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. 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)

DEC 2 0 2619	
READ THE INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS REPORT.	
1. File Number:	
Person Filing	
2. Name and mailing address (include ZIP Code):	Any other address where records necessary to verify this report are kept:
Name John A Negroni	Name
Title	Title
Organization The Tally Consultancy, LLC	Organization
P.O. Box, Bldg., Room No., if any P.O. Box 494	P.O. Box, Bldg., Room No., if any
Street	Street
City Norwalk	City
State Connecticut ZIP Code + 4 06852	State ZIP Code + 4
4. Date fiscal year ends: 5. Type of person:	
Dec / 19 a. Individual b. Partnership	c. Corporation d. Other (Specify): Single Member LLC
Nature of Agreement or Arrangement	
6. Full name and address of employer with whom made (include ZIP Code):	7. Date entered into: 11 / 25 / 2019
Name Jason Zerbe	8. Name of person(s) through whom made:
Organization First Step Staffing	
Trade Name, if any Country Fresh Produce	Name Peter List
P.O. Box, Bldg., Room No., if any Suite 500	Name
Street 1952 E. Allegheny Ave	Name
City Philadelphia	Name
State Pennsylvania ZIP Code + 4 19134	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 John W. egruni President (If other title, see	14. Signed Treasurer (If other title, see
Title Sole Proprietor instructions)	instructions)

On

Date

12/18/2019

Date

203-536-9808

Telephone Number

Telephone Number

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Filer: John Negroni The Tally Consultancy, LLC	File Number C- 68698	
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.):		
Oral agreement made with Kulture Consulting, LLC \$1,875 per day, plus actual and reasonable expenses.		
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Specific Activities to be Performed		
11. For each activity, separately list in detail the information required (See instructions):		
a. Nature of activity:		
Traveled to employer; met with management personnel; provided information to management and employees relative to the National Labor Relations Act, employees' Section Seven Rights, as well as information regarding the NLRB election process and collective bargaining; answered questions.		
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11.b. Period during which performed:	11.c. Extent performed:	
Various days beginning 11/25/2019	Completed	
11.d. Name and address through whom performed:	Additional Name and address through whom performed, if any:	
Name Peter List	Name	
Organization Kulture Consulting, LLC	Organization	
P.O. Box, Bldg., Room No., if any P.O. Box 2877	P.O. Box, Bldg., Room No., if any	
Street	Street	
City Pawleys Island	City	
State South Carolina ZIP Code + 4 29585	State ZIP Code + 4	
12.a. Identify subject groups of employees:	12.b. Identify subject labor organizations:	
Employees employed by the employer at its 2600 Richmond Rd, Hatfield, PA 19440 facility.	UNITED CONSTRUCTION TRADES AND INDUSTRIAL LOCAL UNION 621	
PETITION WITHDRAWN	PETITION WITHDRAWN	
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