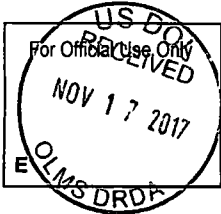


# FORM LM-20

## AGREEMENT AND ACTIVITIES REPORT

Form approved  
Office of Management  
and Budget  
No. 1245-0003  
Expires 07-31-2019



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.

658037

1. File Number: C-643

### Person Filing

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

Name Chris Cimino

Title CEO

Organization CACR, Labor Education Services

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

Street 1141 West Washington Blvd., #235

City Chicago

State Illinois

ZIP Code + 4 60607

#### 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 / 17

#### 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 Beth Niehus

Organization Director, Human Resources

Trade Name, if any Iowa Fertilizer Company

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

Street 3550 180th Street

City Wever

State Iowa

ZIP Code + 4 52658

#### 7. Date entered into:

9 / 4 / 2017

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

Name

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   
Title President

President  
(If other title, see  
instructions)

14. Signed \_\_\_\_\_  
Title Treasurer

Treasurer  
(If other title, see  
instructions)

On 10/21/2017 312-961-2110  
Date Telephone Number

On \_\_\_\_\_  
Date 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.):

IFC retained CACR Labor Education Services to provide education and information about the National Labor Relations Act (NLRA).

**Specific Activities to be Performed**

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

a. Nature of activity:

Bruce Crawford, a consultant with CACR Labor Education Services, met with employees at IFC to provide information and answer questions about the NLRA.

11.b. Period during which performed:

11.c. Extent performed:

11.d. Name and address through whom performed:

Name Bruce Crawford

Organization

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

Street 10567 Big Canoe

City Jasper

State Georgia

ZIP Code + 4 30143

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:

Hourly employees (i.e., operators, maintenance, etc.).

12.b. Identify subject labor organizations:

Bakery Confectionery Tobacco Workers and Grain Millers' International Union (BCTGM)