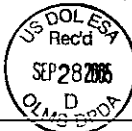


FORM LM-20

AGREEMENT AND ACTIVITIES REPORT

For Official Use Only



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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.



1. File Number: C- 402

Person Filing

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

Name Jim G Trivisonno

Title President

Organization IRI Consultants to Management

P.O. Box, Bldg., Room No., if any Suite 4R

Street 440 East Congress

City Detroit

State Michigan

ZIP Code + 4 48226

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 / 3

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 Gary L Reck

Organization Bayer Corporation

Trade Name, if any

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

Street 100 Bayer Road

City Pittsburgh

State Pennsylvania

ZIP Code + 4 15205

7. Date entered into:

9 / 1 / 2003

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

Name Gary L Reck

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

President
(If other title, see
instructions)

Title President

14. Signed

Treasurer
(If other title, see
instructions)

Title Treasurer

On 08/17/2005

Date

313-965-0350

Telephone Number

On 08/17/2005

Date

313-965-0350

Telephone Number

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.):

IRI will have a one consultant working at \$250.00 per hour, not more than 25 hours each week on site for training and education of the workforce, as needed and requested by client.

Specific Activities to be Performed

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

a. Nature of activity:

To educate Bayer employees about their rights under the National Labor Relations Act to form, join or assist labor organizations, to bargain collectively or engage in other activity for their mutual aid or protection, and the right to refrain from doing so. To enhance the business literacy of the workforce and encourage employees to be informed and to vote.

11.b. Period during which performed:

September and October 2003

11.c. Extent performed:

Completed

11.d. Name and address through whom performed:

Name Rick Torres

Organization Permanant Solutions Labor Consultants

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

Street 19186 Fort Street, Suite 104

City Riverview

State Michigan ZIP Code + 4 48192

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:

Eligible voters at Bayer Corporation in Pittsburgh Pennsylvania.

12.b. Identify subject labor organizations:

Teamsters