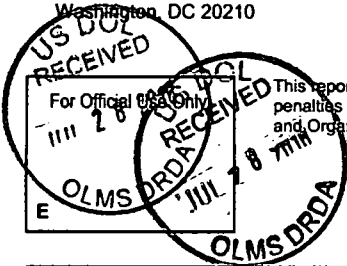


FORM LM-20 AGREEMENT AND ACTIVITIES REPORT

Form approved
Office of Management
and Budget
No. 1245-0003
Expires 03-31-2019



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)

625496

READ THE INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS REPORT.

1. File Number: C- 65668

Person Filing

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

Name Kirk O Cummings

Title President

Organization Cummings Group, LLC

P.O. Box, Bldg., Room No., if any 761

Street

City Lapeer

State Michigan

ZIP Code + 4 48446

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 / 16

5. Type of person:

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

Nature of Agreement or Arrangement

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

Name Daniel Seward

Organization Penn Stainless products, Inc.

Trade Name, if any

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

Street 190 Kelly Rd.

City Quakertown

State Pennsylvania

ZIP Code + 4 19841

7. Date entered into:

6 / 14 / 2016

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

Name

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 July 9, 2016

Date

248-210-1162

Telephone Number

On

Date

Telephone Number

624

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.):

Oral

Specific Activities to be Performed

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

a. Nature of activity:

Meet with employees to explain the NLRB election process and educate them about unions.

11.b. Period during which performed:

06/14/2016-06/23/2016

11.c. Extent performed:

100%

11.d. Name and address through whom performed:

Name Kirk O Cummings

Organization Cummings Group, LLC

P.O. Box, Bldg., Room No., if any 761

Street

City Lapeer

State Michigan

ZIP Code + 4 48446

Additional Name and address through whom performed, if any:

Name Joseph Brock

Organization

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

Street 151 Forge Rd.

City Delran

State New Jersey

ZIP Code + 4 08075

12.a. Identify subject groups of employees:

Penn Stainless production employees

12.b. Identify subject labor organizations:

Teamsters Local 773