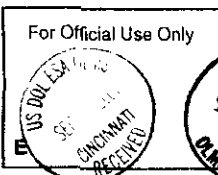


FORM LM-20

AGREEMENT AND ACTIVITIES REPORT



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 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.

335425

1. File Number: c-495

Person Filing

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

Name Alan J. Fry

Title Vice President

Organization Management Performance International

P.O. Box, Bldg., Room No., if any Suite 105

Street 11500 Northlake Drive

City Cincinnati

State Ohio

ZIP Code + 4 45249-1655

3. Any other address where records necessary to verify this report are kept:

Name None

Title

Organization

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

Street

City

State

ZIP Code + 4

4. Date fiscal year ends:

09/30 / 2007

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 Tony Miller

Organization Jancoa Janitorial Services Inc.

Trade Name, if any

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

Street 5235 Montgomery Road

City Cincinnati

State Ohio

ZIP Code + 4 45212-1655

7. Date entered into:

07 / / 2004

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

Name James L. Taylor

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

James L. Taylor
President
(If other title, see instructions)

Title President

14. Signed

James L. Taylor
Treasurer
(If other title, see instructions)

Title Treasurer

On

9-4-07 (613) 721-6611
Date Telephone Number

On

Date Telephone Number

Filer: Alan J. Fry

File Number C-495

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.):

There is no written agreement. The verbal agreement between Jancoa and MPI was to pay for the time Alan Fry spent as a persuader of Jancoa employees.

Specific Activities to be Performed

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

- a. Nature of activity: Meeting with employees of Jancoa to inform them about union representation.

11.b. Period during which performed: August 2004

11.c. Extent performed: Completed

11.d. Name and address through whom performed:

Name Alan J. Fry

Organization Management Performance International

P.O. Box, Bldg., Room No., if any Suite 105

Street 11500 Northlake Drive

City Cincinnati

State Ohio ZIP Code + 4 45249-1655

Additional Name and address through whom performed, if any:

Name None

Organization

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

Street

City

State ZIP Code + 4

12.a. Identify subject groups of employees:

Janitorial Workers

12.b. Identify subject labor organizations:

SEIU