

Agreement and Activities Report

U.S. Department of Labor Employment Standards Administration Office of Labor-Management Standards



This report is mandatory under P.L. 88-257 as amended. Failure to comply may result in criminal prosecution, fines and civil penalties as provided by 29 U.S.C. 439, 440.

Form approved - OMB No. 1215-0188
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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).

File No. C. 509

A. Person Filing

1. Name and mailing address (include ZIP code): James L. Heflin 1983 Highway 393 East Delaware, Arkansas 72835	2. Any other address where records necessary to verify this report are kept: NONE
3. Date fiscal year ends: December 31, 2000	4. Type of person: a. <input checked="" type="checkbox"/> Individual b. <input type="checkbox"/> Partnership c. <input type="checkbox"/> Corporation d. <input type="checkbox"/> Other (Specify):

B. Nature of Agreement or Arrangement

5. Full name and address of employer with whom made (include ZIP code): Bridgestone/Firestone, Inc. 50 Century Blvd. Nashville, TN 37214-8900	6. Date entered into: November 12, 2000
7. Names of persons through whom made: Patti Brown, V.P. of Human Resources	
8. Check the appropriate box to indicate whether an object of the activities undertaken, is directly or indirectly: a. <input checked="" type="checkbox"/> 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. <input type="checkbox"/> 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.	

9. Terms and conditions (Explain in detail; see Part B-9 of instructions):

The agreement runs from November 12, 2000 through December 7, 2000.
The terms are as follows: payment of \$70 per hour (\$30 per hour if travel time) plus reimbursement of expenses.

C. Specific Activities to be Performed

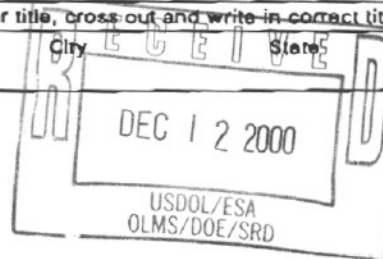
10. For each activity, separately list in detail the information required (See Part C-10 of instructions):		
a. Nature of activity: Conduct informative conversations with members of the compound development lab at Bridgestone/Firestone's Akron Technical Center to explain the following topics: company history, the nature of company labor agreements, and the election process.		
b. Period during which performed: November 12, 2000 through December 7, 2000	c. Extent performed: Ongoing through December 5, 2000	
d. Names and addresses of persons through whom performed: James L. Heflin (address same as above)		

11. Identify (a) Subject employees, groups of employees, and (b) labor organizations:

The subject group of employees includes all members of the compound development laboratory located in Bridgestone/Firestone's Akron Technical Center at 1200 Firestone Parkway, Akron, OH 44317-0001

D. Verification and Signature. The person in item 1 above and each of his undersigned authorized officers declares, under penalty of law, that all information in this report, including all attachments incorporated therein or referred to in this report, has been examined by him and is, to the best of his knowledge and belief, true, correct, and complete.

Signed: <u>James L. Heflin</u> (If other title, cross out and write in correct title above.) City: Akron State: Ohio Date on: 12/5/00	Signed: _____ (If other title, cross out and write in correct title above.) City: _____ State: _____ Date on: _____
President	Treasurer



Form LM-20
(Feb. 1990)