

# FORM LM-20

## AGREEMENT AND ACTIVITIES REPORT

Form approved  
Office of Management  
and Budget  
No. 1245-0003  
Expires 08-31-2016



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.

551382

1. File Number. C-65922

### Person Filing

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

Name Jeffrey Usher

Title Owner

Organization Reed Consulting, LLC

P.O. Box, Bldg., Room No., if any P.O. Box 1792

Street

City Matthews

State North Carolina

ZIP Code + 4 28106

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 / 14

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 Kenneth Dobkin

Organization Novelis Corporation

Trade Name, if any

P.O. Box, Bldg., Room No., if any Suite 2000

Street 3560 Lenox Road

City Atlanta

State Georgia

ZIP Code + 4 30326

7. Date entered into:

2 / 12 / 2014

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 Other (Specify)

Owner

14. Signed

Treasurer

Treasurer  
(If other title, see  
instructions)

On 3/25/2014

Date

7048490664

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.):

Jeffrey Usher as Owner of Reed Consulting was engaged by Novelis Corporation to conduct two (2) meetings on February 12, 2014 with employees eligible to vote in an NLRB representation election on February 21 and 22. The format of the meetings was designed to allow employees to ask their own questions regarding exercising their rights under the NLRA.

Novelis paid Reed Consulting a daily fee to conduct the two (2) meetings on February 12, 2014

#### Specific Activities to be Performed

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

a. Nature of activity:

Facilitation of two (2) large meetings with employees of Novelis Corporation who were eligible to vote in an NLRB representation election on February 21 and 22, 2014. Meetings provided a forum for eligible voters to ask questions regarding the exercising of their rights under the NLRA.

11.b. Period during which performed:

February 12, 2014

11.c. Extent performed:

Completed

11.d. Name and address through whom performed:

Name Kenneth Dobkin

Organization Novelis

P.O. Box, Bldg., Room No., if any Suite 2000

Street 3560 Lenox Road

City Atlanta

State Georgia

ZIP Code + 4 30326

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:

Employees of Novelis Corporation who were eligible to vote in an NLRB representation election on February 21 and 22, 2014 in Oswego, NY.

12.b. Identify subject labor organizations: