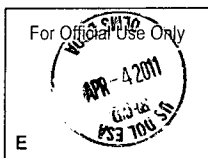


FORM LM-20

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.

457632

1. File Number: C- 00525

Person Filing

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

Name

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 Parks & Sons of Sun City, Inc

Trade Name, if any

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

Street 11217 West Nevada

City Youngtown

State Arizona

ZIP Code + 4 85363

7. Date entered into:

1 / 18 / 2011

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

Name Rya

Taylor

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

14. Signed

Treasurer
(If other title, see instructions)

Title Treasurer

On 3/22/2011

Date

918-455-9995

Telephone Number

On 3/22/2011

Date

918-455-9995

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 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 1/19/2011

11.c. Extent performed:

Fully Performed

11.d. Name and address through whom performed:

Name Hector Barcenas

Organization

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

Street 6217 Crossfire Ct

City Corona

State California

ZIP Code + 4 92880

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

12.b. Identify subject labor organizations:

pre-petition



PROPOSAL

TO: Ryan Taylor
General Manager
Parks & Sons of Sun City, Inc.
11217 West Nevada
Youngtown, AZ 85363

January 18, 2011

(623) 201-2616

ryantaylor@parksandsons.com

SITUATION ASSESSMENT:

You have asked for a proposal to provide consulting services to help you prevent a union petition from being filed at a location experiencing card-signing activity or, barring that, to win an NLRB election. You have a few short weeks to educate your employees on the disadvantages of unions and convince them to put their trust in a direct relationship with you as opposed to an outside third party like the union. You want to make sure that your consulting is persuasive, legally sound and provides the best opportunity to build trust with your employees.

PROPOSED INTERVENTION:

We will provide a campaign consultant who will speak directly with your employees to educate them about the disadvantages of unions.

OBJECTIVES:

Our objectives for this project include:

- Prevent an NLRB petition from being filed;
- If a petition cannot be prevented, win an NLRB election by as wide a margin as possible or achieve a withdrawal of the petition, without meritorious election objections or unfair labor practice charges;
- Increase trust and credibility of the current leadership team by improving communication and developing their ability to create a positive employee relations environment;
- Maintain a direct-relationship at your facility (a unionized facility is normally less productive and profitable than a direct relationship one – most estimates place the “dead weight cost” of unionization around 25% more than the cost of operating non-union).

MEASURES OF SUCCESS:

Our metrics will include:

- Whether a petition is filed;
- The vote outcome (or the withdrawal of the petition) if a petition is filed.

VALUE TO THE ORGANIZATION:

The value to your company includes:

- You receive a program that is persuasive and proven, with thousands of election wins;
- You avoid a steep--and slippery--learning curve and are free to do the most important trust-building work. You can persuade your employees with an educational message and without engaging in “mud-slinging” – you will be able to communicate a positive message about the company.

METHODOLOGY AND OPTIONS:

OPTION 1: We will provide expert campaign consulting with an on-site facilitator to communicate your message directly to employees in employee meetings and one-on-one. Our consultant will work with managers and supervisors at your location to increase your own internal capacity for handling employee relations issues after the campaign is over. Based on our joint assessment of the need, we will assign appropriate consulting resources to your campaign for a pre-approved schedule of meetings.

TERMS AND CONDITIONS:

The fee is \$3,000 per consultant per day or \$1,500 per consultant per half day (plus travel expenses). This fee is due upon the delivery of the consulting services and is non refundable.

Payment Terms: We require a \$15,000 retainer for consulting services that is due upon acceptance of this proposal. The consultant's time will be billed at \$3000 per day /per consultant or \$1,500 per half day per

Client Initials



consultant and credited to the retainer. You will receive regular statements outlining the number of hours expended on your behalf and agree to settle all statements within 7 days. You agree to provide a credit card and authorize us to settle any outstanding invoices that are open after 14 days using that card. You also agree to coordinate, arrange and pre-pay consultants' airfare, hotel accommodations and, if deemed necessary, a rental car. Any additional expenses incurred by consultant(s) will be billed to you. 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.

Expenses will be billed as actually incurred and are due on presentation of the invoice. We accept EFT, Visa, MasterCard and American Express for your convenience. Reasonable business expenses include, but are not limited to, transportation (air, rental car, taxi, etc.), lodging, food, and costs for campaign communication materials.

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. Criminal copyright infringement is investigated by the FBI and may constitute a felony penalty of up to five years in prison and/or a \$250,000 fine.

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 criminal penalties. Your payment, in the absence of your signature below, indicates your acceptance of this project and the terms and conditions as stated herein. 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. Your payment, in the absence of your signature below indicates your acceptance of this project and the terms and conditions as stated herein.

ACCEPTANCE:

We accept the proposal above

For LRI Consulting Services, Inc.

For Parks & Sons of Sun City, Inc.

Phillip B. Wilson
President - General Counsel

Ryan Taylor
General Manager

DATE: January 18, 2011

DATE: January 18, 2011

Client Initials