U.S. Departmer of Labor

Office of Labor-Manageme... Standards



This report is mandatory under P.L. 86-257 as amended. Failure to comply may result in criminal prosecution, fines and civil penalties as provided by 29 U.S.C. 439, 440.

OMB No. 1214-0001 12/31/86

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),

File No. C. 376

Ur	nder Section 203(b) of the Labor-Ma	nagement Reporting and Disclosure A	ct of 1959, as amended	(LMRDA).	File No. C. 3	16
Ā.	Person Filing					
1.	Name and mailing address (included)	Any other address where records necessary to verify this report are kept:			eport are kept:	
	Berens & Tate, P.C.					
	10050 Regency Circle	e. Suite 400	n/a			
	Omaha, NE 68114					
2	Date fiscal year ends:	4. Type of person:				
٥.	1/31/2000	a. Individual b. Par	tnership c XX Co	orporation d. C	Other (Specify):	
					2 0 11101 (0 0 0 0 11) /.	
Nature of Agreement or Arrangement Full name and address of employer with whom made (include ZIP code): 16. Date entered into:						
5.	Sioux Falls Plumbin			e entered into:		
	c/o Hander Plumbing & Heating, Inc. 2401 West 5th Street		on or about April 13, 1999 7. Names of persons through whom made:			999
	Sioux Falls, SD 57	104	. Ch	nuck Hander		
8.	Check the appropriate box to indi-	cate whether an object of the acti-ti	es undertaken, is direct	ty or indirectly:		
		exercise or not to exercise, or perso sentatives of their own choosing.	ade employees as to the	ne manner of exercis	sing, the right to organ	nize and bargain
		h information concerning the activition information for use solely in conjunc				
	was HIVOIVER III acc.	ivities which may be	John Lact Car per	.000002	V 20200 V	
c.	Specific Activities to be Perfor	med				
10	. For each activity, separately list	in detail the information required (Se	e Part C-10 of instruction	ns):		
		de employees with gen				
	meetings. Monito	or employer speeches	and answer que	estions on b	ehalf of the	employer.
					10) E (F	BIWEI
_	b. Period during which performe	d: c. Extent perf	ormed:		IIII MAY	2 0 1000
	During organizing	g drive n/a				2 8 1999
d. Names and addresses of persons through whom performed:						
	Mark McQueen	10050 Rege	ncy Circle, Su	ite 400, Cm	aha, NE 68117	IS/DOE/SRD
11.	. Identify (a) Subject employees, g	groups of employees, and (b) labor or	ganizations:			
	Employees of Hand	OM The se		no compos sono manto mon		
	Employees of Hand	er, Inc. t Plumbing & Heating		rier & Blai		
		Heating & Plumbing,		idwestern Me	ecnanical	

D. Verification and Signature. The person in item 1 above and each of his undersigned authorized officers declares, under penalty of law, that all information in this report, including all attachments incorporated therein or referred to in this report, has been examined by him and is, to the best of his knowledge and belief, true, correct, and complete.

Signed:				Signed:		
	to Co	F	President			Treasurer
(If other title, cross out and write in correct title above.)				(If other title, cross out and write in	correct title above.)	
	City	State	Date	City	State	Date
at:	Cmaha	NE	on: 5/12/99	at:		on:

U.S. Departme of Labor

Office of Labor-Management Standards



This report is mandatory under P.L. 36-257 as amended. Failure to comply may result in criminal prosecution, fines and civil penalties as provided by 29 U.S.C. 439, 440.

OMB No. 1214-0001 12/31/86

Required of Persons, including Labor Relations Consultants and Oth Under Section 203(b) of the Labor-Management Reporting and Disc	her Individuals and Organizations, closure Act of 1959, as amended (LMRDA). File No. C. 3 76
A. Person Filing	
Name and mailing address (include Z!P code):	Any other address where records necessary to verify this report are kept:
Berens & Tate, P.C. 10050 Regency Circle, Suite 400 Cmaha, NE 68114	n/a
Date fiscal year ends:	
1/31/ 2000 a. 🗆 Individual b.	☐ Partnership c. ※X Corporation d. ☐ Other (Specify):
B. Nature of Agreement or Arrangement	
5. Full name and address of employer with whom made (include 2	ZIP code): 6. Date entered into:
Midwestern Mechanical, Inc. 231 North Weber Avenue	on or about April 27, 1999
Sioux Falls, SD 57103-7017	7. Names of persons through whom made: Dwayne Klarenbeek
8. Check the appropriate box to indicate whether an object of the	actitities undertaken, is directly or indirectly:
 a. XXTo persuade employees to exercise or not to exercise, collectively through representatives of their own choosing 	or persuade employees as to the manner of exercising, the right to organize and bargaining.
	activities of employees or a labor organization in connection with a labor dispute involv- conjunction with an administrative or arbitral proceeding or a criminal or civil judicial pro-
9. Terms and conditions (Explain in detail; see Part 8-9 of instruct	tions):
When performing general legal servic was involved in activities which may	es for the employer, a member of Berens & Tate be considered persuader activities.
C. Specific Activities to be Performed	
10. For each activity, separately list in detail the information requi	ired (See Part C-10 of instructions):
	general information on unionization during employee thes and answer questions on behalf of the employer.
b. Period during which performed: c. Exte	ent performed:
During organizing drive n/	a a
d. Names and addresses of persons through whom performed	d:
Mark McQueen 10050	Regency Circle, Suite 400, Cmaha, NE 68114
11. Identify (a) Subject employees, groups of employees, and (b) i	labor organizations:
Employees of Midwestern Mechanica	MAY 2 8 1999
D. Verification and Signature. The person in item 1 above and ormation in this report, including all attachments incorporated the chowledge and belief, true, correct, and complete.	each of his undersigned authorized officers declares, under penalty of law that all in- herein or referred to in this report, has been examined by him and is, to the best of his

Form LM-20 (Feb. 1986)

U.S. Departm€ of Labor

Office of Labor-Management Standards



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OMB No. 1214-0001 12/31/86

Required of Persons, including Labor Relations Consultants and C Under Section 203(b) of the Labor-Management Reporting and Di	Other Individuals and isclosure Act of 198	d Organizations, 19, as amended (LMRDA).	File No.	c. 316
A. Person Filing				
Name and mailing address (include ZIP code):	2. At	y other address where records n	ecessary to v	erify this report are kept:
Berens & Tate, P.C. 10050 Regency Circle, Suite 400 Cmaha, NE 68114	1	n/a		
Date fiscal year ends: 4. Type of person:	-			
1/31/ 2000 a. 🗆 individual	o. 🗆 Partnership	c. XX Corporation d.	☐ Other (Sp	pecify):
B. Nature of Agreement or Arrangement				
5. Full name and address of employer with whom made (include Associated General Contractors of 1108 N. West Avenue Sioux Falls, SD 57104		6. Date entered into: on or about 7. Names of persons thro Larry Zikmun	ough whom m	
Check the appropriate box to indicate whether an object of the second control of th	ne activities under			
XXTo persuade employees to exercise or not to exercise collectively through representatives of their own chooses.	e, or persuade emp osing.	loyees as to the manner of exerc		
 To supply an employer with information concerning the ing such employer, except information for use solely inceeding. 				
9. Terms and conditions (Explain in detail; see Part 8-9 of instru	ctions):			
When performing general legal servi was involved in activities which ma				ens & Tate
C. Specific Activities to be Performed				
 For each activity, separately list in detail the information rec a. Nature of activity: Provide employees wit meetings. Monitor employer spee 	h general i	nformation on unior		
b. Period during which performed: c. E	stent performed:			
	/a			
d. Names and addresses of persons through whom perform	led:			
Joseph Dreesen 10050	Regency Ci	rcle, Suite 400, Ca	raha, NE	68114 R R R N R L
Identify (a) Subject employees, groups of employees, and (b) Members Associated General	• • • • • • • • • • • • • • • • • • • •			JUN 2 4 1999
Verification and Signature. The person in item 1 above an ormation in this report, including all attachments incorporated knowledge and belief, true, correct, and complete.				
Signed:	Signed	l:		
Tel Ciseus	President			Treasurer
If other title, cross out and write in correct title above.) City State Date		title, cross out and write in corre		
	1/8/99 at:	City	State	e Date

U.S. Departmen Labor

Office of Labor-Management, Jandards



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Required of Persons, including Labor Relations Consultants and Other Individuals and Organizations.

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Und	der Section 203(b) of the Labor-Ma	inagement Reportin	ng and Disclosure Act	t of 1959, as a	amended (LMRDA).	File No. C.	576	
Ā.	Person Filing							
Name and mailing address (include ZIP code):			2. Any other address where records necessary to verify this report are kept:					
	Berens & Tate, P.C. 10050 Regency Circl Omaha, NE 68114	e, Suite 40	00	n/a				
3.	Date fiscal year ends:	4. Type of person	n:					
	1/31/2000	a. 🗆 Individ	tual b. 🗆 Partr	nership c	. XX Corporation	d. Other (Specify)	E	
B.	Nature of Agreement or Arran	gement						
5.	Full name and address of employ	er with whom mad	e (include ZIP code):	:	6. Date entered into:			
	Gil Haugan Construc	ction Compa	anv		on or abou	t May 5, 1999)	
	200 E. 60th Street				7. Names of persons t			
	Sioux Falls, SD 57			Gil Haugan, Jr.				
8.	Check the appropriate box to indi	cate whether an o	bject of the activities	undertaken,	is directly or indirectly:			
	a. XXTo persuade employees to			ide employees	s as to the manner of exe	ercising, the right to org	ganize and bargain	
	 collectively through representatives of their own choosing. 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. 							
_	Terms and conditions (Explain in	details and Sart O	O of loots lotions):					
,	When performing genwas involved in act	eral legal ivities whi	ich may be co	onsidere	d persuader ac	tivities.	a 1805	
	Specific Activities to be Perfo							
10.	For each activity, separately list a. Nature of activity: Provimentings. Monitor	de employee	es with gene	ral info	rmation on uni			
_	b. Period during which performe	ed:	c. Extent perfor	med:				
	During organizin	g drive	n/a					
_	d. Names and addresses of per	sons through who	m performed:					
	Mark McQueen	•		cy Circle	e, Suite 400,	Cmaha, NE 681	14 V E	
11.	Identify (a) Subject employees,	groups of employe	es, and (b) labor orga	anizations:		1 UZ		
	Employees of Gi	1 Haugan C	onstruction	Company		MAY 28	1999	
tom	Verification and Signature. The nation in this report, including all wiledge and belief, true, correct,	attachments inco					of law, that all in-	
_	ned.		President	Signed:	-		Treasurer	
(If o	other title, cross out and write in c	orrect title above.)	(If other title.	cross out and write in c	orrect title above.)		
	City	State	Date		City	State	Date	
at:	Cmaha	NE	on: 5/12/99	at:			on:	