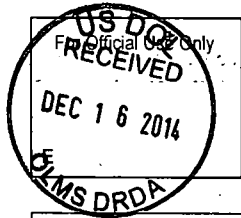


FORM LM-20

AGREEMENT AND ACTIVITIES REPORT

Form approved
Office of Management
and Budget
No. 1245-0003
Expires 08-31-2016



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)

578409

READ THE INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS REPORT.

1. File Number:

c- 703

Person Filing

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

Name Byron J Clay
Title Preident
Organization BJC & Associates, Inc.
P.O. Box, Bldg., Room No., if any
Street 10108 Fehlborg Court
City Saint John
State Indiana ZIP Code + 4 46373

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 Lisa Berg
Organization Stearns WEaver Miler, et al behalf of
Trade Name, if any Paradigm Solutions
P.O. Box, Bldg., Room No., if any
Street 150 West Flagler Street, Suite 2200
City Miami
State Florida ZIP Code + 4 33130

7. Date entered into:

9 / 21 / 2014

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

12/6/14

Date

219-577-7420

Telephone Number

On

12/6/14

Date

219-577-7420

Telephone Number

Filer: Byron Clay BJC & Associates, Inc.	File Number C-
---	----------------

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.):

No written agreement. I was engaged by LRI, Inc. to educate employees on all aspects of unionization

Specific Activities to be Performed	
11. For each activity, separately list in detail the information required (See instructions):	
a. Nature of activity:	
Held meetings to educate employees on all aspects of unionization so they could make an informed decision about joining a union.	
11.b. Period during which performed:	11.c. Extent performed:
various days beginning 9/22/14	Completed
11.d. Name and address through whom performed:	Additional Name and address through whom performed, if any:
Name Byron J Clay	Name
Organization BJC & Associates, Inc.	Organization
P.O. Box, Bldg., Room No., if any	P.O. Box, Bldg., Room No., if any
Street 10108 Fehlberg Court	Street
City Saint John	City
State Indiana ZIP Code + 4 46373	State ZIP Code + 4
12.a. Identify subject groups of employees:	12.b. Identify subject labor organizations:
Machinists, Welders, Mechanics, Maintenance, Sheet Metal, Logistics, Material Control, Calibration Machinists & Aerospace Workers	Machinists & Aerospace Workers