U.S. Department of Labor Office of Labor-Management Standards Washington, DC 20210

FORM LM-20 AGREEMENT AND ACTIVITIES REPORT

Form approved
Office of Management
and Budget
No. 1215-0188
Expires 11-30-2006

For Official ass Only penalties as	mandatory under P.L. 86-257, as amended. Failure to comply may result in criminal prosecution, fines, or civil provided by 29 U.S.C. 439 or 440. Required of persons, including Labor Relations Consultants and Other Individuals ations, Under Section 203(b) of the Labor-Management Reporting and Disclosure Act of 1959, as amended. (LMRDA)					
E JUNY	READ THE INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS REPORT.					
QLMS DED	59333					
1. File Number: C- 00633	-	. !				
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Person Filing						
Name and mailing address (include	ZIP Code):	3. Any other address where records necessary to verify this report are kept:				
Name Michael D	Penn	Name ,				
Title Partner		Title				
Organization The Crossroads (Group	Organization				
P.O. Box, Bldg., Room No., if any	,	P.O. Box, Bldg., Room No., if any				
Street 63 Via Pico Plaza, S	uite 505	Street				
City San Clemente		City				
State California	ZIP Code + 4 92672	State ZIP Code + 4				
4. Date fiscal year ends:	5. Type of person:					
Dec / 31	a. Individual b. Partnership	c. Corporation d. Other (Specify):				
		1				
Nature of Agreement or Arrangeme	w ·					
6. Full name and address of employer Name Matthew Pa	with whom made (include ZIP Code): atterson	7. Date entered into: 5 / 13 / 2015				
Organization Consolidated Co		Name of person(s) through whom made:				
Trade Name, if any	learner company 21	Name Matthew Patterson				
P.O. Box, Bldg., Room No., if any		Name				
Street 3010 Towercreek Parkway, Suite 300		Name				
City Atlanta		Name				
State Georgia	ZIP Code + 4 30339	Name				
	Signa	tures				
the information contained in any acco	der penalty of perjury and other applicable mpanying documents) has been examined tion VII on penalties in the instructions.)	penalties of law, that all of the information submitted in this report (including by the signatory and is, to the best of the undersigned's knowledge and belief,				
13. Signed Michael Dana	(If other title, see	14. Signed Treasurer (If other title, see				
Title Other (Specify)	instructions)	Title Other (Specify) instructions)				
Partner		Partner				
On 05/23/2015 8	18-999-5632	On 5/26/20 5 949-248-0884				
Date	Telephone Number	Date Telephone Number				

Filer: Michael Penn The	Crossroads Group		File Number C-	00633	;		
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a. To persuade employees to collectively through represe	e whether an object of the activities undertaken, is directly or indirectly: xercise or not to exercise, or persuade employees as to the manner of exercising, the right to organize and bargain natives of their own choosing. Information concerning the activities of employees or a labor organization in connection with a labor dispute involving mation for use solely in conjunction with an administrative or arbitral proceeding or a criminal or civil judicial proceeding.						
10. Terms and conditions (Explain in o	etail; see instructions. Written agreements must be attached.):						
Flat rate of \$36,500.00	plus reasonable and customary expenses						
	A Carried St.						
		·			 		
Specific Activities to be Performed					ļ		
11. For each activity, separately list in	detail the information required (See instructi	ons):					
a. Nature of activity:							
information regarding t	hird-party representation				·		
11.b. Period during which performed:		11.c. Extent performed:					
05/17/15 to Present		Continuing			;		
11 d. Name and address through who	m performed:	Additional Name and address	ss through whom p	erformed, if any:	:		
Name Michael D	Penn	Name			•		
Organization The Crossroads	Group	Organization	·				
P.O. Box, Bldg., Room No., if any		P.O. Box, Bldg., Room No.,	if any				
Street 63 Via Pico Plaza,	Suite 505	Street					
City San Clemente		City			:		
State California	ZIP Code + 4 92672	State	7	ZIP Code + 4			
12.a. Identify subject groups of employe	es:	12.b. Identify subject labor of	organizations:		,		
All full-time and regula and maintenance employee drivers, blow-mold machi equipment maintainers, p crib attendants, materia workers and quality tech Employer at its Verona,	s, utility workers, CDL ne operators, general rocess technicians, parts 1 handlers, warehouse nicians employed by the	UFCW Local 23	·				
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