

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)

READ THE INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS REPORT.

654478

1. File Number: C- 65802

Person Filing

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

Name

Title

Organization International Labor Relations

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

Street 8086 South Yale Ave suite 225

City Tulsa

State Oklahoma

ZIP Code + 4 74136

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 Interstate Distribution Company

Trade Name, if any

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

Street 11707 21st Ave Court Street

City Tacoma

State Washington

ZIP Code + 4 98444

7. Date entered into:

11 / 11 / 2014

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

Name Laura Edwards

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 5/16/2016

Date

800-555-7509

Telephone Number

On 5/16/2016

Date

800-555-7509

Telephone Number

Filer: International Labor Relations	File Number C- 65802
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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.):

See Attached Agreement

Specific Activities to be Performed

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

a. Nature of activity:

Engaged to communicate with employees so they can make an informed decision regarding exercising their rights to organize and bargain collectively.

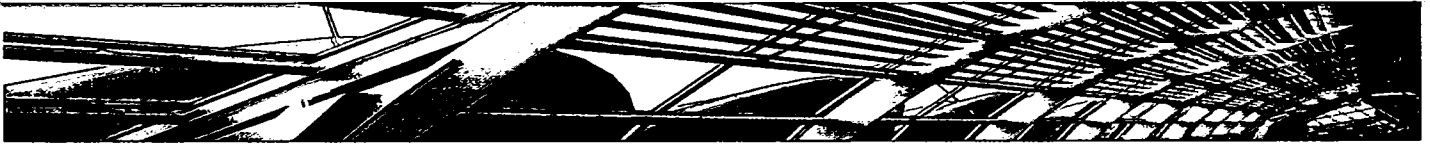
11.b. Period during which performed: Beginning on or about 11/23/2014	11.c. Extent performed: Ongoing
11.d. Name and address through whom performed: Name Christian B Teague Organization P.O. Box, Bldg., Room No., if any Street 5300 W. Memorial Rd, Apt W City OKC State Oklahoma ZIP Code + 4 73142	Additional 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 eligible to vote in the bargaining unit	12.b. Identify subject labor organizations: Teamster Local 324
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International Labor Relations

Hawaii ✦ Los Angeles ✦ San Francisco ✦ Tulsa ✦ Chicago ✦ New York ✦ Guam



Date: November 11, 2014

Via Email: laura_edwards@intd.com

Name : Laura Edwards

Title: Director of Relations & Corporate Counsel

Company: Interstate Distribution Company

Address : 11707 21st Ave Ct. S. , Tacoma, WA 98444

Phone: (253) 538-4431

RE: Interstate Distribution Company ~ Campaign Consulting

SITUATION ASSESSMENT:

This Engagement Letter outlines the terms of complete and comprehensive Consulting services to combat the organizing drive launched against the Interstate Distribution Company "Company". The Teamster Local 324, "Union" has presumably more than 50% of the unit who have signed Authorization Cards purporting to authorize the Union to act as their exclusive representative for collective bargaining wages, hours and working conditions.

A petition has been filed with the NLRB Regional Director requesting that a vote be scheduled on the merits of the petition and an election is forthcoming.

A systematic, organized counter-campaign will be implemented to secure an election win. All executives, managers and supervisors must be thoroughly trained in what can be said and not said during a campaign to avoid unfair labor practice charges that could void or reverse a positive election outcome.

Time is of the essence in commencing work on behalf of the Company. Any delay is injurious to the Company's chances of successfully winning the election.

OBJECTIVES:

- Our objectives include conducting a thorough assessment as to the local management and conditions that led to the organizing effort.
- Training local management in the operation of the National Labor Relations Act including formation of the Company's Union-free philosophy statement, the enforcement of no-solicitation, no-distribution policies, a full understanding of the actual Union Organizing Plan, and an understanding of the use and misuse of Union Authorization Cards.
- Management's knowledge of what they can say during the Union campaign including disadvantages of Union representation from the viewpoint of the Company Services and the Company employees. A thorough understanding of the facts involving collective bargaining, strikes, Union fines against members, and obligations owed by employees to the Union.
- An understanding of what the supervisor can do prior to and during an organizing campaign. A thorough understanding of the TIPS rules including common questions that employees ask supervisors during pre-petition activity and desired responses.
- Supervisor/employee role-playing scenarios involving common situations that occur during Union organizing pre-petition activity.
- Systematic captive audience meetings with all supervisors and voting employees on a weekly basis, with distribution of appropriate handouts in English or any other applicable language.

VALUE TO THE ORGANIZATION:

- The value to the organization will include permitting the Company to continue to operate while systematically addressing campaign activity.
- Proactively identifying those factors and conditions by department that contribute to low employee morale and disaffection.
- One-on-one discussions with each manager and supervisor to localize issues that demand attention and possible correction. Reporting to senior management about the strengths and weaknesses in the organization that require immediate intervention and corrective action to minimize the likelihood of future Union encroachment.

TERMS AND CONDITIONS:

Fees: The fee for a Partial Guarantee Win is a retainer of \$15,000.00 for one (1) Campaign Consultant (plus expenses and travel days) for up to 25 days, plus a performance bonus of \$15,000.00 in the event of a petition withdrawal prior to the election or a win on the date of the election. Thus, the Partial Guarantee Project Price is \$30,000.00 upon a win or union petition withdrawal (plus expenses and travel days), with half the project price, \$15,000.00 at risk to International Labor Relations.

This agreement includes one (1) Consultant for up to 25 days of Campaign Consulting including travel days. Should additional days of Management Consulting be requested by the Company, it is understood those additional calendar days plus travel days will be billed at \$3,000.00 per day per Consultant and are not subject to the partial guarantee. For purposes of this proposal/letter of engagement a consulting day means each calendar day worked and travel days by each additional individual Consultant.

In the event NLRB Representation is required and assigned to an International Labor Relations Consultant, NLRB Representation shall be billed at \$375 per hour off site or \$3000.00 per day including travel days for on site NLRB Representation.

In the event that Public Relations and Media Management is required and assigned to an International Labor Relations Consultant, Public Relations and Media Management Consulting will be billed at \$375 per hour off site or \$3000.00 per calendar day including travel days for on site Public Relations and Media Management Representation.

Company shall provide air travel, rental car, hotel accommodations, meals, and reasonable business expenses as set forth below to consultants through weekly billing to Company.

Initial Retainer: The initial retainer for Campaign Consulting is \$30,000.00 to be wired to International Labor Relation upon commencement of services.

Payment Terms: Payment of Statement of Services Rendered, to be delivered in an electronic format, is expected within 7 days upon delivery throughout the mutually agreed upon duration for Management Consulting.

Expenses: All airfare, hotel, and rental car expenses will be billed as incurred and are due upon presentation of ongoing Expense Reports and direct billed by the Consultant. All expenses not direct billed by the Consultant will be billed on behalf of the Consultant through International Labor Relations and are due upon receipt. Expenses may include unpaid transportation (air, rental car, taxi, parking, etc.), lodging expenses, food, and other reasonable business expenses.

AGREEMENT TERMS:

Copyright: It is further understood that all materials included in or with the above referenced items or programs are fully covered and protected by federal copyright laws.

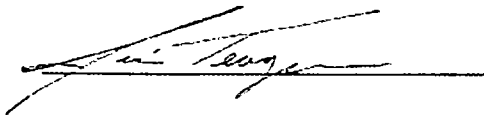
Federal law provides civil and criminal penalties for the unauthorized reproduction, distribution or exhibition of protected products. Criminal copyright infringement is investigated by the FBI and may constitute a felony penalty of up to five years in prison and/or a \$250,000 fine.

U.S. Department of Labor Reporting Requirements: You further acknowledge that no representation by Pinnacle Labor Relations or its representatives were relied on by you or any member of your Company in entering this agreement, and that this document represents the full understanding of the parties. You acknowledge and agree that we have informed you of the obligation to report any direct persuader activity performed on your behalf to the United States Department of Labor by both our firm and your firm and that failure to timely file these reports can subject your company criminal penalties.

Arbitration: Your payment, in the absence of your signature below, indicates your acceptance of this project and the terms and conditions as stated herein. The parties agree that California law governs any dispute between them and to resolve any disputes by arbitration in California under the American Arbitration Association rules.

ACCEPTANCE: Your signature below indicates acceptance of the terms and this proposal. In the event this Agreement is unsigned by Company, work commenced by Consultant on behalf of Company shall constitute acceptance by Company of all terms and conditions stated herein.

FOR INTERNATIONAL LABOR RELATIONS:



On this day of: _____

James Teague

CEO

International Labor Relations

FOR COMPANY:

Signature: _____

On this day of: _____

Name: _____

Title: _____

Company: _____