



FORM LM-20 AGREEMENT AND ACTIVITIES REPORT

Form approved
Office of Management
and Budget
No. 1215-0188
Expires 09-30-2011

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)

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READ THE INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS REPORT.

1. File Number:

C- 435

Person Filing

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

Name Russ Brown

Title CEO

Organization Russ Brown Associates

P.O. Box, Bldg., Room No., if any 233

Street 5753G Santa Ana Cyn Rd.

City Anaheim

State California

ZIP Code + 4 92807

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 EJ Elliott

Organization Gencor Industries

Trade Name, if any

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

Street 5201 N. Orange Blossom Trail

City Orlando

State Florida

ZIP Code + 4 32810

7. Date entered into:

4 / 27 / 2007

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

Name EJ Elliott

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 VI on penalties in the instructions.)

13. Signed

Title

Executive Director

President
(If other title, see
instructions)

14. Signed

Title

Treasurer

Treasurer
(If other title, see
instructions)

On 7/14/2010

Date

714 281-4428

Telephone Number

On

Date

Telephone Number

Filer: Russ Brown Russ Brown Associates	File Number C-
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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.):

The oral agreement is that Russ Brown Associates will conduct information meetings with employees to inform them of their rights under the National Labor Relations Act in an NLRB conducted election.

Specific Activities to be Performed

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

a. Nature of activity:

To inform employees of their rights to either accept or reject union representation in a free and fair NLRB conducted election.

11.b. Period during which performed: 4/27/07 to 7/1/07	11.c. Extent performed: Completed
11.d. Name and address through whom performed: Name Marty Nystrom Organization Russ Brown Associates P.O. Box, Bldg., Room No., if any Suite 509 Street 18530 Mack Ave. City Grosse Pointe Farms State Michigan ZIP Code + 4 48236	Additional Name and address through whom performed, if any: Name Loren Clyburn Organization Russ Brown Associates P.O. Box, Bldg., Room No., if any Suite 509 Street 18530 Mack Ave City Grosse Pointe Farms State Michigan ZIP Code + 4 48236
12.a. Identify subject groups of employees: Production and Maintenance employees.	12.b. Identify subject labor organizations: United Steelworkers Union