

# 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

360477

### 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: / 8

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 RICK THORGESEN

Organization EBY-BROWN COMPANY, LLC

Trade Name, if any EBY BROWN & ASSOCIATES

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

Street 280 W. SHUMAN BLVD.

City NAPERVILLE

State Illinois ZIP Code + 4 60542

7. Date entered into:

3 / 25 / 2008

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

Title President

President  
(If other title, see  
instructions)

14. Signed

Title Treasurer

Treasurer  
(If other title, see  
instructions)

On 04/16/2008 949-719-1962

Date Telephone Number

On 04/16/2008 949-719-1962

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.):

All services described in Section 11a., below shall be performed on an hourly fee basis at a rate of \$475.00 to \$275.00 per hour. Expenses incurred in connection with 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. ELECTION

11.c. Extent performed:

ON-GOING

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 RIAN WATHEN  
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 PART-TIME AND FULL-TIME EMPLOYEES AS AGREED TO BETWEEN PARTIES.

12.b. Identify subject labor organizations:

TEAMSTERS LOCAL 754.

**Specific Activities to be Performed (Continuation Page)**

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. ELECTION

11.c. Extent performed:

ON-GOING

11.d. Name and address through whom performed:

Name   BRAD                      MOSS  
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   HENRY                      ARES  
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   MIKE                      ROAN  
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   SUSAN                      CONNELLY  
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

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