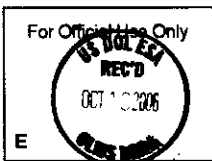


# FORM LM-20

## AGREEMENT AND ACTIVITIES REPORT



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.

1. File Number: C- 00527

301554

### Person Filing

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

Name JOHN M HERMANN

Title PRESIDENT & CEO

Organization LABOR RELATIONS SERVICES, INC.

P.O. Box, Bldg., Room No., if any SUITE 100

Street 24 CORPORATE PLAZA

City NEWPORT BEACH

State California

ZIP Code + 4 92660

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

Name NONE

Title

Organization

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

Street

City

State

ZIP Code + 4

#### 4. Date fiscal year ends:

Dec / 6

#### 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 JAMES CLOUGH

Organization ANSWER FINANCIAL, INC.

Trade Name, if any SAME AS ABOVE

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

Street 15910 VENTURA BOULEVARD

City ENCINO

State California

ZIP Code + 4 91435

#### 7. Date entered into:

7 / 21 / 2006

#### 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 President

14. Signed

Treasurer  
(If other title, see  
instructions)

Title Treasurer

On 09/22/2006

Date

949-719-1962

Telephone Number

On 09/22/2006

Date

949-719-1962

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 \$475.00 and \$375.00 per hour. Expenses incurred in connection with the performance of such services as travel, accommodations, copies, telephone long distance, etc., will be reimbursed to Labor Relations Services, Inc., 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:

Labor Relations Services, Inc., has been retained to assist the employer named above in communication with its employees 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 JOHN M HERMANN  
 Organization LABOR RELATIONS SERVICES, INC.  
 P.O. Box, Bldg., Room No., if any SUITE 100  
 Street 24 CORPORATE PLAZA  
 City NEWPORT BEACH  
 State California ZIP Code + 4 92660

Additional Name and address through whom performed, if any:

Name WARD RUPEL  
 Organization LABOR RELATIONS SERVICES, INC.  
 P.O. Box, Bldg., Room No., if any SUITE 100  
 Street 24 CORPORATE PLAZA  
 City NEWPORT BEACH  
 State California ZIP Code + 4 92660

12.a. Identify subject groups of employees:

ALL FULL-TIME AND REGULAR PART-TIME EMPLOYEES.

12.b. Identify subject labor organizations:

UFCW - LOCAL 770

<b>Specific Activities to be Performed (Continuation Page)</b>	
<b>11. For each activity, separately list in detail the information required (See instructions):</b>  <b>a. Nature of activity:</b>  Labor Relations Services, Inc., has been retained to assist the employer named above in communication with its employees 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.	
<b>11.b. Period during which performed:</b> Pendency of N.L.R.B.	<b>11.c. Extent performed:</b> None as of this date.
<b>11.d. Name and address through whom performed:</b>  <b>Name</b> SUSAN CONNELLY  <b>Organization</b> LABOR RELATIONS SERVICES, INC.  <b>P.O. Box, Bldg., Room No., if any</b> SUITE 100  <b>Street</b> 24 CORPORATE PLAZA  <b>City</b> NEWPORT BEACH  <b>State</b> California <b>ZIP Code + 4</b> 92660	<b>Additional Name and address through whom performed, if any:</b>  <b>Name</b> CHUCK AHERN  <b>Organization</b> LABOR RELATIONS SERVICES, INC.  <b>P.O. Box, Bldg., Room No., if any</b> SUITE 100  <b>Street</b> 24 CORPORATE PLAZA  <b>City</b> NEWPORT BEACH  <b>State</b> California <b>ZIP Code + 4</b> 92660
<b>Additional Name and address through whom performed, if any:</b>  <b>Name</b> ED VILLANUEVA  <b>Organization</b> LABOR RELATIONS SERVICES, INC.  <b>P.O. Box, Bldg., Room No., if any</b> SUITE 100  <b>Street</b> 24 CORPORATE PLAZA  <b>City</b> NEWPORT BEACH  <b>State</b> California <b>ZIP Code + 4</b> 92660	<b>Additional Name and address through whom performed, if any:</b>  <b>Name</b> RIAN WATHEN  <b>Organization</b> LABOR RELATIONS SERVICES, INC.  <b>P.O. Box, Bldg., Room No., if any</b> SUITE 100  <b>Street</b> 24 CORPORATE PLAZA  <b>City</b> NEWPORT BEACH  <b>State</b> California <b>ZIP Code + 4</b> 92660
<b>12.a. Identify subject groups of employees:</b>  ALL FULL-TIME AND REGULAR PART-TIME EMPLOYEES.	<b>12.b. Identify subject labor organizations:</b>  UFCW - LOCAL 770



24 Corporate Plaza  
Suite 100  
Newport Beach, CA 92660

Tel. (949) 719-1962  
Fax (949) 718-9585  
Email: [proemployer.net](mailto:proemployer.net)

**Personal & Confidential**

September 22, 2006

Ms. Kay F. Bethea  
U.S. Department of Labor  
Office of Labor-Management Standards  
Room N-5119  
200 Constitution Ave NW  
Washington, DC 20210



Dear Ms. Bethea,

Attached is the appropriate LM-20 Documents for the Union Campaign performed by Labor Relations Services, Inc.

Respectfully,

*J.M. Hermann*

John M. Hermann  
President & CEO

(Attachments)