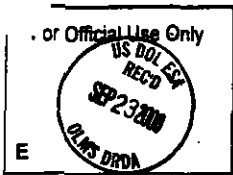


# FORM LM-20 AGREEMENT AND ACTIVITIES REPORT



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.

371220

1. File Number: C- 00323

## Person Filing

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

Name ROBERT L. MONSON

Title PRESIDENT

Organization PRODUCTIVITY IMPROVEMENT, INC.

P.O. Box, Bldg., Room No., if any N/A

Street 15678 CICERONE PATH

City ROSEMOUNT

State MINNESOTA

ZIP Code + 4 55068

3. Any other address where records necessary to verify this report are kept:

Name NONE

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):

CALENDAR YEAR

## Nature of Agreement or Arrangement

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

Name HARRY DEARINGER

Organization MEISNER ELECTRIC, INC.

Trade Name, if any N/A

P.O. Box, Bldg., Room No., if any N/A

Street 200 NORTH 8TH AVENUE EAST

City NEWTON

State IOWA

ZIP Code + 4 50208

7. Date entered into

1 / 1 / 08

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

Name HARRY DEARINGER

Name

Name

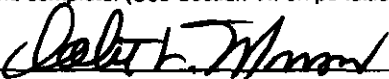
Name

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

N/A

Treasurer  
(If other title, see instructions)

Title Treasurer

On

8-29-08 651-423-3911

Date

Telephone Number

On

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.):

FEEES AND EXPENSES RELATED TO A REPRESENTATION ELECTION-NLRB RELATED - TOTAL FEES AND EXPENSES - \$22,668. SEE FOLLOWING 4 PAGES.

#### Specific Activities to be Performed

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

a. Nature of activity:

INFORM ALL EMPLOYEE AS TO THEIR RIGHTS UNDER THE NLRA.

11.b. Period during which performed:

3-30-2004 TO 4-8-2004

11.c. Extent performed:

6 - 1.5 HOUR MEETINGS

11.d. Name and address through whom performed.

Name ROBERT L. MONSON  
 Organization PRODUCTIVITY IMPROVEMENT, INC.  
 P.O. Box, Bldg., Room No., if any N/A  
 Street 15678 CICERONE PATH  
 City ROSEMOUNT  
 State MINNESOTA ZIP Code + 4 55068

Additional Name and address through whom performed, if any.

Name N/A  
 Organization  
 P.O. Box, Bldg., Room No., if any

Street

City

State

ZIP Code + 4

12.a. Identify subject groups of employees:

ELECTRICIANS  
 66

12.b. Identify subject labor organizations.

IBEW UNION  
 LOCAL 347

**PRODUCTIVITY  
IMPROVEMENT,  
INC.**

**Consultants to Management**

15678 Cicerone Path  
Rosemount, MN 55068  
Phone: 800-766-0743

www.productivity-improvement.com

March 15, 2004

Mr. Harry Dearing – Vice President  
Meisner Electric, Inc.  
200 North 8th Avenue East  
Newton, IA 50208

**BILLING SUMMARY**

<b>Amount</b>	<b>Description</b>
\$ 9,000.00	Project Cost – 18-RD-2483
200.00	Mileage 3-12-2004
\$ 9,200.00	Project Total
⊗ – 4,500.00	Check Dated 3-02-2004. Thank You.
⊗ – 4,700.00	Check Dated 3-12-2004. Thank You.
<b>None</b>	<b>Balance Due</b>

**PRODUCTIVITY  
IMPROVEMENT,  
INC.**

**Consultants to Management**

15678 Cicerone Path

Rosemount, MN 55068

Phone: 800-766-0743

www.productivity-improvement.com

March 23, 2004

To: Mr. Harry Dearing – Vice President  
Meisner Electric, Inc.  
200 North 8th Avenue East  
Newton, IA 50208

From: Robert L. Monson

Subject: **Statement of Understanding – Union Petition 18-RC-17241**

Cost	Description	
\$ 1,000.00	Project preparations	.5 days
6,000.00	Initial meetings (see attached schedule)	3.0 days
3,000.00	Paperwork related to petition and election. NLRB calls, paperwork, and excelsior list. Telephone calls with management, 25-hour talks for management, letter from management. Telephone discussions with voting unit.	1.5 days
6,000.00	Final meetings (see attached schedule)	3.0 days
800.00	Mileage – 2 trips – approximately 2,000 miles total at .40 per mile.	
200.00	Motel – 2 trips – 4 nights – estimate	
\$ 17,000.00	Project total estimated	
– 3,000.00	Cost reduction	
14,000.00	Total	
⊗ – 7,000.00	Retainer	
⊗ \$ 7,000.00	Balance due on election date of 4-13-2004 or date of union withdrawal of petition prior to election.	

**Notes**

- Above costs do not include consulting work for charges filed by the union if any or for objection to an election by the union if any.

Robert L. Monson  
Productivity Improvement, Inc.

**PRODUCTIVITY  
IMPROVEMENT,  
INC.**

**Consultants to Management**

15678 Cicerone Path  
Rosemount, MN 55068  
Phone: 800-766-0743  
www.productivity-improvement.com

May 1, 2004

Mr. Harry Dearing – Vice President  
Meisner Electric, Inc.  
200 North 8th Avenue East  
Newton, IA 50208

**BILLING SUMMARY**

Amount	Description
\$ 6,467.76	Balance 4-15-2004
- 7,000.00	Check Dated 4-14-2004. Thank You.
⊗ \$ 532.24	Credit Balance