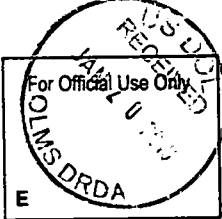


FORM LM-20

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)

602958

READ THE INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS REPORT.

1. File Number:

c-

606659

Person Filing

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

Name

Keith Peraino

Title

CEO

Organization

Creative Solutions & Visions, LLC

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

PO Box 422812

Street

City

Kissimmee

State

FL

ZIP Code + 4

34742

3. Any other address where records necessary to verify this report are kept:

Name

Jeanne Spinner

Title

Human Resources Manager

Organization

Xylem Dewatering Solutions, Inc.

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

Street

84 Floodgate Rd

City

Bridgeport

State

NJ

ZIP Code + 4

08014

4. Date fiscal year ends:

12 / 2015

5. Type of person:

a. ☐ Individual

b. ☐ Partnership

c. ☐ Corporation

d. ☒ Other (Specify): LLC

Nature of Agreement or Arrangement

6. Full name and address of employer with whom made (include ZIP Code):

Name

Jeanne Spinner / HR MGR

Organization

Xylem Dewatering Solutions, Inc.

Trade Name, if any

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

Street

84 Floodgate Rd

City

Bridgeport

State

NJ

ZIP Code + 4

08014

7. Date entered into:

09 / 04 / 2015

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

Name

Jeanne Spinner HR MGR

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

[Signature]

President
(If other title, see instructions)

Title

President

14. Signed

[Signature]

Treasurer
(If other title, see instructions)

Title

Treasurer

On

12/30/15

Date

732-589-1439

Telephone Number

On

[Blank]

Date

[Blank]

Telephone Number

Filer: Keith Peraino	File Number C-
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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.):

Verbal Agreement

Specific Activities to be Performed	
11. For each activity, separately list in detail the information required (See instructions):	
a. Nature of activity:	
Educating employees on their rights under the National Labor Relations ACT	
11.b. Period during which performed:	11.c. Extent performed:
9-4-15 thru 9-25-15	
11.d. Name and address through whom performed:	Additional Name and address through whom performed, if any:
Name: Jeanne Spinner / NRMGR	Name:
Organization: Xylem Dewatering Solutions, Inc.	Organization:
P.O. Box, Bldg., Room No., if any:	P.O. Box, Bldg., Room No., if any:
Street: 84 Floodgate Rd	Street:
City: Bridgeport	City:
State: NJ ZIP Code + 4: 08014	State: ZIP Code + 4:
12.a. Identify subject groups of employees:	12.b. Identify subject labor organizations:
All Employees Voting in election.	I UOE