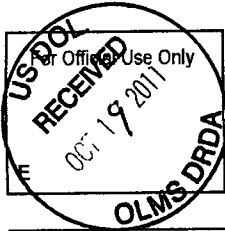


# FORM LM-20

## 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.

468797

1. File Number: C- 00714

### Person Filing

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

Name

Title

Organization SEO Solutions Co, LLC

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

Street 4613 E. 13th Street

City Tulsa

State Oklahoma

ZIP Code + 4 74112

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

Name

Title

Organization

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

Street

City

State

ZIP Code + 4

4. Date fiscal year ends:

Dec / 11

5. Type of person:

a. ☐ Individual b. ☐ Partnership c. ☐ Corporation d. ☒ Other (Specify): LLC

### Nature of Agreement or Arrangement

6. Full name and address of employer with whom made (include ZIP Code):

Name Bill Rhue

Organization Reynolds America, Inc

Trade Name, if any

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

Street 401 North Main Street

City Winston-Salem

State North Carolina

ZIP Code + 4 27101

7. Date entered into:

9 / 27 / 2011

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

On 10/08/2011

Date

918-836-5111

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.):

Oral Agreement to bill for services rendered.

#### Specific Activities to be Performed

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

a. Nature of activity:

To provide consultation and to give speeches to employees regarding their rights to organize and to bargain collectively.

11.b. Period during which performed:

Various days 9/27 thru 10/21/11

11.c. Extent performed:

Fully Performed

11.d. Name and address through whom performed:

Name

Organization LRI Consulting Services Inc.

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

Street 7850 South Elm Place

City Broken Arrow

State Oklahoma

ZIP Code + 4 74011

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:

All Production and maintenance employees, including employees in wage labor grades 0,2,4,5,6,8,9 and 10, andministration coordinators, CFA specialists, Sr. Formula Mixing Specialist and Sr. Utilities Technician employed by the employer at it Tobaccoville, North Carolina facility and Whitaker Park complex in Winston-Salem, North Carolina, including manufacturing employees working at the Bowman Gray Technical Center.

12.b. Identify subject labor organizations:

Baker, Confectionary, & Tobacco workers International, AFL-CIO and International Association of Machinists and Aerospace Workers, AFL-CIO.