

# FORM LM-20

## AGREEMENT AND ACTIVITIES REPORT

For Use Only

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)

577506  
READ THE INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS REPORT.

1. File Number: C 0572

### Person Filing

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

Name SANDERSON B ADAMS  
Title President  
Organization Tactical Advisory Group  
P.O. Box, Bldg., Room No., if any  
Street 28 W Orchard Rd  
City Ft Mitchell  
State KY ZIP Code + 4 4011

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:

12/31/2014

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 Bill Seehafer  
Organization Supervalu  
Trade Name, if any  
P.O. Box, Bldg., Room No., if any PO BOX 990  
Street  
City Minneapolis  
State MN ZIP Code + 4 55440

7. Date entered into:

07/28/2014

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

Name Bill Seehafer  
Name Mike Mortensen  
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 Sanderason B Adams President  
(If other title, see instructions)  
Title President

14. Signed Susan B Cien Treasurer  
(If other title, see instructions)  
Title Treasurer

On 1-25-2015 859-341-0053  
Date Telephone Number

On 1-25-15 (513) 177-6204  
Date Telephone Number

Filer:

Tactical Advisory Group

File Number C-

0572

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.):

Persuade employees about the realities of union representation and collective bargaining

## Specific Activities to be Performed

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

a. Nature of activity:

To persuade employees to vote no.

11.b. Period during which performed:

July 2014 - August 2014

11.c. Extent performed:

Completes

11.d. Name and address through whom performed:

Name BYRON CLAY  
Organization BTC & Associates

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

Street 1018 Fehlberg Ct.

City St. John

State IN ZIP Code + 4 46373

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:

Warehouse employees

12.b. Identify subject labor organizations:

Bakery, Confectionary, Tobacco  
Workers & Grain Millers AFL-CIO,  
CLC



## Adams, Nash, Haskell & Sheridan

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www.anh.com

**William R. Adams, Ph.D.**

July 19, 2014

Mr. Mike T. Mortensen  
Director, Labor Relations  
SUPERVALU

Dear Mr. Mortensen:

This letter sets forth our approach for assisting SUPERVALU with the current Bakery, Confectionary, Tobacco Workers & Grain Millers, AFL-CIO, CLC National Labor Relations Board representation petition and financial considerations of the engagement.

While our work is highly responsive and customized to the needs of each situation, there are some common elements and themes, which we can identify at this time, which are very likely to be part of our services. In order of occurrence, our services would consist of:

- Collaboration with you and your labor team on strategy and tactics related to the NLRB proceedings.
- An assessment of issues and campaign opportunities collected via supervisory/managerial/and employee input.
- Training and coaching for the management team where requested.
- Development of processes and literature, as requested and approved by you, to be used to counter the union's effort.
- Provide education and persuasion to employees with the objective of facilitating the employees' motivation to vote against the BCTGM.

The key themes will include the following:

**Bargaining** - We will lead the employees through the realities of the bargaining process, detailing what the law allows at the contract table, and shows actual contract language, NLRB rules on bargaining, and court cases presenting hard facts. The mission is to dispel notions that bargaining is a "slam dunk."

**Facts about the BCTGM** - These discussions go inside the BCTGM nationally and locally; describes their Constitution and By-Laws, finances, unfair labor practice

charges filed against the union, strike record, and actual situations (if available) where members have become victims.

**Loss of Individual Freedom** – This message is aimed at dispelling the frequently held misconception that employees in a "right to work state" have nothing to lose by voting for union. We will explain that while compulsory membership is prohibited in Virginia, those employees who choose to eschew membership lose their right to "deal" with their employer directly over any term or condition of employment, cannot vote on contracts, cannot hold union office, and will be members of the bargaining unit and be covered by the collective bargaining agreement (if one is reached), and receive nothing more than any dues paying member.

The above themes are presented through small group and individual meetings. We will assign the case to Byron Clay. Fees for Byron's services are \$3,000 per day (We do not bill for travel time.), plus airfare, rental car, hotel, and meal expenses. I will oversee the administrative aspects of this project as appropriate.

Based on your description of 370 voters and an anticipated campaign of six weeks (Monday-Friday. Weekend days will be billed at the \$3,000/day rate), we estimate the fees of this engagement to be \$90,000, plus travel expenses. A retainer of \$30,000 is required upon your acceptance of the terms herein. We will bill this project through our affiliate Tactical Advisory Group and will file the reports required under LMRDA.

Please approve this engagement by signing on the line below and return a scanned copy for our files. Would you also provide contact information for billing purposes?

We are delighted to have the opportunity to assist you with this matter. If you have any questions or comments or if we can assist in any other way, please do not hesitate to contact me.

Best regards,



William R. Adams, Ph.D.  
President & CEO

Approved: \_\_\_\_\_  
Mike T. Mortensen, Director Labor Relations