personnel
- One on one Supervisor Interviews
 - Individual People Assessment
- "ACT" Education/Training for Employees
- Develop Meeting Follow Up Handout to Employees (from Supervisor)
 - Coach Supervisors with the delivery of the Handout and any follow up discussion
- Follow Up Meetings with Supervisors:
 - Feedback from the Handout
 - Follow-Up People Assessment
- Develop potential issues list
- Develop Plan for Week #2

Week #2:

- Execute Plan for Week #2

Initials (^{DS} RL) (^{DS} PBW)