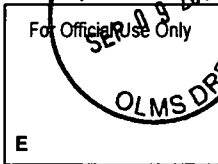


FORM LM-20

AGREEMENT AND ACTIVITIES REPORT

Form approved
Office of Management
and Budget
No. 1245-0003
Expires 08-31-2016



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)

597508

READ THE INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS REPORT.

1. File Number: c- 66636

Person Filing	
2. Name and mailing address (include ZIP Code):	
Name David P Andrews	3. Any other address where records necessary to verify this report are kept:
Title Managing Partner	Name David M McGoron
Organization Andrews and Beard	Title Associate Attorney
P.O. Box, Bldg., Room No., if any PO Box 1311	Organization Andrews and Beard
Street 3366 Lynnwood Drive	P.O. Box, Bldg., Room No., if any PO Box 1311
City Altoona	Street 3366 Lynnwood Drive
State Pennsylvania ZIP Code + 4 16603	City Altoona
	State Pennsylvania ZIP Code + 4 16603
4. Date fiscal year ends:	5. Type of person:
Dec / 31	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):	
Name Steve Glenn	7. Date entered into: 6 / 24 / 2015
Organization Johnny on the Spot, LTD	8. Name of person(s) through whom made:
Trade Name, if any	Name Steve Glenn
P.O. Box, Bldg., Room No., if any	Name
Street 300 East Walnut Street	Name
City Altoona	Name
State Pennsylvania ZIP Code + 4 16601	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 <u>David P. Andrews</u>	President (If other title, see instructions)
Title <u>Managing Partner</u>	
On <u>08/31/2015</u>	(814) 943-7796
Date	Telephone Number
14. Signed <u>David M. McGoron</u>	Treasurer (If other title, see instructions)
Title <u>Other (Specify)</u>	
<u>Associate Attorney</u>	
On <u>08/31/2015</u>	(814) 296-2325
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.):

There was no written agreement between the parties. The filer assisted the employer in preparation of three letters for employer to send to employees prior to the union election. The filer provided services to the employer at a rate of \$230.00 per hour.

Specific Activities to be Performed

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

a. Nature of activity:

The filer agreed to assist the employer in the preparation of informational letters for the employer to distribute to the employees prior to the union election. The filer assisted the employer in preparing two letters to the employer to distribute to employees (if the employer desired), which generally described unions and the collective bargaining process. The filer also assisted the employer in preparing a letter for the employer to distribute to employees (if the employer desired), which generally described the Sheet Metal Workers Union. The filer assisted the employer in this regard between June 24, 2015 and July 8, 2015.

11.b. Period during which performed:

June 24, 2015 to July 8, 2015

11.c. Extent performed:

Completed

11.d. Name and address through whom performed:

Name Steve Glenn

Organization Johnny on the Spot, LTD

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

Street 300 East Walnut Street

City Altoona

State Pennsylvania ZIP Code + 4 16601

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:

All full-time and regular part-time mechanical maintenance employees.

12.b. Identify subject labor organizations:

Sheet Metal Workers International Association,
Local Union No. 19