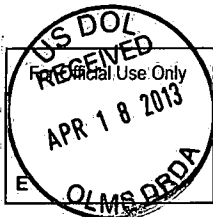


FORM LM-20

AGREEMENT AND ACTIVITIES REPORT

Form approved
Office of Management
and Budget
No. 1245-0003
Expires 10-31-2013



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.

527 738

1. File Number: C- 00575

Person Filing

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

Name Steven E Jones

Title President/Owner

Organization Labor Management Solutions

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

Street 167 Willow Oak Avenue

City Ocean View

State Delaware ZIP Code + 4 19970-3240

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

Name NA

Title

Organization

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

Street

City

State ZIP Code + 4

4. Date fiscal year ends:

Dec / 31

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

Organization Constellation Energy Nuclear Group

Trade Name, if any CENG

P.O. Box, Bldg., Room No., if any 2nd Floor

Street 100 Market St

City Baltimore

State Maryland ZIP Code + 4 21202

7. Date entered into:

4 / 9 / 2012

8. Name of person(s) through whom made:

Name Susan E Collins

Name Marc K Sloane

Name George Gellrich

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 4/5/2013

Date

302-541-4845

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.):

Verbal agreement & authorization provided on April 9, 2012; at \$250/hr, in accordance with terms included in an earlier issued purchase order (copy attached).

Note: On advice of counsel, this report is being provided as a revision to a report submitted in May 2012 to provide a copy of the purchase order which contained the payment terms.

Specific Activities to be Performed

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

a. Nature of activity:

Answer employee questions regarding collective bargaining and related topics in small group meetings and individual discussions. Conduct informational sessions regarding the NLRA & collective bargaining with employees in the voting unit.

11.b. Period during which performed:

4/16/12 to 5/31/2012

11.c. Extent performed:

Complete

11.d. Name and address through whom performed:

Name

Organization see attached list

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

Street

City

State

ZIP Code + 4

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:

CENG employees working at the Calvert Cliffs Nuclear Power Plant

12.b. Identify subject labor organizations:

IBEW

11.d. Names and addresses through whom performed:

Axiomatix, LLC
6 Riverside Street
Amityville, NY 11701

GLJ Consulting, LLC
1700 Friedensburg Rd.
Reading, PA 19606

Diane Franzese
16414 E Duane Lane
Scottsdale, AZ 85262

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STEVE JONES
167 WILLOW OAK AVE
OCEAN VIEW DE 19970-3240

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This purchase order number must appear on all order invoices, acknowledgements, packing lists, cartons, and correspondence

A. Payment Terms: Payment Terms are "Net 30 Days" after CENG's receipt of invoice and acceptance of services.

B. Price Policy: Prices shall remain firm/fixed through completion and are not subject to escalation.

6.0 COMPENSATION

All work shall be performed on a time and material, not to exceed basis:

Purchase Order Not to Exceed Value.....\$225,000 USD (REV. #2)

Contractor shall notify both the PO Sponsor/Owner and the Supply Chain Management Department when 75% of the approved funding is expended for this Purchase Order. No work beyond the Purchase Order value shall be performed nor materials provided, unless authorized by a revision to this Purchase Order. Any work that exceeds the Purchase Order value is at the supplier's risk, unless prior written approval is obtained.

Time and Material Rates:

Bill Rate.....\$2,000/day

Billable hours shall not exceed 48 hrs. per week.

Miscellaneous expenses shall be reimbursed at actual/reasonable cost with no mark-up (documentation required for expenses over \$75). (REV. #1)

Third Party Services shall be reimbursed at \$250.00/hr. (REV. #1)

7.0 TERMS & CONDITIONS

All work shall be performed in accordance with the Constellation Energy General Conditions of Contract for Professional Services, Form 500, (R012/7/07) which is attached to and by incorporated herein by reference.

8.0 SPECIAL CONDITIONS OF CONTRACT (REV. 1, DATED 05/02/01)

Contractor and Subcontractor personnel requiring access and performing work at Calvert Cliffs Nuclear Power Plant shall comply with all plant access, security and safety requirements, procedures and policies

| Line | Part Number / Description | Delivery Date | Quantity | Unit | Unit Price | Extended |
|-------|-----------------------------------|---------------|----------|------|------------|--------------|
| 1 | Nuclear Union Mitigation Services | | | | | \$225,000.00 |
| Total | | | | | | \$225,000.00 |

1/11/12

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expenses shall be pre-authorized by the PO Owner. The work is to be performed to the satisfaction of the PO Owner, in accordance with all the notes, terms and conditions of this Purchase Order.

B. SCOPE CHANGE POLICY/PROCESS

The Contractor is not to perform any work outside of the defined scope of services. Any work the Contractor performs outside the scope of services is at their own risk and subject to not being compensated for by CENG.

3.0 SALES/ USE TAX

Under Section 11-407 of the Tax-General Article of the Annotated Code of Maryland, Calvert Cliffs Nuclear Power Plant is required to file returns and pay any sales or use tax on its purchases directly to the Comptroller.

4.0 INVOICES

- A. CENG's Accounts Payable preferred method of receiving invoices is via email. Please PDF invoices to the email address below:

CGGAP@constellation.com

-OR- Invoices can also be sent via US Mail directly to:

Constellation Energy Nuclear Group LLC
Attention: Accounts Payable
PO Box 1689
Lusby, MD 20657

For invoicing inquiries, please call the AP HOTLINE @ (410) 495-4100.

- B. Payment of invoices is contingent upon the following information being referenced on the invoice:

- a) Purchase Order Number 501332
- b) PO Owner Megan Flynn
- c) Brief description of Services rendered
- d) Supporting documentation as appropriate
(i.e., timesheets, receipts, travel expense statements, etc.)

Any invoicing questions may be directed to the AP Hotline - (410) 495-4100.

- C. Accounts Payable's preferred method of payment to the supplier is ACH Direct Deposit. Please contact the accounts payable departments' hot line at 410-495-4100 for application.
- D. IRS regulations require Constellation Energy Nuclear Group to record your Federal Taxpayer ID Number (TIN). Prior to issuing payment, a completed W9 should be on file with Constellation.

5.0 PAYMENT TERMS

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STEVE JONES
167 WILLOW OAK AVE
OCEAN VIEW DE 19970-3240

PO #501332, REV. 2

1.0 SCOPE AND SCHEDULE

This Purchase Order Agreement is made between Steve Jones, Labor-Management Solutions ("Contractor") located in Ocean View, DE, and Constellation Energy Nuclear Group LLC (CENG), located in Baltimore, MD. This Purchase Order Agreement is effective November 18, 2011, and will remain in effect until June 30, 2012. (REV. #2)

Contractor shall provide campaign and communication assistance to CENG Management at the Calvert Cliffs Nuclear Power Plant (CCNPP) during the current International Brotherhood of Electrical Workers (IBEW) union organizing drive, as detailed in Labor - Management Solutions' written quotation to Mr. Marc Sloane dated November 7, 2011.

Contractor to provide a two-person consultant team (Chris Borusso and Steven Jones) at Calvert Cliffs. Mr. Borusso will work with Deb Carroll to schedule and conduct the CCNPP leadership training on the National Labor Relations Act (NLRA) and collective bargaining. Mr. Jones shall begin the assessment process by meeting with individual supervisors and preparing draft handouts used to mitigate card signing. Individual coaching shall also be performed throughout the campaign as consultants meet with CCNPP leadership.

Contractor shall provide communication handouts and posters adapted to Calvert Cliffs' issues and management team.

B. Coordination

Contractor: Mr. Steve Jones
Phone: (410) 258-5044
Email: steven.jones3@mchsi.com

PO Owner/Sponsor: Ms. Megan Flynn
Phone: 410-470-3434
E-Mail: Megan.Flynn@cengllc.com

CCNPP POC: Deb Carroll
Phone: 410-495-5218
E-Mail: Deb.Carroll@cengllc.com

Supply Chain: Franca Murphy, Buyer
Constellation Energy Nuclear Group
100 Constellation Way, Suite 1500P
Baltimore, MD 21202
ph 410-470-2941
fax 410-470-2981
E-Mail: franca.c.murphy@constellation.com

2.0 PERFORMANCE

- A. The PO Owner has overall responsibility for authorizing the work, and controlling and monitoring spending against the approved expenditures on this Purchase Order. All work related travel and

[Signature] 1/17/12

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Contractor hereby Acknowledges Constellation Energy Nuclear Group's Purchase Order 501332, Rev. #1, and agrees to supply the service in accordance with all the Terms and Conditions as specified.

STEVE JONES/LABOR-MANAGEMENT SOLUTIONS

NAME: STEVEN E. JONES JR.

SIGNATURE: [Signature]

TITLE: OWNER

DATE: 1/11/2012

PO #501332, REV. #1, ISSUE DATE DECEMBER 6, 2011

This Revision #1 is issued to amend this purchase order as follows:

A. Extend the purchase order effective period

From: December 31, 2011
To: January 31, 2012

B. Revise Section 4.0 B. to include statement that documentation is required for expenses over \$75.

C. Change bill rate

From: \$220.00/hr.
To: \$2,000/day

D. Increase Purchase Order Not-to-Exceed Value

From: \$ 50,000
To: \$150,000

Contractor shall notify both the PO Sponsor/Owner and the Supply Chain Management Department when 75% of the approved funding is expended for this Purchase Order. No work beyond the Purchase Order value shall be performed nor materials provided, unless authorized by a revision to this Purchase Order. Any work that exceeds the Purchase Order value is at the supplier's risk, unless prior written approval is obtained.

E. Include bill rate for third-party services in Section 6.0 Compensation of \$250.00/hr.

ALL OTHER TERMS AND CONDITIONS REMAIN UNCHANGED.

[Signature] 1/11/12

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| | | | | |
|--|---------------------------|---------------------------------|--------------------|--|
| Vendor Contact / Phone Number JONES,STEVE (410) 258-5044 | | Vendor Fax | Vendor No 46644 | SHIP TO: As Shown Below |
| Date of Order 10-NOV-11 | Revised Date 11-JAN-12 | Payment Terms Net 30 | | |
| Ship Via | Freight Terms | F.O.B | | BILL TO: Constellation Energy Nuclear Group, LLC PO BOX 1689 Lusby MD 20657 |
| Buyer Franca Murphy | | Buyer Telephone 410-470-2941 | | |

PO #501332, REV. #2, ISSUE DATE JANUARY 11, 2012

This Revision #2 is issued to amend this purchase order as follows:

A. Extend the purchase order effective period

From: January 31, 2012
To: June 30, 2012

B. Increase Purchase Order Not-to-Exceed Value by \$75,000

From: \$150,000
To: \$225,000

Contractor shall notify both the PO Sponsor/Owner and the Supply Chain Management Department when 75% of the approved funding is expended for this Purchase Order. No work beyond the Purchase Order value shall be performed nor materials provided, unless authorized by a revision to this Purchase Order. Any work that exceeds the Purchase Order value is at the supplier's risk, unless prior written approval is obtained.

ALL OTHER TERMS AND CONDITIONS REMAIN UNCHANGED.

ACKNOWLEDGEMENT

Please execute and return the below acknowledgement statement as evidence of your complete and unconditional acceptance of the Purchase Order as written. In absence of your written acceptance, performance will constitute acceptance of the Purchase Order as written or modified.

Acknowledgement shall be returned to the Supply Chain Buyer as identified in the below acknowledgement.

Constellation Energy Nuclear Group LLC
Strategic Sourcing Unit
100 Constellation Way, Suite 1500P
Baltimore, MD 21202

Attention: Franca C. Murphy
Phone: (410) 470-2941
Fax: (410) 470-2981

[Handwritten signature]
1/11/12