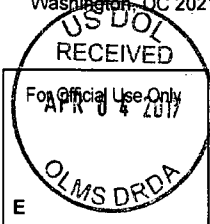


# FORM LM-20

## AGREEMENT AND ACTIVITIES REPORT

Form approved  
Office of Management  
and Budget  
No. 1245-0003  
Expires 03-31-2019



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.

645417

1. File Number: C- 66907

### Person Filing

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

Name John D Tebben  
Title Independent Labor Consultant  
Organization  
P.O. Box, Bldg., Room No., if any  
Street 12528 Pinecrest Dr  
City Plymouth  
State Michigan ZIP Code + 4 48170

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  
Organization Metalsa Structural Products  
Trade Name, if any  
P.O. Box, Bldg., Room No., if any  
Street 750 N. Black Branch Rd.  
City Elizabethtown  
State Kentucky ZIP Code + 4 42701

7. Date entered into:

11 / 10 / 2015

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

Name Michael Marsh  
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

Title Sole Proprietor

President  
(If other title, see  
instructions)

14. Signed

Title Other (Specify)  
N/A

Treasurer  
(If other title, see  
instructions)

On 03/21/17 Date 313-300-1637 Telephone Number

On Date Telephone Number

376

Filer: John Tebben

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.):

Oral Agreement: \$225 per hour plus reasonable travel expenses

Fees for hours worked and travel expenses in 2015 under this oral agreement that were paid in 2016:

- 9 hours @ \$225 per hour: \$2,025.00
- Travel expenses: \$ 552.99

**Specific Activities to be Performed**

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

a. Nature of activity:

Participated in employee meetings regarding United Steelworkers' organizing activity at Metalsa structural Products, Inc.'s Owensboro, Kentucky facility. The objective of my participation was to inform employees regarding the implications of unionization and the collective bargaining process, and persuade employees to vote "No" in a representation election.

11.b. Period during which performed:

December 1-31, 2015

11.c. Extent performed:

December 1-31, 2015

11.d. Name and address through whom performed:

Name Clifford C Cameron

Organization Metalsa Structural Products, Inc.

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

Street 29575 Hudson Drive

City Novi

State Michigan

ZIP Code + 4 48377

Additional Name and address through whom performed, if any:

Name

Organization

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

Street

City

State

ZIP Code + 4

12.a. Identify subject groups of employees:

Production and Maintenance employees at Metalsa Structural Products, Inc.'s Owensboro, Kentucky facility

12.b. Identify subject labor organizations:

United Steelworkers