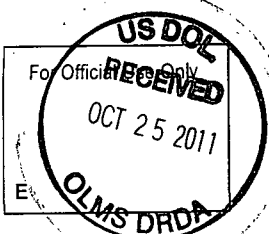


# FORM LM-20 AGREEMENT AND ACTIVITIES REPORT



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.

468977

1. File Number: C-693

## Person Filing

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

Name **GERALD O'BRIEN**  
Title **INDEPENDENT CONSULTANT**

Organization

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

Street **23 Summit Heights**

City **North Oaks**

State **MN**

ZIP Code + 4 **55127**

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:

/

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 **Deirdre Macbeth**  
Organization **TBI US Operations, Inc.**

Trade Name, if any

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

Street **3212 RED CLEVELAND BLVD.**

City **SANFORD**

State **FLORIDA**

ZIP Code + 4 **32773**

7. Date entered into:

9/19/2011

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 **Gerald O'Brien** President  
(If other title, see instructions)  
Title **INDEPENDENT CONSULTANT**

14. Signed \_\_\_\_\_ Treasurer  
(If other title, see instructions)  
Title **Treasurer**

On **October 16, 2011** **651-261-7772**  
Date 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.):

TO EDUCATE EMPLOYEES ABOUT THEIR RIGHTS UNDER THE NATIONAL LABOR RELATIONS ACT AND TO TRUTHFULLY ANSWER EMPLOYEE QUESTIONS ABOUT UNIONIZATION.

#### Specific Activities to be Performed

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

a. Nature of activity:

GROUP MEETINGS WITH EMPLOYEES

11.b. Period during which performed:

9-19-11 - 10-6-11

11.c. Extent performed:

COMPLETED

11.d. Name and address through whom performed:

Name GERALD OBRIEN

Organization

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

Street 23 SUMMIT HEIGHTS

City NORTH OAKS

State MN ZIP Code + 4 55127

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:

MAINTENANCE EMPLOYEES

12.b. Identify subject labor organizations:

OPERATING ENGINEERS