### Agreement and Activities . . . or

Signed:

(If other title, cross out and write in correct title above.)

MI

Clarkston,

## U.S. Depart It of Labo

Employment Standards Administration Office of Labor-Management Standards



This report is mandatory under P.L. 86-257 as amended. Fallure to comply may result in criminal prosecution, fines and civil penalties as provided by 29 U.S.C. 439, 440.

Form approved - OMB No. 1215-0188 Expires 11-30-2002

File No.	C.	272

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). A. Person Filing 2. Any other address where records necessary to verify this report are kept: 1. Name and maling address (include ZIP code): CBC Consulting, Ltd. 5900 Lorac Dr., Suite 101 48346 Clarkston, MI 4. Type of person: 3. Date fiscal year ends: c. ★ Corporation d. □ Other (Specify): a. Individual b. Partnership 12-31-00 B. Nature of Agreement or Arrangement 6. Date entered into: 5. Full name and address of employer with whom made (include ZIP code): 09-00 Reliant Energy Corporation - Telephone Ctr. 7. Names of persons through whom made: Paul McBraver 77210-4567 Houston, TX 8. Check the appropriate box to indicate whether an object of the activities undertaken, is directly or indirectly: 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. 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. 9. Terms and conditions (Explain in detail; see Part 8-9 of instructions): For services rendered during the union To answer questions of management, and employees concerning the law so as not to violate the employees' rights or the rights of the union. cluded would be group meetings with employees. \$ 88,922.99 to be received by check. A portion of meetings held with employees had nothing to do with persuasive work. Questions regarding employee concerns and other issues C. Specific Activities to be Performed were raised 10. For each activity, separately list in detail the information required (See Part C-10 of instructions): a. Nature of activity: Group meetings with employees. c. Extent performed: b. Period during which performed: 09-00 thru 10-00 Complete d. Names and addresses of persons through whom performed: Address - Same as #1 Harold Craft, Philip Craft, Lizabeth Casale, Carl Mitcham, Michele Bernier 11. Identify (a) Subject employees, groups of employees, and (b) labor organizations: Employees of Reliant Energy Corp - Telephone Center D. Verfication and Signature. The person in item 1 above and each of his undersigned authorized officers declares, under penalty of law, that all information in this report, including all attachments incorporated therein or referred to in this report, has been examined by him and is, to the best of his knowledge and belief, true, correct, and complete.

Signed:

Clarkston,

(If other title, cross out and write in correct title above.)

State

President

Date

Treasurer

## Agreement and Activities Apport

#### U.S. Depar.... t of Labor

Employment Standards Administration Office of Labor-Management Standards



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Form approved - OMB No. 1215-0188 Expires 11-30-2002

A. Person Filling					
1. Name and maling address (inclu	ude ZIP code):	2. Any other a	ddress where records necess	sary to verify this report are kep	
CBC Consulting, Lt	d.				
5900 Lorac Dr., Su	iite 101				
Clarkston, MI 483	346				
3. Date fiscal year ends:	4. Type of person:				
12-31-00	a. 🗆 individual b. 🗆	Partnership	c. Corporation d.	Other (Specify):	
B. Nature of Agreement or An				· Section and the section of the sec	
5. Full name and address of emp		ZIP code):			
Reliance Machine			10-00		
4605 South Walnut			<ol><li>Names of persons through whom made:</li></ol>		
Muncie, IN 47302		Richard Card			
8. Check the appropriate box to					
10 persuade employ	rees to exercise or not to exer a collectively through represen	rcise, or persua tatives of their	ide employees as to the ma	anner of exercising, the right to	
b.   To supply an employ	er with information concerning to the employer, except information	the activities of	employees or a labor organiz	zation in connection with a labo nistrative or arbitral proceeding	
9. Terms and conditions (Explain	in detail; see Part B-9 of instruc	tions):		The second secon	
For services ren	dered during the	union co	nnoian To onam	rom was a bi on a	
of management, a	nd employees conc	arning 5	ipaign. 10 answ	ter questions	
the employees' r	ights or the righ	ta of the	o union Includ	of world be	
group meetings w	ith employees \$	06 106 0	to be were	ed would be	
		26,186.2	to be rece	ived by check.	
C. Specific Activities to be P					
10. For each activity, separately	list in detail the information requ	ired (See Part C	10 of instructions):		
a. Nature of activity:					
Group meetin	gs with employees	ed L			

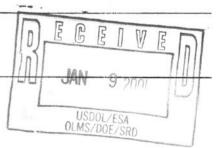
b. Period during which performed:

10-00 thru 11-00 Complete

d. Names and addresses of persons through whom performed:

Address - Same as #1 William Little, John Herrmann, III, Dennis Chaivre

11. Identify (a) Subject employees, groups of employees, and (b) labor organizations:



Employees		ce Machine Com		USI OLMS.	DOL/ESA /DOE/SRD
to the best of his knowledg	ODOLL INCIDUATION AT	Allachments incorporated	of his undersigned authorize therein or referred to in this r	ed officers declares eport, has been ex	, under penalty of law, amined by him and is,
(If other title, cross out and	James	President	1 1000	D / ref	Treasurer
City	State	Date	(If other title, cross out and		
at: Clarkston	MI	on: 12/28/00	at: Clarkston	State / MI	Date on: 13/38/00
					Form LM-20 (Feb. 1990)

# Agreement and Activities Report

#### U.S. Deparm at of Labor

Employment Standards Administration Office of Labor-Management Standards



This report is mandatory under P.L. 86-257 as amended. Failure to comply may result in criminal prosecution, fines and civil penalties as provided by 29 U.S.C. 439, 440.

Required of Persons, including Labor Relations Consultants and Other Individuals and Organizations,

11. Identify (a) Subject employees, groups of employees, and (b) labor organizations:

Employees of American Highway Technology

Form approved - OMB No. 1215-0188 Expires 11-30-2002

File No.

Under Section 203(b) of the Labor-Management Rep	Offing and Disclosure Act of 1999, as americas (E.m.)
A. Person Filing	2. Any other address where records necessary to verify this report are kept
Name and maling address (include ZIP code):	2. Any other address where records necessary to vormy and report and
CBC Consulting, Ltd.	
5900 Lorac Dr., Suite 101	
Clarkston, MI 48346	
3. Date fiscal year ends: 4. Type of pers	
12-31-00 a. □ Indiv	idual b. □ Partnership c. ■ Corporation d. □ Other (Specify):
B. Nature of Agreement or Arrangement	
5. Full name and address of employer with whom	
American Highway Technolog	10-00
2150 S. Rt. 45-52	7. Names of persons through whom made:
Kankakee, IL 60901	Nancy Ostby
8. Check the appropriate box to indicate whether	an object of the activities undertaken, is directly or indirectly:
organize and bargain collectively thro	or not to exercise, or persuade employees as to the manner of exercising, the right to bugh representatives of their own choosing.
b.   To supply an employer with informatic dispute involving such employer, excord a criminal or civil judicial proceedi	on concerning the activities of employees or a labor organization in connection with a labor ept information for use solely in conjunction with an administrative or arbitral proceeding ng.
9. Terms and conditions (Explain in detail; see Pa	rt 8-9 of instructions):
For services rendered dur	ing the union campaign. To answer questions
of management, and employ	ees concerning the law so as not to violate
the employees' rights or	the rights of the union. Included would be
group meetings with emplo	yees. \$20,000.00 to be received by check.
C. Specific Activities to be Performed	
10. For each activity, separately list in detail the in	formation required (See Part C-10 of instructions):
a. Nature of activity:	
Constant	
Group meetings with e	mployees.
b. Period during which performed:	c. Extent performed:
10-00 thru 11-00	Complete
d. Names and addresses of persons throu Address - Same as #1 Philip Craft, Carl Mitc	

D. Verfication and Signature. The person in item 1 above and each of his undersigned authorized officers declares, under penalty of law, that all information in this report, including all attachments incorporated therein or referred to in this report, has been examined by him and is, to the best of his knowledge and belief, true, correct, and complete.

to the	best of his knowledge	e and belief, true, co	rrect, and complete.	nereni or releited to in this h	oport, rias beerre.	kammed by min and is,
Signed	X/ sorel	J. Danes	President	Signed: Jarold K	Truff	Treasure
(If other title, cross out and write in correct title above.)			(If other title, cross out and write in correct title above.)			
at:	Clarkston	State MI	Date on: <sup>12</sup> /28/00	City at: Clarkston	State MI	Date on: 13/38/00