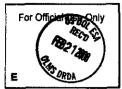
U.S. Department of Labor Office of Labor-Management Standards Washington, DC 20210

## FORM LM-20 AGREEMENT AND ACTIVITIES REPORT

Form approved
Office of Management
and Budget
No. 1215-0188
Expires 11-30-2009



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.

I. File Number: C- (039)	
Person Filing	
2. Name and mailing address (include ZIP Code):	3. Any other address where records necessary to verify this report are kept:
Name Clifton E Smith	Name
Title Consultant - Attorney	Title
Organization CE Smith & Associates	Organization
P.O. Box, Bidg., Room No., if any	P.O. Box, Bldg., Roxim No., if any
Street 3713 Hillview Way	Street
City Oceanside	City
State California ZIP Code + 4 92056	State ZIP Code + 4
Date fiscal year ends:     5. Type of person:	
Dec / 8 a. X Individual b. Partnership	c. Corporation I. Other (Specify):
Nature of Agreement or Arrangement	
6. Full name and address of employer with whom made (include ZIP Code):	7. Date entered into:
Name Anthony Harb	8. Name of person(s) through whom made:
Organization Central Alliance Corp	
Trade Name, if any	Name Anthony Harb
P.O. Box, Bldg., Room No., if any	Name
Street 4314 Rutges Avenue	Name
City Long Beach	Name
State California ZIP Code + 4 90808	Name
Signatures	
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 peralties in the instructions.)	penalties of law, that all of the information submitted in this report (including to by the signatory and it; to the best of the undersigned's knowledge and belief,
13. Signed President (If other title, see	14. Signed Treasurer (If other title, see
Title Sole Proprietor instructions)	Title Treasurer instructions)
On 2/15/2008 (760) 724-7256	On
Date Telephone Number	liate Telephone Number

Fyler: Clifton Smith CE Smith & Associates	File Number C-	
9. Check the appropriate box to indicate whether an object of the activities undertaken, is directly or indirectly:    Check the appropriate box to indicate whether an object of the activities undertaken, is directly or indirectly:		
5. Shook the appropriate sox to market with an abstract and abstract and abstract of the arrest of t		
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 artitral proceeding or a criminal or civil judicial proceeding.		
10. Terms and conditions (Explain in detail; see instructions. Written agreements must be attached.):  See "Memorandum of Agreement," dated January 22, 2008, attached hereto and incorporated herein as		
though fully set forth. The terms and conditions are fully set forth in this Agreement.		
Specific Activities to be Performed		
11. For each activity, separately list in detail the information required (See instructions):		
a. Nature of activity:		
though fully set forth. The Specific Activities to be Performed & re fully set forth in the Agremeent.		
11.b. Period during which performed:	11.c. Extent performed:	
1/28/08 to 2/29/08	Weekly	
11.d. Name and address through whom performed:	Additional Name and address through whom performed, if any:	
Name Clifton E Smith	Name	
Organization CE Smith & Associates	Organization	
P.O. Box, Bldg., Room No., if any	P.O. Box, Bldg., Roxim No., if any	
Street 3713 Hillview Way	Street	
City Oceanside	City	
State California ZIP Code + 4 92056	State ZIP Code + 4	
12.a. Identify subject groups of employees:	12.b. Identify subject labor organizations:	
All full-time and part-time drivers on the Employer's payroll as of January 18, 2008, who may vote in the election to be held on March 3, 2008, in NRLB Case: 31-RC-8678	Teamsters, Warehousemen, Local 381	

## January 22, 2008

Central Alliance Corp. Case: 31-RC-8678

RE: Memorandum of Agreement

Dear Jose:

Per our discussion, this is to confirm that we have agreed to the following:

- 1. Hourly Rate & Expenses: \$250.00 per hour for all persuader activities in the above-referenced case and for reimbursement of reasonable and necessary expenses incurred in the course of my persuader activities, including but not limited to round-trip mileage at the current, IRS reimbursement rate, hotel, meal, and related expenses, all costs associated with obtaining union records from the US Department of Labor or from other sources of such information, costs associated with the preparation and duplication of persuader materials. My invoices for services rendered are payable on receipt.
- 2. Purpose of my Activities: The purpose of my activities is to assist your Company in the exercise of its rights to free speech under the National Labor Relations Act, as well as the under the 1<sup>st</sup> Amendment to the United States Constitution, by helping lawfully explain to its employees why the believes that it is not in its employees' best interest to unionize. By sharing information with your employees, as well as answering questions your employees may have about the process, we hope your employees will be able to make a well-informed choice that they freely determine is consistent with their best interests.
- 3. Scope of my Activities: My persuader activities will include the collection and review of union source material and related materials; preparation and presentation of remarks and counter-union campaign materials to employees during employee persuader meetings; conducting employee persuader meetings; monitoring and, if it is necessary, correcting remarks made by corporate agents during the course of these meetings; lawful worksite contacts and exchanges of information that may occur with employees apart from persuader meetings.

Date: January 22, 2008

CE Smith & Associates

Clifton Smith, Esq., SPHR

Date: January 22, 2008

Central Alliance Corp

Anthony Harb President

## 1 PROOF OF SERVICE 2 CASE NAME: Central Alliance Corp. & Teamsters Local 381 3 CASE NO.: NLRB, Region 31-RC-8678 4 I am employed in the County of San Diego, California. I am not a party to the above-entitled 5 action. My business address is 3713 Hillview Way, Oceanside, CA. 92056. 6 On February 15, 2008, I served the following document(s) described as FORM LM-20 AGREEMENT AND ACTIVITIES REPORT; MEMORANDUM OF AGREEMENT, on the 7 interested parties by placing a true and correct copies thereof, in sealed envelopes, with postage thereon full prepaid, and depositing said envelope(s) in the United States Mail in Oceanside, 8 California, addressed as follows: 9 U.S. Department of Labor 10 **Employment Standards Administration** Office of Labor-Management Standards 11 200 Constitution Avenue, NW, Room N-5616 12 Washington, DC 20210 13 (BY U.S. MAIL) I am readily familiar with the firm's business practice for collection and 14 processing of correspondence for mailing with the United States Postal Service. I am aware 15 that on motion of the party served, service is presumed invalid if the postal cancellation date or postage meter date is more than one day after the date of deposit for mailing in the 16 affidavit. 17 (BY FACSIMILE) I transmitted the foregoing document described above, by facsimile, to all 18 interested parties, using the facsimile numbers listed on this Proof of Service. No errors in transmission were reported. 19 I declare under penalty of perjury that the foregoing is true and correct. Executed on February 20 15, 2008, at Oceanside, California. 21 22 23 24 25 26 27 28