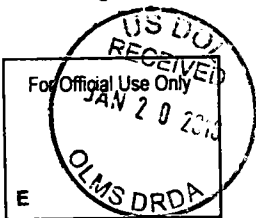


FORM LM-20

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 and Organizations, Under Section 203(b) of the Labor-Management Reporting and Disclosure Act of 1959, as amended. (LMRDA)

002962

READ THE INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS REPORT.

1. File Number: c- 1010659

Person Filing

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

Name Keith Peraudo
Title CEO
Organization Creative Solutions + Visions, LLC
P.O. Box, Bldg., Room No., if any PO BOX 422812
Street _____
City Kissimmee
State FL ZIP Code + 4 34742

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

Name Steven Pohas
Title District Manager
Organization Oak Harbor Freight Lines
P.O. Box, Bldg., Room No., if any _____
Street 1339 W Valley Hwy N
City Auburn
State WA ZIP Code + 4 98001

4. Date fiscal year ends:

12 / 2015

5. Type of person:

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):

Name Steven Pohas DM
Organization Oak Harbor Freight Lines, Inc.
Trade Name, if any _____
P.O. Box, Bldg., Room No., if any _____
Street 1339 W Valley Hwy N
City Auburn
State WA ZIP Code + 4 98001

7. Date entered into:

10 / 23 / 2015

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

Name Steven Pohas GM
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

[Signature]

President
(If other title, see
instructions)

Title President

14. Signed

[Signature]

Treasurer
(If other title, see
instructions)

Title Treasurer

On

12/30/15

Date

732-589-1439

Telephone Number

On

Date

Telephone Number

Filer:

Keith Peraino

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.):

Verbal with Steven Pohas, District Manager

Specific Activities to be Performed

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

a. Nature of activity:

Educating employees on their rights under the National Labor Relations Act

11.b. Period during which performed:

10-23-15 thru 11-20-15

11.c. Extent performed:

11.d. Name and address through whom performed:

Name

Steven Pohas

Organization

Oak Harbor Freight Lines, Inc.

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

Street

1339 W Valley Hwy N

City

Auburn

State

WA

ZIP Code + 4

98001

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:

All employees Voting in election.

12.b. Identify subject labor organizations:

IBT