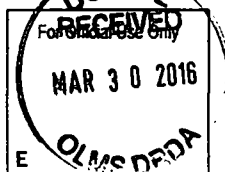


# FORM LM-21 RECEIPTS AND DISBURSEMENTS REPORT

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 by Section 203(b) of the Labor-Management Relations and Disclosure Act of 1959, as amended, (LMRDA)



READ THE INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS REPORT

625729

|                        |  |  |          |  |
|------------------------|--|--|----------|--|
| 1. File Number C- 0322 | 2. Period Covered<br>By This Report<br>From: | Month/Day/Year<br>(mm/dd/yyyy)<br>01 / 01 / 2015 | Through: | Month/Day/Year<br>(mm/dd/yyyy)<br>12 / 31 / 2015 |
|------------------------|--|--|----------|--|

|  |  |
|--|--|
| A. Person Filing   |  |
| 3. Name and mailing address (include ZIP Code):<br><br>Name Peter List<br><br>Title Founder & CEO<br><br>Organization Kulture Consulting, LLC<br><br>P.O. Box, Building and Room Number, if any<br>P.O. Box 2877<br><br>Street<br><br>City Pawleys Island<br><br>State South Carolina ZIP Code + 4 29585 | 4. Any other address where records necessary to verify this report are kept<br><br>Name<br><br>Title<br><br>Organization<br><br>P.O. Box, Building and Room Number, if any<br><br>Street<br><br>City<br><br>State ZIP Code + 4 |

## 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 the Section on penalties in the instructions).

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| 17. Signed <u>[Signature]</u><br>Title Other (Specify)<br>Founder & CCEO<br>On 03 / 28 / 2016 843-314-0383<br>Date Telephone Number | President<br>(if other title, see instructions) | 18. Signed <u>[Signature]</u><br>Title Other (Specify)<br>Manager of Administration<br>On 03 / 28 / 2016 843-314-0383<br>Date Telephone Number | Treasurer<br>(if other title, see instructions) |
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|-----------------------------------|---------------------|
| Name of Person Filing: Peter List | File Number C- 0322 |
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| <b>B. Statement of Receipts</b> Report all receipts from employers in connection with labor relations advice or services regardless of the purposes of the advice or services. |  |
| <b>5.a. Name and Address of Employer (including trade name, if any).</b><br><br>Employer AT&T Mobility Services<br>Trade Name<br>Attention To Paul Shisler<br>Title            | <b>Mailing Address:</b><br>P.O. Box, Building and Room Number, if any<br><br>Street 1025 Lennox Park Boulevard, NE<br>City Atlanta<br>State Georgia ZIP Code + 4 30319 |
| <b>5.b. Termination Date</b> 4/2/2015  | <b>5.c. Amount</b> 93,858  |
| <b>6. TOTAL RECEIPTS FROM ALL EMPLOYERS</b> 4,747,955  |  |

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| <b>C. Statement of Disbursements</b> Report all disbursements made by the reporting organization in connection with labor relations advice or services rendered to the employers listed in Part B. |            |              |            |  |  |
| <b>7. Disbursements to Officers and Employees:</b>   |            |              |            |  |  |
| (a) Name   | (b) Salary | (c) Expenses | (d) Totals |  |  |
|  |            |              |            | 9. Office and Administrative Expenses              |  |
|  |            |              |            | 10. Publicity                                      |  |
|  |            |              |            | 11. Fees for Professional Services                 |  |
|  |            |              |            | 12. Loans Made                                     |  |
|  |            |              |            | 13. Other Disbursements                            |  |
| <b>8. Total disbursements to officers and employees:</b>   |            |              |            | <b>14. Total Disbursements (Sum of Items 8-13)</b> |  |

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| <b>D. Schedule of Disbursements for Reportable Activity</b>   |  | Use this Schedule to report only disbursements made for the purposes described in Part D of the instructions.   |
| <b>15.a. Employer Name:</b><br>Kulture, LLC   |  | <b>15.b. Trade Name, If any:</b>  |
| <b>15.c. To Whom Paid</b>   |  | <b>15.d. Amount</b> 4,747,955   |
| Name<br>Title<br>Organization<br><br>P.O. Box, Building and Room Number, if any<br><br>Street P.O. Box 2877<br>City Pawleys Island<br>State South Carolina ZIP Code + 4 29585 |  | <b>15.e. Purpose</b><br>Disbursements were made to the Officers, Consultants, and employees of Kulture, LLC for the purpose of Labor Relations, Employee Relations, and Human Resource services, advice and expenses. (See Addendums) |
| <b>16. TOTAL DISBURSEMENTS FOR ALL REPORTABLE ACTIVITY</b> 4,747,955  |  |   |

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| Name of Person Filing: Peter List | File Number C- 0322 |
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**B. Statement of Receipts** Report all receipts from employers in connection with labor relations advice or services regardless of the purposes of the advice or services.

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| <b>5.a. Name and Address of Employer (including trade name, if any).</b><br><br>Employer AGRO Merchants Group<br>Trade Name<br>Attention To: Mike Umano<br>Title | <b>Mailing Address:</b><br>P.O. Box, Bldg., Room No., if any<br><br>Street 1150 Sanctuary Parkway, Suite 125<br>City Alpharetta<br>State Georgia ZIP Code + 4 30009 |
| 5.b. Termination Date 9/3/2015   | 5.c. Amount 3,205   |

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| <b>5.a. Name and Address of Employer (including trade name, if any).</b><br><br>Employer Alcoa, Inc. (Schlosser & Forged Metals)<br>Trade Name<br>Attention To: Scott Dietrich<br>Title | <b>Mailing Address:</b><br>P.O. Box, Bldg., Room No., if any<br><br>Street 201 Isabella Street<br>City Pittsburgh<br>State Pennsylvania ZIP Code + 4 15212 |
| 5.b. Termination Date 12/1/2015   | 5.c. Amount 128,571  |

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| <b>5.a. Name and Address of Employer (including trade name, if any).</b><br><br>Employer American Tire Distributors, Inc.<br>Trade Name<br>Attention To: Michael Gaither<br>Title | <b>Mailing Address:</b><br>P.O. Box, Bldg., Room No., if any<br><br>Street 12200 Herbert Wayne Court<br>City Huntersville<br>State North Carolina ZIP Code + 4 28078 |
| 5.b. Termination Date 9/14/2015   | 5.c. Amount 73,425   |

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| <b>5.a. Name and Address of Employer (including trade name, if any).</b><br><br>Employer Barneys New York (Beverly Hills)<br>Trade Name<br>Attention To: Marc Perlowitz<br>Title | <b>Mailing Address:</b><br>P.O. Box, Bldg., Room No., if any<br><br>Street 575 Fifth Avenue, 14th Floor<br>City New York<br>State New York ZIP Code + 4 10017 |
| 5.b. Termination Date 10/20/2015   | 5.c. Amount 0   |

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| <b>5.a. Name and Address of Employer (including trade name, if any).</b><br><br>Employer Barneys New York (Las Vegas)<br>Trade Name<br>Attention To: Marc Perlowitz<br>Title | <b>Mailing Address:</b><br>P.O. Box, Bldg., Room No., if any<br><br>Street 575 Fifth Avenue, 14th Floor<br>City New York<br>State New York ZIP Code + 4 10017 |
| 5.b. Termination Date 11/8/2015  | 5.c. Amount 0   |

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| <b>5.a. Name and Address of Employer (including trade name, if any).</b><br><br>Employer Barneys New York (Chicago)<br>Trade Name<br>Attention To: Marc Perlowitz<br>Title | <b>Mailing Address:</b><br>P.O. Box, Bldg., Room No., if any<br><br>Street 575 Fifth Avenue, 14th Floor<br>City New York<br>State New York ZIP Code + 4 10017 |
| 5.b. Termination Date 10/11/2015   | 5.c. Amount 0   |

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| Name of Person Filing: Peter List  |  | File Number C- 0322  |  |
| <b>B. Statement of Receipts</b> Report all receipts from employers in connection with labor relations advice or services regardless of the purposes of the advice or services. |  |  |  |
| 5.a. Name and Address of Employer (including trade name, if any).<br><br>Employer Barrette Outdoor Living<br>Trade Name<br>Attention To: Laura Johnson<br>Title                |  | Mailing Address:<br>P.O. Box, Bldg., Room No., if any<br><br>Street 1201 North 10th Street<br>City Millville<br>State New Jersey ZIP Code + 4 08332  |  |
| 5.b. Termination Date 9/28/2015  |  | 5.c. Amount 3,386  |  |
| 5.a. Name and Address of Employer (including trade name, if any).<br><br>Employer Brenntag Trucking<br>Trade Name<br>Attention To: Janet Resendiz<br>Title                     |  | Mailing Address:<br>P.O. Box, Bldg., Room No., if any<br><br>Street 610 Fisher Road<br>City Longview<br>State Texas ZIP Code + 4 75604               |  |
| 5.b. Termination Date 10/22/2015   |  | 5.c. Amount 34,503   |  |
| 5.a. Name and Address of Employer (including trade name, if any).<br><br>Employer Cargill, Inc. (Fullerton, CA)<br>Trade Name<br>Attention To: Al Sutka<br>Title               |  | Mailing Address:<br>P.O. Box, Bldg., Room No., if any<br><br>Street 15407 McGinty Road W. MS 9<br>City Wayzata<br>State Minnesota ZIP Code + 4 55391 |  |
| 5.b. Termination Date 12/4/2015  |  | 5.c. Amount 66,142   |  |
| 5.a. Name and Address of Employer (including trade name, if any).<br><br>Employer Carrier Clinic<br>Trade Name<br>Attention To: Donna Mozet<br>Title                           |  | Mailing Address:<br>P.O. Box, Bldg., Room No., if any<br><br>Street 252 County Route 161<br>City Belle Mead<br>State New Jersey ZIP Code + 4 08502   |  |
| 5.b. Termination Date 5/12/2015 (Attachment A)   |  | 5.c. Amount 163,162  |  |
| 5.a. Name and Address of Employer (including trade name, if any).<br><br>Employer Chetak New York<br>Trade Name<br>Attention To: Deepak Amin<br>Title                          |  | Mailing Address:<br>P.O. Box, Bldg., Room No., if any<br><br>Street 1090 Springfield Road<br>City Union<br>State New Jersey ZIP Code + 4 07083       |  |
| 5.b. Termination Date 11/17/2015   |  | 5.c. Amount 12,929   |  |
| 5.a. Name and Address of Employer (including trade name, if any).<br><br>Employer Coca-Cola North America Group<br>Trade Name<br>Attention To: Steve Shields<br>Title          |  | Mailing Address:<br>P.O. Box, Bldg., Room No., if any<br><br>Street 2750 Eagandale Boulevard<br>City Eagan<br>State Minnesota ZIP Code + 4 55121     |  |
| 5.b. Termination Date 10/1/2015  |  | 5.c. Amount 82,999   |  |

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| Name of Person Filing: Peter List | File Number C- 0322 |
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| B. Statement of Receipts Report all receipts from employers in connection with labor relations advice or services regardless of the purposes of the advice or services. |  |
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| 5.a. Name and Address of Employer (including trade name, if any).<br><br>Employer Deep Foods, Inc.<br>Trade Name<br>Attention To: Sanjay Lakhani<br>Title | Mailing Address:<br>P.O. Box, Bldg., Room No., if any<br><br>Street 1090 Springfield Road<br>City Union<br>State New Jersey ZIP Code + 4 07083 |
| 5.b. Termination Date 8/21/2015   | 5.c. Amount 29,175   |

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| 5.a. Name and Address of Employer (including trade name, if any).<br><br>Employer Eagleville Hospital<br>Trade Name<br>Attention To: Maureen Polluck<br>Title | Mailing Address:<br>P.O. Box, Bldg., Room No., if any<br><br>Street 100 Eagleville Road<br>City Norristown<br>State Pennsylvania ZIP Code + 4 19403 |
| 5.b. Termination Date 8/31/2015   | 5.c. Amount 0   |

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| 5.a. Name and Address of Employer (including trade name, if any).<br><br>Employer ECORE International<br>Trade Name<br>Attention To: Annette Emrich-Starry<br>Title | Mailing Address:<br>P.O. Box, Bldg., Room No., if any<br><br>Street 715 Fountain Avenue<br>City Lancaster<br>State Pennsylvania ZIP Code + 4 17601 |
| 5.b. Termination Date 6/11/2015   | 5.c. Amount 6,709  |

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| 5.a. Name and Address of Employer (including trade name, if any).<br><br>Employer Flowers Baking Company of Oxford, LLC<br>Trade Name<br>Attention To: Dan Scott<br>Title | Mailing Address:<br>P.O. Box, Bldg., Room No., if any<br><br>Street 700 Lincoln Street<br>City Oxford<br>State Pennsylvania ZIP Code + 4 19363 |
| 5.b. Termination Date 12/30/2015  | 5.c. Amount 0  |

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| 5.a. Name and Address of Employer (including trade name, if any).<br><br>Employer Unified CML/G2K Logistics<br>Trade Name<br>Attention To: Thomas Valnoha<br>Title | Mailing Address:<br>P.O. Box, Bldg., Room No., if any<br><br>Street 5353 W. 73rd Street<br>City Bedford<br>State Illinois ZIP Code + 4 60638 |
| 5.b. Termination Date 11/20/2014   | 5.c. Amount 32,310   |

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| 5.a. Name and Address of Employer (including trade name, if any).<br><br>Employer GKN Aerospace Cincinnati, Inc.<br>Trade Name<br>Attention To: Floyd McConnell<br>Title | Mailing Address:<br>P.O. Box, Bldg., Room No., if any<br><br>Street 11230 Deerfield Road<br>City Cincinnati<br>State Ohio ZIP Code + 4 45242 |
| 5.b. Termination Date 5/17/2015  | 5.c. Amount 149,544  |

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| Name of Person Filing: Peter List | File Number C- 0322 |
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| B. Statement of Receipts Report all receipts from employers in connection with labor relations advice or services regardless of the purposes of the advice or services. |  |
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| 5.a. Name and Address of Employer (including trade name, if any).<br><br>Employer Genco ATC Product Lifecycle Logistics<br>Trade Name (Edwardsville, IL) (2014)<br>Attention To: Dale Dudik<br>Title | Mailing Address:<br>P.O. Box, Bldg., Room No., if any<br><br>Street 100 Papercraft Park<br>City Pittsburgh<br>State Pennsylvania ZIP Code + 4 15238 |
| 5.b. Termination Date 11/14/2014   | 5.c. Amount 8,437   |

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| 5.a. Name and Address of Employer (including trade name, if any).<br><br>Employer Genco ATC Product Lifecycle Logistics<br>Trade Name (Edwardsville, IL) (2015)<br>Attention To: Dale Dudik<br>Title | Mailing Address:<br>P.O. Box, Bldg., Room No., if any<br><br>Street 100 Papercraft Park<br>City Pittsburgh<br>State Pennsylvania ZIP Code + 4 15238 |
| 5.b. Termination Date 7/24/2015  | 5.c. Amount 10,014  |

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|---|---|
| 5.a. Name and Address of Employer (including trade name, if any).<br><br>Employer Genco ATC Product Lifecycle Logistics<br>Trade Name (York, PA)<br>Attention To: Dale Dudik<br>Title | Mailing Address:<br>P.O. Box, Bldg., Room No., if any<br><br>Street 100 Papercraft Park<br>City Pittsburgh<br>State Pennsylvania ZIP Code + 4 15238 |
| 5.b. Termination Date 11/5/2015   | 5.c. Amount 14,873  |

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| 5.a. Name and Address of Employer (including trade name, if any).<br><br>Employer Greenleaf Services, Inc.<br>Trade Name<br>Attention To: Brad Winemiller<br>Title | Mailing Address:<br>P.O. Box, Bldg., Room No., if any<br><br>Street 365 Water Street<br>City Wilmington<br>State Delaware ZIP Code + 4 19804 |
| 5.b. Termination Date 5/27/2015  | 5.c. Amount 18,656   |

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| 5.a. Name and Address of Employer (including trade name, if any).<br><br>Employer Hilton Garden Inn Rockaway<br>Trade Name<br>Attention To: Lorrie Miller<br>Title | Mailing Address:<br>P.O. Box, Bldg., Room No., if any<br><br>Street 375 Mount Hope Avenue<br>City Rockaway<br>State New Jersey ZIP Code + 4 07866 |
| 5.b. Termination Date 9/16/2015  | 5.c. Amount 3,294   |

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| 5.a. Name and Address of Employer (including trade name, if any).<br><br>Employer Penn National Gaming<br>Trade Name Hollywood Casino<br>Attention To: Gene Clark<br>Title | Mailing Address:<br>P.O. Box, Bldg., Room No., if any<br><br>Street 825 Berkshire Boulevard<br>City Wyomissing<br>State Pennsylvania ZIP Code + 4 19610 |
| 5.b. Termination Date 7/10/2015  | 5.c. Amount 42,119  |

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| Name of Person Filing: Peter List   |  | File Number C- 0322                      |  |
| B. Statement of Receipts Report all receipts from employers in connection with labor relations advice or services regardless of the purposes of the advice or services. |  |  |  |
| 5.a. Name and Address of Employer (including trade name, if any).   |  | Mailing Address:                         |  |
| Employer The Hotel Northampton  |  | P.O. Box, Bldg., Room No., if any        |  |
| Trade Name  |  | Street 36 King Street                    |  |
| Attention To: Lisa Abrahms  |  | City Northampton                         |  |
| Title   |  | State Massachusetts ZIP Code + 4 01060   |  |
| 5.b. Termination Date 9/20/2015   |  | 5.c. Amount 60,826                       |  |
| 5.a. Name and Address of Employer (including trade name, if any).   |  | Mailing Address:                         |  |
| Employer Hunter Defense Technologies, Inc.  |  | P.O. Box, Bldg., Room No., if any        |  |
| Trade Name  |  | Street 30500 Aurora Road, Suite 100      |  |
| Attention To: Rita Thomas   |  | City Solon                               |  |
| Title   |  | State Ohio ZIP Code + 4 44139            |  |
| 5.b. Termination Date 3/6/2015  |  | 5.c. Amount 118,235                      |  |
| 5.a. Name and Address of Employer (including trade name, if any).   |  | Mailing Address:                         |  |
| Employer Insteel Industries, Inc.   |  | P.O. Box, Bldg., Room No., if any        |  |
| Trade Name  |  | Street 1373 Boggs Drive                  |  |
| Attention To: R. Steve Burgess  |  | City Mount Airy                          |  |
| Title   |  | State North Carolina ZIP Code + 4 27030  |  |
| 5.b. Termination Date 8/20/2015   |  | 5.c. Amount 26,259                       |  |
| 5.a. Name and Address of Employer (including trade name, if any).   |  | Mailing Address:                         |  |
| Employer Interlake Mecalux  |  | P.O. Box, Bldg., Room No., if any        |  |
| Trade Name  |  | Street 1600 North 25th Ave, Melrose Park |  |
| Attention To: Nicole Walters  |  | City Chicago                             |  |
| Title   |  | State Illinois ZIP Code + 4 60160        |  |
| 5.b. Termination Date 8/6/2015  |  | 5.c. Amount 87,666                       |  |
| 5.a. Name and Address of Employer (including trade name, if any).   |  | Mailing Address:                         |  |
| Employer J.A. Mitchell Electric, LLC  |  | P.O. Box, Bldg., Room No., if any        |  |
| Trade Name  |  | Street 914 N. Valley Forge Road          |  |
| Attention To: Jim Mitchell  |  | City Devon                               |  |
| Title   |  | State Pennsylvania ZIP Code + 4 19333    |  |
| 5.b. Termination Date 10/27/2015  |  | 5.c. Amount 0                            |  |
| 5.a. Name and Address of Employer (including trade name, if any).   |  | Mailing Address:                         |  |
| Employer Keough Electric  |  | P.O. Box, Bldg., Room No., if any        |  |
| Trade Name  |  | Street 1430 S. Howard Street             |  |
| Attention To: Dennis Keough   |  | City Philadelphia                        |  |
| Title   |  | State Pennsylvania ZIP Code + 4 19147    |  |
| 5.b. Termination Date 10/22/2015  |  | 5.c. Amount 5,272                        |  |

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| Name of Person Filing: Peter List | File Number C- 0322 |
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**B. Statement of Receipts Report all receipts from employers in connection with labor relations advice or services regardless of the purposes of the advice or services.**

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| <b>5.a. Name and Address of Employer (including trade name, if any).</b><br><br>Employer Laboratory Corporation of America<br>Trade Name<br>Attention To: Drew Chakeres<br>Title | <b>Mailing Address:</b><br>P.O. Box, Bldg., Room No., if any<br><br>Street 531 S. Spring Street<br>City Burlington<br>State North Carolina ZIP Code + 4 27215 |
| 5.b. Termination Date 8/13/2015 (Attachment B)   | 5.c. Amount 2,460,956   |

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| <b>5.a. Name and Address of Employer (including trade name, if any).</b><br><br>Employer Meridian Electrical Associates, Inc.<br>Trade Name<br>Attention To: Arthur Gasper<br>Title | <b>Mailing Address:</b><br>P.O. Box, Bldg., Room No., if any<br><br>Street 2501 Bristol Road<br>City Warrington<br>State Pennsylvania ZIP Code + 4 18976 |
| 5.b. Termination Date 8/27/2015   | 5.c. Amount 6,131  |

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| <b>5.a. Name and Address of Employer (including trade name, if any).</b><br><br>Employer Omega Protein (Moss Point, MS)<br>Trade Name<br>Attention To: John Held<br>Title | <b>Mailing Address:</b><br>P.O. Box, Bldg., Room No., if any<br><br>Street 2105 City West Boulevard, Suite 500<br>City Houston<br>State Texas ZIP Code + 4 77042 |
| 5.b. Termination Date 10/20/2014  | 5.c. Amount 15,585   |

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| <b>5.a. Name and Address of Employer (including trade name, if any).</b><br><br>Employer Pennsylvania Virtual Charter School<br>Trade Name<br>Attention To: Joanne Barnett<br>Title | <b>Mailing Address:</b><br>P.O. Box, Bldg., Room No., if any<br><br>Street 630 Park Avenue<br>City King of Prussia<br>State Pennsylvania ZIP Code + 4 19406 |
| 5.b. Termination Date 3/11/2015   | 5.c. Amount 88,188  |

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| <b>5.a. Name and Address of Employer (including trade name, if any).</b><br><br>Employer Petco Animal Supplies, Inc. (Cranbury)<br>Trade Name<br>Attention To: Tony Brothers<br>Title | <b>Mailing Address:</b><br>P.O. Box, Bldg., Room No., if any<br><br>Street 9125 Rehco Road<br>City San Diego<br>State California ZIP Code + 4 92121 |
| 5.b. Termination Date 2/1/2015  | 5.c. Amount 28,686  |

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| <b>5.a. Name and Address of Employer (including trade name, if any).</b><br><br>Employer Petco Animal Supplies, Inc.<br>Trade Name (Various Locations)<br>Attention To: Tony Brothers<br>Title | <b>Mailing Address:</b><br>P.O. Box, Bldg., Room No., if any<br><br>Street 9125 Rehco Road<br>City San Diego<br>State California ZIP Code + 4 92121 |
| 5.b. Termination Date 5/10/2015  | 5.c. Amount 22,605  |



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|-----------------------------------|---------------------|
| Name of Person Filing: Peter List | File Number C- 0322 |
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|---|--|
| B. Statement of Receipts Report all receipts from employers in connection with labor relations advice or services regardless of the purposes of the advice or services. |  |
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| 5.a. Name and Address of Employer (including trade name, if any).<br><br>Employer Phillips Pet Food & Supplies<br>Trade Name<br>Attention To: Deb Diamond<br>Title | Mailing Address:<br>P.O. Box, Bldg., Room No., if any<br><br>Street 3747 Hecktown Road<br>City Easton<br>State Pennsylvania ZIP Code + 4 18045 |
| 5.b. Termination Date 2/27/2015  | 5.c. Amount 52,043   |

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| 5.a. Name and Address of Employer (including trade name, if any).<br><br>Employer Phillips Pet Food & Supplies<br>Trade Name<br>Attention To: Deb Diamond<br>Title | Mailing Address:<br>P.O. Box, Bldg., Room No., if any<br><br>Street 3747 Hecktown Road<br>City Easton<br>State Pennsylvania ZIP Code + 4 18045 |
| 5.b. Termination Date 6/10/2015  | 5.c. Amount 75,241   |

|   |  |
|---|--|
| 5.a. Name and Address of Employer (including trade name, if any).<br><br>Employer PRRC, Inc. (Various Locations)<br>Trade Name<br>Attention To: Kathy Freedman<br>Title | Mailing Address:<br>P.O. Box, Bldg., Room No., if any<br><br>Street 160 Silas Deane Highway<br>City Wethersfield<br>State Connecticut ZIP Code + 4 06109 |
| 5.b. Termination Date Ongoing (Attachment C)  | 5.c. Amount 79,171   |

|   |   |
|---|---|
| 5.a. Name and Address of Employer (including trade name, if any).<br><br>Employer Quest Diagnostics<br>Trade Name<br>Attention To: Ribka Fox<br>Title | Mailing Address:<br>P.O. Box, Bldg., Room No., if any<br><br>Street 8401 Fallbrook Avenue<br>City West Hills<br>State California ZIP Code + 4 91307 |
| 5.b. Termination Date 12/10/2015  | 5.c. Amount 0   |

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|---|--|
| 5.a. Name and Address of Employer (including trade name, if any).<br><br>Employer High Penn Oversight, L.P.<br>Trade Name<br>Attention To: Paul Seeman<br>Title | Mailing Address:<br>P.O. Box, Bldg., Room No., if any<br><br>Street 900 North Michigan Avenue, Suite 19<br>City Chicago<br>State Illinois ZIP Code + 4 60611 |
| 5.b. Termination Date 2/23/2015   | 5.c. Amount 14,737   |

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|--|---|
| 5.a. Name and Address of Employer (including trade name, if any).<br><br>Employer RBC Bearings, Inc.<br>Trade Name<br>Attention To: Thomas King<br>Title | Mailing Address:<br>P.O. Box, Bldg., Room No., if any<br><br>Street One Tribology Center<br>City Oxford<br>State Connecticut ZIP Code + 4 06478 |
| 5.b. Termination Date 2/14/2015  | 5.c. Amount 6,694   |

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|-----------------------------------|---------------------|
| Name of Person Filing: Peter List | File Number C- 0322 |
|-----------------------------------|---------------------|

**B. Statement of Receipts Report all receipts from employers in connection with labor relations advice or services regardless of the purposes of the advice or services.**

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| <b>5.a. Name and Address of Employer (including trade name, if any).</b><br><br>Employer Robert Wood Johnson University Hospital<br>Trade Name<br>Attention To: Martin Everhart<br>Title | <b>Mailing Address:</b><br>P.O. Box, Bldg., Room No., if any<br><br>Street 18 Somerset Street<br>City New Brunswick<br>State New Jersey ZIP Code + 4 08901 |
| 5.b. Termination Date 11/29/2014   | 5.c. Amount 224,120  |

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| <b>5.a. Name and Address of Employer (including trade name, if any).</b><br><br>Employer Robert Wood Johnson University Hospital<br>Trade Name<br>Attention To: Martin Everhart<br>Title | <b>Mailing Address:</b><br>P.O. Box, Bldg., Room No., if any<br><br>Street 18 Somerset Street<br>City New Brunswick<br>State New Jersey ZIP Code + 4 08901 |
| 5.b. Termination Date 6/19/2015  | 5.c. Amount 71,172   |

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| <b>5.a. Name and Address of Employer (including trade name, if any).</b><br><br>Employer Robert Wood Johnson University Hospital<br>Trade Name<br>Attention To: Martin Everhart<br>Title | <b>Mailing Address:</b><br>P.O. Box, Bldg., Room No., if any<br><br>Street 18 Somerset Street<br>City New Brunswick<br>State New Jersey ZIP Code + 4 08901 |
| 5.b. Termination Date 10/9/2015  | 5.c. Amount 0  |

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|--|--|
| <b>5.a. Name and Address of Employer (including trade name, if any).</b><br><br>Employer Robert Wood Johnson University Hospital<br>Trade Name<br>Attention To: Martin Everhart<br>Title | <b>Mailing Address:</b><br>P.O. Box, Bldg., Room No., if any<br><br>Street 18 Somerset Street<br>City New Brunswick<br>State New Jersey ZIP Code + 4 08901 |
| 5.b. Termination Date 12/19/2015   | 5.c. Amount 0  |

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|---|---|
| <b>5.a. Name and Address of Employer (including trade name, if any).</b><br><br>Employer Seaboard Products<br>Trade Name<br>Attention To: Jon Jepson<br>Title | <b>Mailing Address:</b><br>P.O. Box, Bldg., Room No., if any<br><br>Street 17 Collins Street, Box 330<br>City Danvers<br>State Massachusetts ZIP Code + 4 01923 |
| 5.b. Termination Date 2/13/2015   | 5.c. Amount 41,234  |

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|--|---|
| <b>5.a. Name and Address of Employer (including trade name, if any).</b><br><br>Employer Shop Rite Stores (Bristol)<br>Trade Name<br>Attention To: Paul Tornaquindici<br>Title | <b>Mailing Address:</b><br>P.O. Box, Bldg., Room No., if any<br><br>Street 1200 Farmington Avenue<br>City Bristol<br>State Connecticut ZIP Code + 4 06010 |
| 5.b. Termination Date 6/13/2015  | 5.c. Amount 13,806  |

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| Name of Person Filing: Peter List  |  | File Number C- 0322                       |  |
| <b>B. Statement of Receipts Report all receipts from employers in connection with labor relations advice or services regardless of the purposes of the advice or services.</b> |  |   |  |
| 5.a. Name and Address of Employer (including trade name, if any).  |  | Mailing Address:                          |  |
| Employer Shop Rite Stores  |  | P.O. Box, Bldg., Room No., if any         |  |
| Trade Name   |  | Street 266 East Main Street               |  |
| Attention To: Jay Kaine  |  | City Clinton                              |  |
| Title  |  | State Connecticut ZIP Code + 4 06413      |  |
| 5.b. Termination Date 3/23/2015  |  | 5.c. Amount 14,846                        |  |
| 5.a. Name and Address of Employer (including trade name, if any).  |  | Mailing Address:                          |  |
| Employer Sozio, Inc.   |  | P.O. Box, Bldg., Room No., if any         |  |
| Trade Name   |  | Street 51 Ethel Road West                 |  |
| Attention To: Annette Peixoto  |  | City Piscataway                           |  |
| Title  |  | State New Jersey ZIP Code + 4 08854       |  |
| 5.b. Termination Date 5/29/2015  |  | 5.c. Amount 2,550                         |  |
| 5.a. Name and Address of Employer (including trade name, if any).  |  | Mailing Address:                          |  |
| Employer Sugar House Casino, HSP   |  | P.O. Box, Bldg., Room No., if any         |  |
| Trade Name   |  | Street 1080 N. Delaware Avenue, 8th Floor |  |
| Attention To: Patricia Tuck  |  | City Philadelphia                         |  |
| Title  |  | State Pennsylvania ZIP Code + 4 19125     |  |
| 5.b. Termination Date Ongoing (Attachment D)   |  | 5.c. Amount 47,880                        |  |
| 5.a. Name and Address of Employer (including trade name, if any).  |  | Mailing Address:                          |  |
| Employer Toys R Us (Long Island)   |  | P.O. Box, Bldg., Room No., if any         |  |
| Trade Name   |  | Street One Geoffrey Way                   |  |
| Attention To: Aney Chandy  |  | City Wayne                                |  |
| Title  |  | State New Jersey ZIP Code + 4 07470       |  |
| 5.b. Termination Date 4/1/2015   |  | 5.c. Amount 10,447                        |  |
| 5.a. Name and Address of Employer (including trade name, if any).  |  | Mailing Address:                          |  |
| Employer The Tri-M Group, LLC  |  | P.O. Box, Bldg., Room No., if any         |  |
| Trade Name   |  | Street 206 Gale Lane                      |  |
| Attention To: Amanda Novak   |  | City Kennett Square                       |  |
| Title  |  | State Pennsylvania ZIP Code + 4 19348     |  |
| 5.b. Termination Date 3/5/2015   |  | 5.c. Amount 21,973                        |  |
| 5.a. Name and Address of Employer (including trade name, if any).  |  | Mailing Address:                          |  |
| Employer Trinitas Regional Medical Center  |  | P.O. Box, Bldg., Room No., if any         |  |
| Trade Name   |  | Street 18 South Broad Street              |  |
| Attention To: Glenn Nacion   |  | City Elizabeth                            |  |
| Title  |  | State New Jersey ZIP Code + 4 07207       |  |
| 5.b. Termination Date 11/3/2015  |  | 5.c. Amount 9,926                         |  |

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|-----------------------------------|---------------------|
| Name of Person Filing: Peter List | File Number C- 0322 |
|-----------------------------------|---------------------|

**B. Statement of Receipts Report all receipts from employers in connection with labor relations advice or services regardless of the purposes of the advice or services.**

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| <b>5.a. Name and Address of Employer (including trade name, if any).</b><br><br>Employer United Natural Foods, Inc. (Moreno Valley)<br>Trade Name<br>Attention To: Joseph                      Traficanti<br>Title | <b>Mailing Address:</b><br>P.O. Box, Bldg., Room No., if any<br><br>Street 313 Iron Horse Way<br>City Providence<br>State Rhode Island                      ZIP Code + 4 02908 |
| 5.b. Termination Date 4/15/2015  | 5.c. Amount 33,688   |

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| <b>5.a. Name and Address of Employer (including trade name, if any).</b><br><br>Employer United Natural Foods, Inc. (Atlanta)<br>Trade Name<br>Attention To: Joseph                      Traficanti<br>Title | <b>Mailing Address:</b><br>P.O. Box, Bldg., Room No., if any<br><br>Street 313 Iron Horse Way<br>City Providence<br>State Rhode Island                      ZIP Code + 4 02908 |
| 5.b. Termination Date 6/12/2015  | 5.c. Amount 101,490  |

|   |  |
|---|--|
| <b>5.a. Name and Address of Employer (including trade name, if any).</b><br><br>Employer Valley Forge Casino Resort<br>Trade Name<br>Attention To: Bill                      Mikus<br>Title | <b>Mailing Address:</b><br>P.O. Box, Bldg., Room No., if any<br><br>Street 1160 First Avenue<br>City King of Prussia<br>State Pennsylvania                      ZIP Code + 4 19406 |
| 5.b. Termination Date 9/11/2014   | 5.c. Amount 4,982  |

|   |  |
|---|--|
| <b>5.a. Name and Address of Employer (including trade name, if any).</b><br><br>Employer W.J. & R. Electrical, Inc.<br>Trade Name<br>Attention To: Jim                      Rothenberger<br>Title | <b>Mailing Address:</b><br>P.O. Box, Bldg., Room No., if any<br><br>Street 1253 Newport Avenue<br>City Northampton<br>State Pennsylvania                      ZIP Code + 4 18067 |
| 5.b. Termination Date 10/21/2015  | 5.c. Amount 12,780   |

|   |   |
|---|---|
| <b>5.a. Name and Address of Employer (including trade name, if any).</b><br><br>Employer Omega Protein, Inc.<br>Trade Name (Wisconsin Specialty Protein)<br>Attention To: John                      Held<br>Title | <b>Mailing Address:</b><br>P.O. Box, Bldg., Room No., if any<br><br>Street 2105 City West Boulevard, Suite 500<br>City Houston<br>State Texas                      ZIP Code + 4 77042 |
| 5.b. Termination Date 12/10/2014  | 5.c. Amount 11,455  |

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|--|---|
| <b>5.a. Name and Address of Employer (including trade name, if any).</b><br><br>Employer<br>Trade Name<br>Attention To:<br>Title | <b>Mailing Address:</b><br>P.O. Box, Bldg., Room No., if any<br><br>Street<br>City<br>State                      ZIP Code + 4 |
| 5.b. Termination Date  | 5.c. Amount 0   |

# Kulture Consulting, LLC

PO BOX 2877, PAWLEYS ISLAND, SC 29585

PH: 1-888-668-6466



## Consulting Services Agreement by & between

Kulture Consulting, LLC

&

Carrier Clinic

This agreement is made on March 26, 2015 between Kulture Consulting, LLC and Carrier Clinic and sets forth the terms and conditions for engagement of the services of Kulture Consulting, LLC.

### Background & The Current Climate

On January 20, 2009, when President Obama took office, one of the first appointments he announced was the naming of National Labor Relations Board (NLRB) member and former Teamsters attorney Wilma Liebman as chairperson of the NLRB. Since that time, the National Labor Relations Board has become dominated by union attorneys who are using the NLRB as a means of advocating—through rulings and policy-making—for their friends in Big Labor.

This represents a significant and profound shift in the historical and philosophical direction of the NLRB, its policies and its rulings. Given this, unions and their officers, organizers and business agents, knowing that the landscape in Washington is highly favorable to them, are widely utilizing the NLRB's processes to win rulings against employers and their agents that heretofore would have been unattainable.

In light of the political developments that have taken place in Washington, DC, it is incumbent on both parties to this agreement to understand that the legal interpretation of the National Labor Relations Act can—and likely will—change with any ruling that is heard before the NLRB. As a result of this, what may be construed as lawful speech today, may be deemed to be unlawful speech tomorrow.

# Kulture Consulting, LLC

PO BOX 2877, PAWLEYS ISLAND, SC 29585

PH: 1-888-668-6466

While Kulture Consulting and its individual consultants will continually strive to ensure that all services including, but not limited to written materials, speeches, the coaching of managers and supervisors, conversations, discussions, as well as informational meetings for employees will be conducted with the utmost respect and adherence to the law, as applied at the time of engagement of services, the following must be understood and agreed to prior to the performance of services by Kulture Consulting or any of its individual consultants:

1. It should be recognized and acknowledged that, given the aggressiveness of today's union leaders on a national and local level, Unfair Labor Practices (ULPs) and election objections are to be expected in labor campaigns.
2. As part of Kulture Consulting's *Client Commitment*, efforts will continually be made, in concert with labor counsel, to avert sustained ULP charges and/or election objections.
3. Given the expected increase in pro-union case rulings, it should be expected that Unfair Labor Practices and/or election objections, may be filed and potentially sustained, even on the basis of well-established and/or legally-sanctioned written material, and/or presentations made by persons *internal (e.g., supervision/ management) or external (e.g., consultants)*
4. Although efforts will continually be made and precautions taken to avert the filing of ULP charges and/or objections, it should be understood that individuals within and/or external to Carrier Clinic have no control to what a union alleges or takes action on through the National Labor Relations Board.
5. Therefore, Kulture Consulting, LLC and any or all of its shareholders, employees, contractors, and/or individual consultants cannot and shall not be held liable, nor accountable, for that which occurs with regard to potential union-filed ULPs and/or election objections.

(Continued)

# Kulture Consulting, LLC

PO BOX 2877, PAWLEYS ISLAND, SC 29585

PH: 1-888-668-6466

- a. It is understood that this agreement shall indemnify Kulture Consulting, LLC and any or all of its shareholders, employees, contractors, and individual consultants from any and all claims arising out of Kulture Consulting, LLC's services to and on behalf of

Carrier Clinic

- b. It is further understood and agreed that the above paragraphs shall apply to the parties as/if the so-called Employee Free Choice Act (or any variant) is legislated or otherwise enacted through regulatory fiat to include monetary fines/penalties.

## Invoice & Payment Policy

- As per prior discussion, Kulture Consulting services are based on a per hour, per consultant basis, which includes travel plus actual and reasonable expenses.

- In addition to a retainer of \$\_\_\_\_\_, invoices will be provided to Carrier Clinic on an ongoing basis, with the retainer being held against the final invoice. All invoices shall be paid by Carrier Clinic upon receipt.

*15 days from receipt of invoices SKA 4/15/15*

- 1) Payment for our services is due as our invoices are rendered. Our invoices become delinquent if not paid within 30 days of the invoice date. If our invoices are not paid within 30 days, we reserve the right to assess late charges at the rate of 2½ percent per month for all balances not paid in full. Further, we reserve the right to discontinue services until your account is brought current, or we may withdraw from this engagement. If you have any questions related to this, please bring them to our attention immediately.
- This agreement may be terminated, at any time, by either party involved, with payment for work hours expended since the last billing through dates/times of termination, plus actual and reasonable expenses incurred, to be paid in full.

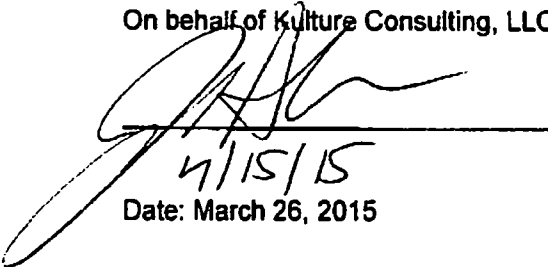
# Kulture Consulting, LLC

PO BOX 2877, PAWLEYS ISLAND, SC 29585

PH: 1-888-668-6466

Upon engagement of our services, please acknowledge receipt and approval of the above stipulations regarding representation/consulting services, invoicing, and payment.

On behalf of Kulture Consulting, LLC

  
4/15/15  
Date: March 26, 2015

On behalf of CARRIER CLINIC

  
Date: 4/21/15



**Kulture Consulting, LLC**

PO BOX 2877, PAWLEYS ISLAND, SC 29585

PH: 1-888-668-6466

**Consulting Services Agreement by & between**

**Kulture Consulting, LLC**

**&**

**Laboratory Corporation of America Holdings ("LabCorp")**

This agreement is made on April 16, 2015 between Kulture Consulting, LLC and LabCorp and sets forth the terms and conditions for engagement of the services of Kulture Consulting, LLC.

**Background & The Current Climate**

On January 20, 2009, when President Obama took office, one of the first appointments he announced was the naming of National Labor Relations Board (NLRB) member and former Teamsters attorney Wilma Liebman as chairperson of the NLRB. Since that time, the National Labor Relations Board has become dominated by union attorneys who are using the NLRB as a means of advocating—through rulings and policy-making—for their friends in Big Labor.

This represents a significant and profound shift in the historical and philosophical direction of the NLRB, its policies and its rulings. Given this, unions and their officers, organizers and business agents, knowing that the landscape in Washington is highly favorable to them, are widely utilizing the NLRB's processes to win rulings against employers and their agents that heretofore would have been unattainable.

In light of the political developments that have taken place in Washington, DC, it is incumbent on both parties to this agreement to understand that the legal interpretation of the National Labor Relations Act can—and likely will—change with any ruling that is heard before the NLRB. As a result of this, what may be construed as lawful speech today, may be deemed to be unlawful speech tomorrow.

# Kulture Consulting, LLC

PO BOX 2877, PAWLEYS ISLAND, SC 29585

PH: 1-888-668-6466

While Kulture Consulting and its individual consultants will continually strive to ensure that all services including, but not limited to written materials, speeches, the coaching of managers and supervisors, conversations, discussions, as well as informational meetings for employees will be conducted with the utmost respect and adherence to the law, as applied at the time of engagement of services, the following must be understood and agreed to prior to the performance of services by Kulture Consulting or any of its individual consultants:

1. It should be recognized and acknowledged that, given the aggressiveness of today's union leaders on a national and local level, Unfair Labor Practices (ULPs) and election objections are to be expected in labor campaigns.
2. As part of Kulture Consulting's *Client Commitment*, efforts will continually be made, in concert with labor counsel, to avert sustained ULP charges and/or election objections.
3. Given the expected increase in pro-union case rulings, it should be expected that Unfair Labor Practices and/or election objections, may be filed and potentially sustained, even on the basis of well-established and/or legally-sanctioned written material, and/or presentations made by persons *internal (e.g., supervision/ management) or external (e.g., consultants)*
4. Although efforts will continually be made and precautions taken to avert the filing of ULP charges and/or objections, it should be understood that individuals within and/or external to LabCorp have no control to what a union alleges or takes action on through the National Labor Relations Board.
5. Therefore, Kulture Consulting, LLC and any or all of its shareholders, employees, contractors, and/or individual consultants cannot and shall not be held liable, nor accountable, for that which occurs with regard to potential union-filed ULPs and/or election objections.

(Continued)

# Kulture Consulting, LLC

PO BOX 2877, PAWLEYS ISLAND, SC 29585

PH: 1-888-668-6466


- a. It is understood that this agreement shall indemnify Kulture Consulting, LLC and any or all of its shareholders, employees, contractors, and individual consultants from any and all claims arising out of Kulture Consulting, LLC's services to and on behalf of LabCorp.
- b. It is further understood and agreed that the above paragraphs shall apply to the parties as/if the so-called Employee Free Choice Act (or any variant) is legislated or otherwise enacted through regulatory fiat to include monetary fines/penalties.

## Invoice & Payment Policy

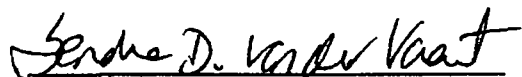
- As per prior discussion, Kulture Consulting services are based on a per hour, per consultant basis, which includes travel plus actual and reasonable expenses.
- 1) Payment for our services is due as our invoices are rendered. Our invoices become delinquent if not paid within 30 days of the invoice date. If our invoices are not paid within 30 days, we reserve the right to assess late charges at the rate of 2½ percent per month for all balances not paid in full. Further, we reserve the right to discontinue services until your account is brought current, or we may withdraw from this engagement. If you have any questions related to this, please bring them to our attention immediately.
- This agreement may be terminated, at any time, by either party involved, with payment for work hours expended since the last billing through dates/times of termination, plus actual and reasonable expenses incurred, to be paid in full.

Upon engagement of our services, please acknowledge receipt and approval of the above stipulations regarding representation/consulting services, invoicing, and payment.

On behalf of Kulture Consulting, LLC



On behalf of LabCorp



Date: April 16, 2015

Date:

