Agreement and Activities Report

U.S. Department of Labor

Office of Labor-Manageme (andards

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

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. -0322

| A. Person Filing | | | |
|--|---|--|--|
| Name and mailing address (include ZIP code): | 2. Any other address where records necessary to verify this report are kept | | |
| Sunbelt Organization Services, Inc. 8711 East Pinnacle Peak Road, #287 Suite F-110 · Scottsdale, Arizona 85255 | | | |
| Date fiscal year ends: 4. Type of person: | | | |
| | 37 | | |
| a. Individual b. Pari | tnership c. 🖰 Corporation d. 🗆 Other (Specify): | | |
| a. Individual b. Part a. Individual b. Individual b. Part a. Individual b. Individual b. Part a. Individual b. Individua | tnership c. 🖰 Corporation d. 🗆 Other (Specify): | | |
| 12-00 B. Nature of Agreement or Arrangement 5. Full name and address of employer with whom made (include ZIP code | | | |
| 12-00 B. Nature of Agreement or Arrangement | e): 6. Date entered into: | | |

- 8. 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.
 - 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.
- 9. Terms and conditions (Explain in detail; see Part B-9 of instructions):

Company was employed on a per hour basis with no formal written agreements relative to duration or amount of hours to be performed. Fee schedule based on a per hour rate.

C. Specific Activities to be Performed

- 10. For each activity, separately list in detail the information required (See Part C-10 of instructions):
 - a. Nature of activity:

Presented informational meetings to company employees relative to the process of unionization, the role of the NLRB, and collective bargaining.

b. Period during which performed:

10-00/11-00

d. Names and addresses of persons through whom performed:

P. A. List & L. N. Umble (Addresses as in #1 above)

11. Identify (a) Subject employees, groups of employees, and (b) labor organizations:

- a) All production, maintenance, lab, warehouse & environmental health & safety employees
- b) Paper, Allied-Industrial, Chemical and Energy Workers International Union
- D. Verification and Signature. The person in item 1 above and each of his undersigned authorized officers declares, under penalty of law, that all intermation 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.

| Sign | ed: | Cruff Cha | airman/CEO President | Signed: Granne m | 1. Herbert | Secretary/ |
|--------|--------------------------|----------------------------------|--------------------------------|--------------------------------------|----------------------------|--------------|
| (If ot | her title, cross out and | d write in correct title above.) | 21212121 | (If other title, cross out and write | e in correct title above.) | |
| | City | State | Date | City | State | Date |
| at: | Scottsdale | e Arizona | on:10-23-00 | at: Scottsdale | e Arizona | on: 10-23-00 |

at: Scottsdale

U.S. Departmen[▶] ¬f Labor

Office of Labor-Manageme. Jandards



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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 Disclosur | ire Act of 1959, as amended (LMRDA). |
|--|---|
| A. Person Filing | |
| Name and mailing address (include ZIP code): | Any other address where records necessary to verify this report are kept: |
| Sunbelt Organization Services, In | |
| 8711 East Pinnacle Peak Road, #28 | 37 |
| Suite F-110 | |
| Scottsdale, Arizona 85255 | |
| Date fiscal year ends: | |
| a. □ Individual b. □ | Partnership c. 🖰 Corporation d. 🗆 Other (Specify): |
| B. Nature of Agreement or Arrangement | |
| 5. Full name and address of employer with whom made (include ZIP of | 6. Date entered into: 11-7-00 |
| TEVA Pharmaceuticals USA | Names of persons through whom made: |
| 5000 Snyder Drive | |
| Mexico, MO 65265 | Mac McGreggor, Plant Mgr. |
| Check the appropriate box to indicate whether an object of the acti | |
| a. | persuade employees as to the manner of exercising, the right to organize and bargain |
| | tivities of employees or a labor organization in connection with a labor dispute involv- junction with an administrative or arbitral proceeding or a criminal or civil judicial pro- |
| 9. Terms and conditions (Explain in detail; see Part B-9 of instructions | s): |
| | |
| a | |
| Company was employed on a per hou | ur basis with no formal written agreements |
| on a now hour mate | hours to be performed. Fee schedule based |
| on a per hour rate. | |
| 0.0 | |
| C. Specific Activities to be Performed 10. For each activity, separately list in detail the information required | Visco Bart C 10 of instructions): |
| a. Nature of activity: | (See Part C-10 of instructions). |
| Drogontod informational mostings t | |
| of unionization, the role of the I | to company employees relative to the process |
| or unionization, the fore of the f | NDRB, and corrective bargarning. |
| b Brind him which and the state of the state | and and all |
| b. Period during which performed: c. Extent p | performed: |
| 11-00/12-00 | 11-00 |
| Names and addresses of persons through whom performed: | |
| M. G. Gibbons, B. A. Housel, & P. | A. List Addresses as in #1 above) |
| 44 14-4% (1201) | ERRIVE IN |
| 11. Identify (a) Subject employees, groups of employees, and (b) labo | or organizations: |
| a) All FT & regular PT employees | 1000 |
| | NOV 2 9 2000 |
| b) Teamsters, Local 688 | LILI NOV. |
| tornation in this report, including all attachments incorporated therei knowledge and belief, true correct, and complete. | ch of his undersigned authorized officers declares, under penalty of law, that all in- ein or referred to in this report, has been examined by him and is, to the best of his |
| Signed: Chairman/C | CEO Signed: Secretary/Sident Secretary/Ireasurer |
| (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 |

on:11-17-00

Scottsdale

Arizona

U.S. Department of Labor

Office of Labor-Manageme.

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This report is mandatory under P.L. 86-257 as amended. Failure to comply may OMB No. 1214-0001 result in criminal prosecution, fines and civil penalties as provided by 29 U.S.C. 439. 440. 12/31/86 Required of Persons, including Labor Relations Consultants and Other Individuals and Organizations, File No. C. Under Section 203(b) of the Labor-Management Reporting and Disclosure Act of 1959, as amended (LMRDA). -0322 A. Person Filing 1. Name and mailing address (include ZIP code): 2. Any other address where records necessary to verify this report are kept: Sunbelt Organization Services, Inc. NOV 2 8 2000 8711 East Pinnacle Peak Road, #287 Suite F-110 · Scottsdale, Arizona 85255 Date fiscal year ends: 4. Type of person: b.

Partnership c. A Corporation d.

Other (Specify): a.

Individual 12-00 B. Nature of Agreement or Arrangement 5. Full name and address of employer with whom made (include ZIP code): 6. Date entered into: 10-11-00 Del Webb Communities/Whisper Creek Golf 7. Names of persons through whom made: 12840 Del Webb Boulevard Huntley, IL 60142 Jim Karras, Dir. of Golf 8. 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. 9. Terms and conditions (Explain in detail; see Part B-9 of instructions): Company was employed on a per hour basis with no formal written agreements relative to duration or amount of hours to be performed. Fee schedule based on a per hour rate. C. Specific Activities to be Performed 10. For each activity, separately list in detail the information required (See Part C-10 of instructions): a. Nature of activity: Presented informational meetings to company employees relative to the process of unionization, the role of the NLRB, and collective bargaining. c. Extent performed: b. Period during which performed: 10-00/11-00 10-00 d. Names and addresses of persons through whom performed: Carlos Ortiz (Address as in #1 above) 11. Identify (a) Subject employees, groups of employees, and (b) labor organizations: a) All FT & seasonal employees in golf course maintenance & golf course construction b) Operating Engineers, Local 150 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: Chairman/CEC Secretary Weleshert (If other title, cross out and write in correct title above.) (If other title, cross out and write in correct title above.) State City Date on:10-23-00 Scottsdale Arizona Scottedale 10-23-00