

# 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)

538427  
READ THE INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS REPORT.

1. File Number: C- 00322

## Person Filing

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

Name Peter A List  
Title Founder & CEO  
Organization Kulture Consulting, LLC  
P.O. Box, Bldg., Room No., if any  
Street 759 Bloomfield Avenue, #301  
City West Caldwell  
State New Jersey ZIP Code + 4 07006

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 305 Eisenhower Parkway  
City Livingston  
State New Jersey ZIP Code + 4 07039

4. Date fiscal year ends:

Dec / 13

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  
Organization CLP Resources  
Trade Name, if any  
P.O. Box, Bldg., Room No., if any  
Street 1015 A Street  
City Tacoma  
State Washington ZIP Code + 4 98402

7. Date entered into:

11 / 19 / 2013

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

Name Michelle Isaacson  
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

Title President

President  
(If other title, see  
instructions)

14. Signed

Title Other (Specify)

Manager of Administration

Treasurer  
(If other title, see  
instructions)

On 12/10/2013 973-403-9901  
Date Telephone Number

On 12/10/2013 973-403-9901  
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.):

Company was employed on a per hour basis with no formal written agreement relative to duration or amount of hours to be performed. Fee schedule based on a per hour rate.

#### Specific Activities to be Performed

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

a. Nature of activity:

Presented informational meetings to company employees relative to the process of unionization, the role of the NLRB, and collective bargaining.

11.b. Period during which performed:

11/13 - 12/13

11.c. Extent performed:

11/13

11.d. Name and address through whom performed:

Name Juan Negroni

Organization Kulture Consulting, LLC

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

Street 759 Bloomfield Avenue, #301

City West Caldwell

State New Jersey ZIP Code + 4 07006

Additional Name and address through whom performed, if any:

Name Mark Lema

Organization Kulture Consulting, LLC

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

Street 759 Bloomfield Avenue, #301

City West Caldwell

State New Jersey ZIP Code + 4 07006

12.a. Identify subject groups of employees:

All full-time and regular part-time general laborer construction employees employed in Imperial County at First Solar, Inc.'s utility-scale solar photo voltaic projects, including: water truck drivers, rack assembly (including tubes and tables) employees, lasermen, string, and post layout employees, water and ice destruction employees, general clean up and trash removal employees, set up and relocation of fabrication area employees, fork lift/skid steer operators, post-machine operators, and grade-all operators

12.b. Identify subject labor organizations:

Laborers, Local 1184  
(Affiliated with the Southern California District Council of Laborers)

## Specific Activities to be Performed (Continuation Page)

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

## a. Nature of activity:

Presented informational meetings to company employees relative to the process of unionization, the role of the NLRB, and collective bargaining.

## 11.b. Period during which performed:

11/13 - 12/13

## 11.c. Extent performed:

11/19

## 11.d. Name and address through whom performed:

Name Luisa

Perez

Organization Kulture Consulting, LLC

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

Street 759 Bloomfield Avenue, #301

City West Caldwell

State New Jersey

ZIP Code + 4 07006

## Additional Name and address through whom performed, if any:

Name Carlos

Ortiz

Organization Kulture Consulting, LLC

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

Street 759 Bloomfield Avenue, #301

City West Caldwell

State New Jersey

ZIP Code + 4 07006

## Additional Name and address through whom performed, if any:

Name Carlos

Flores

Organization Kulture Consulting, LLC

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

Street 759 Bloomfield Avenue, #301

City West Caldwell

State New Jersey

ZIP Code + 4 07006

## 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:

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