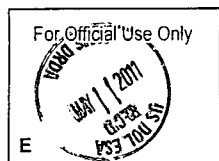


FORM LM-20

AGREEMENT AND ACTIVITIES REPORT

Form approved
Office of Management
and Budget
No. 1245-0003
Expires 10-31-2013



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.

468 980

1. File Number: C- 743

Person Filing	
2. Name and mailing address (include ZIP Code):	3. Any other address where records necessary to verify this report are kept:
Name Ricklin Brown	Name
Title Partner	Title
Organization Bailey & Glasser, LLP	Organization
P.O. Box, Bldg., Room No., if any	P.O. Box, Bldg., Room No., if any
Street 209 Capitol Street	Street
City Charleston	City
State West Virginia ZIP Code + 4 25301	State ZIP Code + 4
4. Date fiscal year ends: Dec / 11	5. Type of person: a. <input type="checkbox"/> Individual b. <input checked="" type="checkbox"/> Partnership c. <input type="checkbox"/> Corporation d. <input type="checkbox"/> Other (Specify):

Nature of Agreement or Arrangement	
6. Full name and address of employer with whom made (include ZIP Code):	7. Date entered into: 4 / 1 / 2011
Name	8. Name of person(s) through whom made:
Organization Les Phares Electric, LLC	Name Leslie Phares, Pres.
Trade Name, if any	Name
P.O. Box, Bldg., Room No., if any	Name
Street 6733 MacCorkle Avenue	Name
City St. Albans	Name
State West Virginia ZIP Code + 4 25177	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 Ricklin President
(If other title, see instructions)
Title Other (Specify)
Partner
On 5/5/11 (304) 345-6555
Date Telephone Number

14. Signed Leslie Phares Treasurer
(If other title, see instructions)
Title Other (Specify)
Partner
On 05/05/2011 (304) 345-6555
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.):

Client requested attorney meet with his employees to provide them with information on the election process for NLRB RC election to be held on April 7, 2011.

Specific Activities to be Performed

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

a. Nature of activity:

Provide oral presentation to members of proposed bargaining unit on the election process and their rights and obligations under National Labor Management Relations Act.

11.b. Period during which performed:

20 minutes on April 4, 2011

11.c. Extent performed:

Completed

11.d. Name and address through whom performed:

Name Ricklin Brown

Organization Bailey & Glasser, LLP

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

Street 209 Capitol Street

City Charleston

State West Virginia ZIP Code + 4 25301

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:

Members of proposed bargaining units consisting of electricians (5) and sheet metal workers (5).

12.b. Identify subject labor organizations:

International Brotherhood of Electrical Workers, IBEW Local #466

Sheet Metal Workers International Association, Local Union #33