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

FORM LM-20 AGREEMENT AND ACTIVITIES REPORT

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and Budget
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1. File Number:

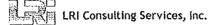
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This report is mandatory under P.L. 86-257, as amended. Failure to comply may result in criminal prosecution, fines, or civil penalties as provided by 29 U.S.C. 439 or 440. Required of persons, including Labor Relations Consultants and Other Individuals 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.

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Person Filing 3. Any other address where records necessary to verify this report are kept: 2. Name and mailing address (include ZIP Code): Name Name Title Title Organization Organization LRI Consulting Services Inc P.O. Box, Bldg., Room No., if any P.O. Box, Bldg., Room No., if any Street Street 7850 South Elm Place, Suite E City City Broken Arrow ZIP Code + 4 ZIP Code + 4 74011 State State Oklahoma 5. Type of person: 4. Date fiscal year ends: Partnership c. Corporation d. 31 Dec Individual b. Nature of Agreement or Arrangement 6. Full name and address of employer with whom made (include ZIP Code): 7. Date entered into: / 2012 8. Name of person(s) through whom made: Organization Augustana Health Care Center Name Mike Johnson Trade Name, if any Name P.O. Box, Bldg., Room No., if any Name Street 1007 East 14th Street City Minneapolis Name ZIP Code + 4 55404 State Minnesota Name Signatures Each of the undersigned deglares, 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.) President Treasurer 13. Signe (If other title, see (If other title, see instructions) instructions) President Treasurer Title Title 10/30/2012 918-455-9995 10/30/2012 918-455-9995 Date Telephone Number Telephone Number Date



thone 800-888-9115 www.LRionline.com

Proposal

August 21, 2012

Mike Johnson Vice-President of Human Resources Augustana Health Care Center 1007 East 14th Street Minneapolis, MN 55004

612-333-1551 mrjohnso@augustana.org

RE: Pre-Petition

Situation Assessment

You want to provide a subject matter expert to educate and prepare your employees for union organizing activity. You want employees to understand that union cards are legal documents, that they need to protect their personal information and some of the common misunderstandings employees have about unions.

Proposed Intervention(s)

• Inoculation Meetings: For this option we will provide a Senior LRI consultant to conduct union "inoculation" meetings with your employees. We will provide at least one on-site facilitator to assess union vulnerability and communicate your message directly to employees.

Objectives

- Train employees on the facts about union cards, common tactics used to get employees to sign cards and facts they should consider before they ever sign a union card;
- Provide a credible subject matter expert who immediately increases your capacity to legally and persuasively respond to potential union organizing activity;
- Prevent NLRB petitions at company location(s) and train employees on the advantages of a direct relationship over a third party relationship.

· Persons well demonstrate facility / Company efforts in response to previous Value to Organization
· You substantially reduce your company's vulnerability to union organizing activity by making it a

- "hard target" and difficult for an organizer to get cards signed using typical tactics;
 We will be able to assess overall vulnerability and by communicating directly with employees we get a solid read on whether union organizing activity has gained traction;
- You will have a more positive work environment where associates are treated with respect and managers are confident that they have the skills to earn the "direct relationship privilege."

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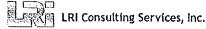
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Inc. 5 0 TOT 100 7850 S. Elm Place - Suite E Broken Arrow, OK 74011

Labor Relations Institute, Inc.



phone 800-888-9115 fax 918-455-9998 www.LRtonline.com

Terms and Conditions

The daily consulting fee is \$3,000 per consulting day (plus travel expenses). The retainer amount is \$6000 per consultant per week. For purposes of this proposal a consulting day means each calendar day worked by each consultant. If more than one consultant is working on your case the parties understand and agree that multiple consulting days may be worked on each calendar day of the campaign.

Payment Terms

All fees are due upon the delivery of the consulting services and are non-refundable. The retainer amount above is due upon acceptance and before we will commence work. We will credit invoices for days worked against this retainer and you agree to refill the retainer in the amount above for each week of the assignment. You also agree to coordinate, arrange and pre-pay consultant's airfare, hotel accommodations and, if deemed necessary, a rental car. Any additional expenses incurred by consultant will be billed to you and you agree to pay those invoices upon receipt and you agree to settle those statements within 7 days and to provide a credit card for us to settle outstanding invoices not paid by that time. You agree and acknowledge that failure to pay fees or expenses associated with this project under these terms will result in reassignment of consultant(s), a penalty of the maximum allowable interest rate per month plus any costs we incur to collect an outstanding balance, until all outstanding invoices are paid in full.

It is further understood that all materials included in or with the above referenced items or programs are fully covered and protected by federal copyright laws. Federal law provides civil and criminal penalties for the unauthorized reproduction, distribution or exhibition of protected products. Criminal copyright infringement is investigated by the FBI and may constitute a felony penalty of up to five years in prison and/or a \$250,000 fine.

You further acknowledge that no representation by LRI or its representatives were relied on by you or any member of your company in entering this agreement, and that this document represents the full understanding of the parties. You also acknowledge and agree that we have informed you of the obligation to report any direct persuader activity performed on your behalf to the United States Department of Labor by both our firm and your firm and that failure to timely file these reports can subject your company criminal penalties. Your payment, in the absence of your signature below, indicates your acceptance of this project and the terms and conditions as stated herein. The parties agree that Oklahoma law governs any dispute between them and to resolve any disputes by arbitration in Tulsa, Oklahoma under the American Arbitration Association rules.

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Acceptance:

For LRI Consulting Services, Inc.

For Augustana Health Care Center

... Mike Johnson, Vice-President of Human Resources....

Tim Middendor, Chief Operation Officer

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