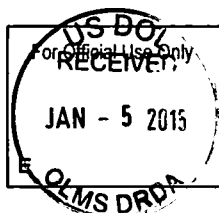


# FORM LM-20

## AGREEMENT AND ACTIVITIES REPORT

Form approved  
Office of Management  
and Budget  
No. 1215-0188  
Expires 11-30-2006

574734



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.

1. File Number: C- 00633

### Person Filing

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

Name Michael D Penn

Title Partner

Organization The Crossroads Group

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

Street 63 Via Pico Plaza, Suite 505

City San Clemente

State California

ZIP Code + 4 92672

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 Jennifer Warner

Organization Con-way Inc.

Trade Name, if any Con-way Freight

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

Street 2211 Old Earhart Road, Suite 100

City Ann Arbor

State Michigan

ZIP Code + 4 48105

7. Date entered into:

10 / 31 / 2014

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

Name Jennifer Warner

Name Thomas W Clark

Name Dan Egeler

Name Bruce Moss

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 Michael Dana Penn

President  
(If other title, see  
instructions)

Title Other (Specify)

Partner

14. Signed [Signature]

Treasurer  
(If other title, see  
instructions)

Title Other (Specify)

Partner

On 12/18/2014 818-999-5632

Date

Telephone Number

On 12/23/2014 949-248-0884

Date

Telephone Number

Filer: Michael Penn      The Crossroads Group	File Number C- 00633
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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.):

Payment on a fee-for-service basis at the hourly rate of \$350.00 plus reasonable and customary expenses

<b>Specific Activities to be Performed</b>	
11. For each activity, separately list in detail the information required (See instructions):	
a. Nature of activity:	
To assist the Employer's communication efforts to advise employees of their Section 7 rights and furnish them with information related to third-party representation	
11.b. Period during which performed: 12/03 - 12/04/14	11.c. Extent performed: Completed
11.d. Name and address through whom performed:	Additional Name and address through whom performed, if any:
Name Michael D Penn	Name
Organization The Crossroads Group	Organization
P.O. Box, Bldg., Room No., if any	P.O. Box, Bldg., Room No., if any
Street 63 Via Pico Plaza, Suite 505	Street
City San Clemente	City
State California      ZIP Code + 4 92672	State      ZIP Code + 4
12.a. Identify subject groups of employees:	12.b. Identify subject labor organizations:
All employees at the Employer's Santa Maria (San Luis Obispo), CA facility	IBT