

FORM LM-20 AGREEMENT AND ACTIVITIES REPORT

Form approved
Office of Management
and Budget
No. 1215-0188
Expires 11-30-2006



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.

511943

1. File Number: C- 00633

Person Filing	
2. Name and mailing address (include ZIP Code): Name Steven A Beyer Title Partner Organization The Crossroads Group Labor Relations Con P.O. Box, Bldg., Room No., if any 505 Street 63 Via Pico Plaza City San Clemente State California ZIP Code + 4 92672	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 / 31	5. Type of person: 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 Dave Charron Organization Capstone Logistics Inc. Trade Name, if any P.O. Box, Bldg., Room No., if any Suite 400 Street 4 Executive Park East City Atlanta State Georgia ZIP Code + 4 30329	7. Date entered into: 1 / 20 / 2013 8. Name of person(s) through whom made: Name Dave Charron 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 <u>Steven A Beyer</u> Title <u>Partner</u> On <u>2/6/2013</u> Date (949) 248-0884 Telephone Number	14. Signed <u>Michael Dana Penn</u> Title <u>Partner</u> On <u>02/12/13</u> Date (818) 999-5632 Telephone Number
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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.):

Payment on a fee-for-service basis at an hourly rate of \$350.00 per hour, plus reasonable and customary expenses.

Specific Activities to be Performed

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

a. Nature of activity:

To assist the Employer's communication efforts to advise employees of their Section 7 rights and furnish them with information regarding third-party representation.

11.b. Period during which performed:

1/21/2013 - 1/26/2013

11.c. Extent performed:

Complete

11.d. Name and address through whom performed:

Name Steven A Beyer
 Organization The Crossroads Group Labor Relations Cons
 P.O. Box, Bldg., Room No., if any 505
 Street 63 Via Pico Plaza
 City San Clemente
 State California ZIP Code + 4 92672

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 loaders, selectors and support staff at the employer's Schodack Landing, NY location within Hanaford Bros. distribution center.

12.b. Identify subject labor organizations:

UFCW