

Agreement and Activities Report

U.S. Department of Labor

Office of Labor-Management Standards



This report is mandatory under P.L. 86-257 as amended. Failure to comply may result in criminal prosecution, fines and civil penalties as provided by 29 U.S.C. 439, 440.

OMB No. 1214-0001
12/31/86

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).

File No. C. 376

A. Person Filing

1. Name and mailing address (include ZIP code): Berens & Tate, P.C. 10050 Regency Circle, Suite 400 Omaha, NE 68114	2. Any other address where records necessary to verify this report are kept: n/a
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3. Date fiscal year ends: 1/31/2001	4. Type of person: a. <input type="checkbox"/> Individual b. <input type="checkbox"/> Partnership c. <input checked="" type="checkbox"/> Corporation d. <input type="checkbox"/> Other (Specify):
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B. Nature of Agreement or Arrangement

5. Full name and address of employer with whom made (include ZIP code): Skylark Meats 4430 S. 110 th St. Omaha, NE 68137-1217	6. Date entered into: On or about June 8, 2000
	7. Names of persons through whom made: Denny Esch

8. 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.

9. Terms and conditions (Explain in detail; see Part B-9 of instructions):

When performing general legal services for the employer, a member of Berens & Tate was involved in activities which may be considered persuader activities.

C. Specific Activities to be Performed

10. For each activity, separately list in detail the information required (See Part C-10 of instructions):

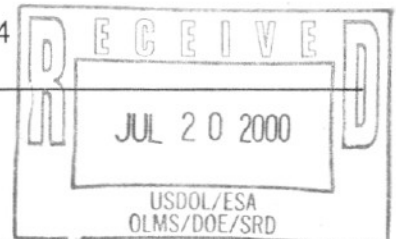
a. Nature of activity: Provide employees with general information on unionization during employee meetings. Monitor employee speeches and answer questions on behalf of the employer.

b. Period during which performed: During organizing activity	c. Extent performed: n/a
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d. Names and addresses of persons through whom performed:
Mark E. McQueen, 10050 Regency Circle, Suite 400, Omaha, NE 68114

11. Identify (a) Subject employees, groups of employees, and (b) labor organizations:

Employees of Skylark Meats



D. Verification and Signature. The person in item 1 above and each of his undersigned authorized officers declares, under penalty of law, that all information in this report, including all attachments incorporated therein or referred to in this report, has been examined by him and is, to the best of his knowledge and belief, true, correct, and complete.

Signed: <i>Kel C Berens</i> (If other title, cross out and write in correct title above.) City State Date at: Omaha NE on: 7/1/00	Signed: _____ (If other title, cross out and write in correct title above.) City State Date at: _____ on: _____
President	Treasurer



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A. Person Filing

1. Name and mailing address (include ZIP code): Berens & Tate, P.C. 10050 Regency Circle, Suite 400 Omaha, NE 68114		2. Any other address where records necessary to verify this report are kept: n/a
3. Date fiscal year ends: 1/31/2001	4. Type of person: a. <input type="checkbox"/> Individual b. <input type="checkbox"/> Partnership c. <input checked="" type="checkbox"/> Corporation d. <input type="checkbox"/> Other (Specify):	

B. Nature of Agreement or Arrangement

5. Full name and address of employer with whom made (include ZIP code): Sioux Falls Plumbing & Heating Association 420 East 8 th Street Sioux Falls, SD 57103-7025		6. Date entered into: On or about May 12, 2000
		7. Names of persons through whom made: Larry Howe
8. Check the appropriate box to indicate whether an object of the activities undertaken, is directly or indirectly: a. <input checked="" type="checkbox"/> 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. <input type="checkbox"/> 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.		

9. Terms and conditions (Explain in detail; see Part B-9 of instructions):

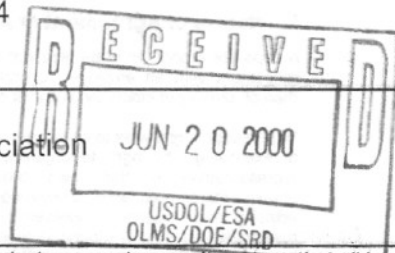
When performing general legal services for the employer, a member of Berens & Tate was involved in activities which may be considered persuader activities.

C. Specific Activities to be Performed

10. For each activity, separately list in detail the information required (See Part C-10 of instructions):		
a. Nature of activity: Provide employees with general information on unionization during employee meetings. Monitor employee speeches and answer questions on behalf of the employer.		
b. Period during which performed: May 2000	c. Extent performed: n/a	
d. Names and addresses of persons through whom performed: Mark McQueen, 10050 Regency Circle, Suite 400, Omaha, NE 68114		

11. Identify (a) Subject employees, groups of employees, and (b) labor organizations:

Employees of members of the Sioux Falls Plumbing & Heating Association



D. Verification and Signature. The person in item 1 above and each of his undersigned authorized officers declares, under penalty of law, that all information in this report, including all attachments incorporated therein or referred to in this report, has been examined by him and is, to the best of his knowledge and belief, true, correct, and complete.

Signed: <i>Kel-C Berens</i> President			Signed: _____ Treasurer		
(If other title, cross out and write in correct title above.)			(If other title, cross out and write in correct title above.)		
City	State	Date	City	State	Date
at: Omaha	NE	on: 6/12/00	at:		on:



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A. Person Filing

1. Name and mailing address (include ZIP code): Berens & Tate, P.C. 10050 Regency Circle, Suite 400 Omaha, NE 68114	2. Any other address where records necessary to verify this report are kept: n/a
3. Date fiscal year ends: 1/31/2001	4. Type of person: a. <input type="checkbox"/> Individual b. <input type="checkbox"/> Partnership c. <input checked="" type="checkbox"/> Corporation d. <input type="checkbox"/> Other (Specify):

B. Nature of Agreement or Arrangement

5. Full name and address of employer with whom made (include ZIP code): Thermetic Glass 650 State Route 117 Toluca, IL 61369	6. Date entered into: On or about May 6, 2000
7. Names of persons through whom made: Jeff Yoder	
8. Check the appropriate box to indicate whether an object of the activities undertaken, is directly or indirectly: a. <input checked="" type="checkbox"/> 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. <input type="checkbox"/> 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.	
9. Terms and conditions (Explain in detail; see Part B-9 of instructions):	

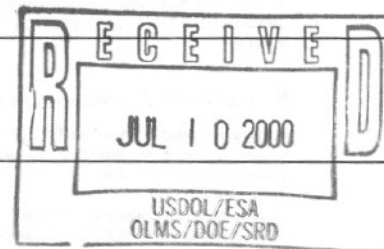
When performing general legal services for the employer, a member of Berens & Tate was involved in activities which may be considered persuader activities.

C. Specific Activities to be Performed

10. For each activity, separately list in detail the information required (See Part C-10 of instructions):	
a. Nature of activity: Provide employees with general information on unionization during employee meetings. Monitor employee speeches and answer questions on behalf of the employer.	
b. Period during which performed: During organizing activity	c. Extent performed: n/a
d. Names and addresses of persons through whom performed: Nancy A. Wood, 10050 Regency Circle, Suite 400, Omaha, NE 68114	

11. Identify (a) Subject employees, groups of employees, and (b) labor organizations:

Employees of Thermetic Glass



D. Verification and Signature. The person in item 1 above and each of his undersigned authorized officers declares, under penalty of law, that all information in this report, including all attachments incorporated therein or referred to in this report, has been examined by him and is, to the best of his knowledge and belief, true, correct, and complete.

Signed: (If other title, cross out and write in correct title above.) City State Date at: Omaha NE on: 6/26/00	Signed: _____ (If other title, cross out and write in correct title above.) City State Date at: _____ on: _____
President	Treasurer



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3. Date fiscal year ends: 1/31/2001	4. Type of person: a. <input type="checkbox"/> Individual b. <input type="checkbox"/> Partnership c. <input checked="" type="checkbox"/> Corporation d. <input type="checkbox"/> Other (Specify):		

B. Nature of Agreement or Arrangement

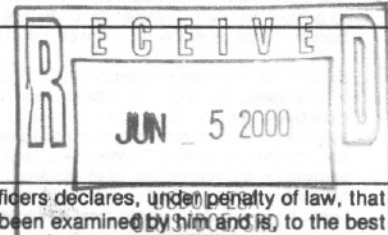
5. Full name and address of employer with whom made (include ZIP code): Southeastern Electric Cooperative, Inc. 501 S. Broadway Ave. P.O. Box 388 Marion, SD 57043-0388		6. Date entered into: On or about April 16, 2000	
		7. Names of persons through whom made: Brad Schardin	
8. Check the appropriate box to indicate whether an object of the activities undertaken, is directly or indirectly: a. <input checked="" type="checkbox"/> 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. <input type="checkbox"/> 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.			
9. Terms and conditions (Explain in detail; see Part B-9 of instructions): When performing general legal services for the employer, a member of Berens & Tate was involved in activities which may be considered persuader activities.			

C. Specific Activities to be Performed

10. For each activity, separately list in detail the information required (See Part C-10 of instructions):	
a. Nature of activity: Provide employees with general information on unionization during employee meetings. Monitor employee speeches and answer questions on behalf of the employer.	
b. Period during which performed: During organizing drive	c. Extent performed: n/a
d. Names and addresses of persons through whom performed: Joseph Dreesen, 10050 Regency Circle, Suite 400, Omaha, NE 68114	

11. Identify (a) Subject employees, groups of employees, and (b) labor organizations:

Employees of Southeastern Electric Cooperative, Inc.



D. Verification and Signature. The person in item 1 above and each of his undersigned authorized officers declares, under penalty of law, that all information in this report, including all attachments incorporated therein or referred to in this report, has been examined by him and is, to the best of his knowledge and belief, true, correct, and complete.

Signed: (If other title, cross out and write in correct title above.) City: Omaha State: NE Date: 5/22/00 at: _____			Signed: _____ (If other title, cross out and write in correct title above.) City: _____ State: _____ Date: _____ at: _____		
President			Treasurer		