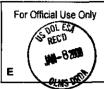
U.S. Department of Labor Office of Labor-Management Standards Washington, DC 20210

## FORM LM-20 **AGREEMENT AND ACTIVITIES REPORT**

Form approved Office of Management and Budget No. 1215-0188 Expires 11-30-2006



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 D sclosure Act of 1959, as amended. (LMRDA)

READ THE INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS REPORT.

C.M.S.		
1. File Number: C- 00322 340997		
Person Filing		
2. Name and mailing address (include ZIP Code):	Any other address where records necessary to verify this report are kept:	
Name Peter A List	Name	
Title Founder & CEO	Title	
Organization Kulture Consulting, LLC	Organization	
P.O. Box, Bldg., Room No., if any	P.O. Box, Bldg., Room No., if any	
Street 759 Bloomfield Avenue, No. 301	Street	
City West Caldwell	City	
State New Jersey ZIP Code + 4 07006	State ZIP Code + 4	
4. Date fiscal year ends: 5. Type of person:		
Jan / 8 a. Individual b. Partnership	c. Corporation d. Other (Specify): LLC	
	· · · · · · · · · · · · · · · · · · ·	
Nature of Agreement or Arrangement		
6. Full name and address of employer with whom made (include ZIP Code):	7. Date entered into: 11 / 27 / 2007	
Name	<u> </u>	
Organization The Tri-M Group, LLC	8. Name of person(s) through whom made:	
Trade Name, if any	Name Mary Ev McGann	
P.O. Box, Bldg., Room No., if any	Name	
Street 204 Gale Lane	Name	
City Kennett Square	Name	
State Pennsylvania ZIP Code + 4 19348	Name	
Signatures		
Each of the undersigned declares, under penalty of perjury and other applicable the information contained in any accompanying documents) has been examined true, correct, and complete (See Section VII on penalties in the instructions.)  13. Signed  Title  Other (Specify)  Founder & CEO	penalties of law, that all of the information submitted in this report (including by the signatory and is, to the best of the undersigned's knowledge and belief,  14. Signed	
On 1/3/2008 973-808-6800  Date Telephone Number	On 1/3/2008 973-808-6800 Telephone Number	

File Number C-	00322	

9. Check the appropriate box to indicate whether an object of the activities undertaken, is directly or in:lirectly:
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.):	
Company was employed on a per hour basis with no formal written agreement relat amount of hours to be performed. Fee schedule based on a per hour rate.	tive to duration or

## Specific Activities to be Performed

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

Presented informational meetings to company employees relative tc the process of unionization, the role of the NLRB, and collective bargaining.

11.b. Period during which performed: 11/07 - 12/07	11.c. Extent performed:	
11.d. Name and address through whom performed:	Additional Name and address through whom performed, if any:	
Name James Hulsizer	Name	
Organization Kulture Consulting, LLC	Organization	
P.O. Box, Bldg., Room No., if any	P.O. Box, Bldg., Room No., if any	
Street 759 Bloomfield Avenue, No. 301	Street	
City West Caldwell	City	
State New Jersey ZIP Code + 4 07006	State ZIP Code + 4	
12.a. Identify subject groups of employees:	12.b. Identify subje∷t labor organizations:	
NO PETITION	NO PETITION · UNION UNKNOWN	

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