

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)

READ THE INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS REPORT.

471405

1. File Number: C- 616

Person Filing

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

Name Brent W Yessin

Title CEO

Organization Employee Advocates

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

Street One Tampa City Center

City Tampa

State Florida ZIP Code + 4 33602

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

City

State ZIP Code + 4

4. Date fiscal year ends:

Dec / 11

5. Type of person:

a. Individual b. Partnership c. ☒ Corporation d. Other (Specify):

Nature of Agreement or Arrangement

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

Name Lori Brown

Organization Garda Logistics, Inc

Trade Name, if any

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

Street 798 S. Federal Hwy

City Boca Raton

State Florida ZIP Code + 4 33432

7. Date entered into:

11 / 30 / 2011

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

Name same

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

President
(If other title, see
instructions)

Title President

14. Signed

Treasurer
(If other title, see
instructions)

Title

d Same

On Dec 30, 2011 813-248-1818

Date

Telephone Number

On 12/30/11

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.):

Training and communications assistance in compliance with the National Labor Relations Act. Training and education in business literacy, the collective bargaining rights and the rights of the employees and employer under federal labor law.

Specific Activities to be Performed

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

a. Nature of activity:

Training in business literacy involves discussion of the market in which the employer operates, the challenges and demands of customers and the finances as appropriate. Communications assistance involves training supervisors and managers in compliance with the Act, and honing communications skills to convey information to the employees. Collective bargaining training involves reviewing section 7 of the NLRA and publications of the NLRB

11.b. Period during which performed:

11/30 - ongoing

11.c. Extent performed:

ongoing

11.d. Name and address through whom performed:

Name Byron Clay, Esq

Organization Employee Advocates

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

Street One Tampa City Center, Suite 2880

City Tampa

State Florida ZIP Code + 4 33602

Additional Name and address through whom performed, if any:

Name Jose Salgado

Organization Employee Advocates

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

Street One Tampa City Center, Ste 2880

City Tampa

State Florida ZIP Code + 4 33602

12.a. Identify subject groups of employees:

Hourly Staff

12.b. Identify subject labor organizations:

International Brotherhood of Teamsters

ENGAGEMENT LETTER

Parties. This agreement, executed on the ____ day of _____, 2011, confirms the engagement by _____. ("Client") of Employee Advocates, LLC. ("Employee Advocates") to provide certain Labor Relations Consulting services, as set forth below. The services may be terminated at any time and for any reason by either party with 7 days notice to the other.

Scope of Services. Employee Advocates shall perform the following services for Client:

1. Assess employee relations climate, and make appropriate recommendations about addressing them;
2. Train supervisors, managers and/or human resources personnel to communicate company position effectively with employees during an organizing campaign;
3. Advise client about labor relations strategy to pursue labor relations objectives as identified by Client;
4. Draft communications for use by company, and follow up with managers, supervisors and employees to assess impact and emerging communications needs or management action required;
5. Help you prepare for, or conduct employee meetings.
6. Other related services as requested by Client;

Associate \$250/hr – discounted to \$200/hr; Manager \$300/hr discounted to \$225/hr; Attorney or Principal \$300/hour. These rates are discounted by \$50/hr - \$75/hr off the standard rates. Client is entitled to the negotiated discounted rates provided the Company's account is in good standing.

Travel and Other Related Expenses. Consultants shall be reimbursed for reasonable and customary expenses incurred by Consultant in representation on Client as provided below:

1. Hotel and parking at hotel if applicable;
2. Transportation (air tickets, taxis, parking, car rental, gas for rental cars, commuter rail, etc.) for any consultant assigned to the project;
3. Meals – \$50/day.
4. Videos, if any shall, be billed at discount rates and billed directly by the multi-media firm. We have negotiated rates with Resonance Multimedia, Inc. (RMI) for custom videos at \$15,000, plus duplicating costs.
5. *Travel time to the client from abroad, out of town, or hotel shall NOT be billable – travel time between client sites or on client business is, of course, billable.*

Retainer. Client shall provide to Consultant a retainer, to be held against the last month's bill, of \$15,000.

Billing Cycles. Employee Advocates submits invoices to the Client twice per month, usually by the 5th and 20th. The invoices are due and payable upon receipt, and past due after 20 days.

Disputes. Any bill concerning which there is a question or dispute must be paid in full, except as set forth below, and the amount in dispute should be brought promptly to Employee Advocate's attention (within 7 days of receipt). If the dispute is resolved in the favour of the Client, the amount shall be offset against the following invoice. Up to 10% of a bill may be withheld to cover the disputed amount pending resolution.

This letter agreement is the whole agreement between the parties, and is supported by good and valuable consideration as set forth herein. In reliance on the covenants set forth herein, Employee Advocates is providing the Client the requested services and incurring expenses.

Project Manager, Notice and Contacts. The project manager designated by the Company shall be _____. Invoices should be sent to:

_____.

Payment and notices to the Consultant should be sent to:

Employee Advocates, LLC
2102 W Cass St., 2nd Floor Tampa FL 33606

We have read and agreed to the above,

Employee Advocates, LLC
One Tampa City Center
Suite 2880
Tampa, FL 33602