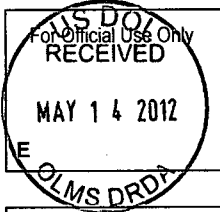


FORM LM-20

AGREEMENT AND ACTIVITIES REPORT

Form approved
Office of Management
and Budget
No. 1245-0003
Expires 10-31-2013



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.

497114

1. File Number: C- 00631

Person Filing

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

Name Ricardo Pasalagua

Title Owner

Organization RP & Associates, LLC

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

Street 1300 Adams Street Apt. 19E

City Costa Mesa

State California ZIP Code + 4 92626

3. Any other address where records necessary to verify this report are kept:

Name Colleen J Williams

Title Chief Financial Officer

Organization RP & Associates, LLC

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

Street 3941 E 63rd Street South

City Derby

State Kansas ZIP Code + 4 67037

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 Michael D Penn

Organization The Crossroads Group

Trade Name, if any

P.O. Box, Bldg., Room No., if any Suite 505

Street 63 Via Pico Plaza

City San Clemente

State California ZIP Code + 4 92672

7. Date entered into:

1 / 1 / 2010

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

President
(If other title, see
instructions)

Title Sole Proprietor

14. Signed

Treasurer
(If other title, see
instructions)

Title Other (Specify)

Chief Financial Officer

On

5-8-12

Date

714-240-2919

Telephone Number

On

5-8-12

Date

316-393-9055

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.):

All services described in Section 11a., below shall be performed on an hourly fee basis at a rate of \$195.00 per hour. Expenses incurred in connection with the performance of such services as travel, accommodations, copies, telephone long distance, etc., will be reimbursed to RP & Associates, LLC at actual cost.

Specific Activities to be Performed

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

a. Nature of activity:

RP & Associates, LLC has been retained to assist the employer named above in communication with the employees of Coca-Cola Enterprises with regard to the manner in which they exercise their rights to organize and bargain collectively. We will assist in conducting meetings with employees and in communications in writing during the period immediately prior to the conduct of representation election.

11.b. Period during which performed:

Pendency of N.L.R.B.

11.c. Extent performed:

None as of this date.

11.d. Name and address through whom performed:

Name Ricardo Pasalagua

Organization RP & Associates, LLC

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

Street 1300 Adams Street Apt. 19E

City Costa Mesa

State California ZIP Code + 4 92624

Additional Name and address through whom performed, if any:

Name

Organization

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

Street

City

State California ZIP Code + 4

12.a. Identify subject groups of employees:

All full-time drivers, merchandisers, forklift operators, loaders, general warehouse workers, productions workers, lab technicians, syrup technicians, maintenance workers, fleet mechanics, and collar service technicians working at 1850 W. Elliott Road, Tempe, Arizona and 2425 E. Hwy 69, Prescott, Arizona. (Case 28-RD-994)

12.b. Identify subject labor organizations:

UIW Local 29, District/NMU