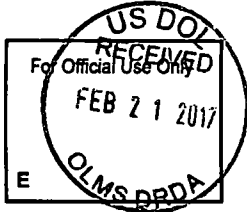


# FORM LM-20

## AGREEMENT AND ACTIVITIES REPORT



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.

633474

1. File Number: C- 00364

### Person Filing

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

Name Mark Garrity

Title President

Organization Balance Incorporated

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

Street 1022 Nevada Highway, Suite 422

City Boulder City

State Nevada

ZIP Code + 4 89005

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. ☐ 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

Organization Excalibur Hotel and Casino

Trade Name, if any

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

Street 3850 Las Vegas Boulevard South

City Las Vegas

State Nevada

ZIP Code + 4 89109

7. Date entered into:

2 / 8 / 2017

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

Name Ann Hoff

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 Treasurer

On 02/09/2017

Date

7022933576

Telephone Number

On 02/09/2017

Date

7022933576

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.):

\$25 - \$500 per hour. To facilitate every lawful action to avoid contamination by a business calling itself SPFPA. To determine employee human relations, communication, security and safety, and benefit and financial issues, and to provide and support for the lawful enhancement of the work environment, including management development and team building.

**Specific Activities to be Performed**

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

a. Nature of activity:

Educational group meetings, one-to-one contact, recommendations to management for lawful improvements and corrections, and research into the legal and financial dealings of the so called labor organization in question.

11.b. Period during which performed:

Ongoing

11.c. Extent performed:

Ongoing

11.d. Name and address through whom performed:

Name

Organization Balance Incorporated

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

Street 1022 Nevada Highway, Suite 422

City Boulder City

State Nevada

ZIP Code + 4 89005

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:

The "Securiy" Professionals as per NLRB  
Petition 28-RC-192569.

12.b. Identify subject labor organizations:

SPFPA Roseville, Michigan