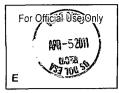
Office of Labor-Management
Standards
Washington, DC 20210

FORM LM-20 AGREEMENT AND ACTIVITIES REPORT

Form approved
Office of Management
and Budget
No. 1215-0188
Expires 09-30-2011



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)

and Organizations, Under Section 203(b) of the Labor-Management Reporting and Disclosure Act of 1959, as amended. (LMRD)

READ THE INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS REPORT.

457 634					
1. File Number: C- 00525					
Person Filing					
2. Name and mailing address (include ZIP Code):	3. Any other address where records necessary to verify this report are kept:				
Name	Name				
Title	Title				
Organization $_{ m LRI}$ Consulting Services Inc	Organization				
P.O. Box, Bldg., Room No., if any	P.O. Box, Bldg., Room No., if any				
Street 7850 South Elm Place, Suite E	Street				
City Broken Arrow	City				
State Oklahoma	State ZIP Code + 4				
4. Date fiscal year ends: 5. Type of person:					
Dec 🛇 / 31 a. Individual b., Partnership	c. X Corporation d. Other (Specify):				
Nature of Agreement or Arrangement					
6. Full name and address of employer with whom made (include ZIP Code):	7. Date entered into: 1 / 21 / 2011				
Name	8. Name of person(s) through whom made:				
Organization Cowan Systems LLC					
Trade Name, if any	Name Dennis Morgan				
P.O. Box, Bldg., Room No., if any	Name				
Street 4555 Hollins Ferry Road	Name				
City Baltimore	Name				
State Maryland State Maryland State Maryland	Name				
Signa	itures				
Each of the undersigned declares, under penalty of perjury and other applicable the information contained in any accompanying documents) has been examined true, correct, and complete. See Section VII on penalties in the instructions.) 13. Signed President (If other title, see instructions)	penalties of law, that all of the information submitted in this report (including by the signatory and is, to the best of the undersigned's knowledge and belief, 14. Signed Treasurer (If other title, see instructions)				
On 3/28/11 918-455-9995 Date Telephone Number	On 3/28/11 918-455-9995 Date Telephone Number				

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File Number C-

- 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.):
se	e attached						

Specific Activities to be Performed

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

Engaged to communicate to employees regarding exercising their rights to organize and bargain collectively.

11.b. Period during which performed:	11.c. Extent performed:
1/27 and 1/28/2011	Fully performed
11.d. Name and address through whom performed:	Additional Name and address through whom performed, if any:
Name	Name
Organization East Coast Labor Relations LLC	Organization
P.O. Box, Bldg., Room No., if any	P.O. Box, Bldg., Room No., if any
Street 151 Forge Road	Street
City Delran	City
State New Jersey	State
12.a. Identify subject groups of employees:	12.b. Identify subject labor organizations:
various employees	

Form LM-20 (2003)



AGREEMENT FOR CONSULTING SERVICES

TO:

Dennis Morgan

Cowan Operating Officer 4555 Hollins Ferry Road Baltimore, MD 21227

DATE:

January 21, 2010

PROPOSED INTERVENTION:

LRI Consulting Services, Inc. will provide consulting services to assist Cowan Systems in communicating factual and legally accurate information to eligible voters in NLRB-conducted election to enable voters to make fully informed choices in voting.

TIMING:

The project will begin on or about 1/27/2010.

TERMS AND CONDITIONS:

Fees: The fee for this project is \$3000 per day or \$1500 per half day of consulting plus travel expenses.

Payment Terms: This fee is due upon the delivery of the consulting services and is non refundable. You agree and acknowledge that failure to pay fees or expenses associated with this project under these terms will result in reassignment of the consultant(s) and a penalty of 2% per month until all outstanding invoices are paid in full.

Expenses: Expenses will be billed as actually incurred and are due on presentation of the invoice. Reasonable business expenses include, but are not limited to, transportation (air, rental car, taxi, etc.), lodging, food, and costs for campaign communication materials.

You further acknowledge that no representation by LRICS or its representatives were relied on by you or any member of your company in entering this agreement, and that this document represents the full understanding of the parties. Your deposit, in the absence of your signature below, indicates your acceptance of this project and the terms and conditions as stated herein.

ACCEPTANCE:

We accept the Agreement and terms described above:

For LRI Consulting Services, Inc.

For Cowan Systems LLC

Phillip B. Wilson

President - General Counsel

DATE: January 21, 2011

Name: Dennis Morgan Title: Chief Operating Officer

DATE: January 21, 2011