U.S. Depar nt 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	File No.	c. 3	76	
A. Person Filing	T-			
Name and mailing address (include ZIP code):	2. Any other address where rec	ords necessary to	verify th	nis report
Berens & Tate, P.C.	1/1	1 6 6	I W	BI.
10050 Regency Circle, Suite 400	n/a ///	11	-	7//

 Name and mailing address (Include ZIP code): 	Any other address where records necessary to verify this report are kept:				
Berens & Tate, P.C.	NA BELVED				
10050 Regency Circle, Suite 400	n/a //// App				
Omaha, NE 68114	APR 3 0 2001				
Date fiscal year ends: 4. Type of person:	USDOLUTE				
1/31/2001 a. 🗆 Individual b. 🗆 P	artnership c. 😾 Corporation d. 🗆 Other (Specify):				
B. Nature of Agreement or Arrangement					
5. Full name and address of employer with whom made (include ZIP co	de): 6. Date entered into:				
Hills Materials Company	On or about March 12, 2001				
P.O. Box 2320	Names of persons through whom made:				
Rapid City, SD 57709-2320	Lynn Kading				
8. Check the appropriate box to indicate whether an object of the activi	ties undertaken, is directly or indirectly:				
 a. \(\mathbb{T} \) \(To persuade employees to exercise or not to exercise, or percollectively through representatives of their own choosing. 	suade employees as to the manner of exercising, the right to organize and bargain				
 To supply an employer with information concerning the activing such employer, except information for use solely in conjurt 	ties of employees or a labor organization in connection with a labor dispute involv- nction 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 Instructions):

When performing general legal services for the employer, a member of Berens & Tate was involved in activities which may be considered persuader activities.

. Specific Activities to be Perform	ed	
a. Nature of activity: Provide employ	detail the information required (See Part C-10 of instructions e employees with general information of ee meetings. Monitor employer speechalf of the employer.	n unionization during nes and answer questions
b. Period during which performed	c. Extent performed:	APR 3 0 2001
During organizing activi	n/a	USDOUTESA
1 diament of pare	ons through whom performed:	Suite 400, Omaha, NE 68114

Mark E. McQueen & Joseph Dreesen, 10050 Regency Circle, Suite 400, Omaha, NE 6

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

Employees of Hills Materials Company

D. Verification and Signature. The person in item 1 above and each of his undersigned authorized officers declares, under penaltic terms of the person in this report, including all attachments incorporated therein or referred to in this report, has been examined by him and in this report, including all attachments incorporated therein or referred to in this report, has been examined by him and in the life true correct, and complete.	y of law, that all its s, to the best of his
formation in this report, including the complete. Incomplete the contract of the complete that the complete the complete that the complet	Trea

knowledge and belief, true, correct, and		Signed:	Treasurer
Signed: Rever	President	(If other title, cross out and write in correct title above.) State	Date
(If other title, cross out and write in correct title above.	Date Date	City	on:
City	on:4/01/01	at:	Form LM-20 (Feb. 1986
Omaha	_ / /		

U.S. Depart nt 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

Required of Persons, including Labor Under Section 203(b) of the Labor-Ma	Relations Consultants anagement Reporting	and Other Individuand Disclosure Act	uals and Organ of 1959, as a	nizations, amended (LMRDA).	File No.	c. 376
A. Person Filing						
1. Name and mailing address (include	de ZIP code):		2. Any othe	r address where records r	necessary to	verify this report are kept:
Berens & Tate, P.C.						
10050 Regency Circle,	Suite 400		n/a			
Omaha, NE 68114						
Date fiscal year ends:	4. Type of person:			521 153 527 52		
1/31/2001	a. 🗆 Individua	ai b. 🗆 Partn	ership c	. 🗵 Corporation d.	□ Other (Specify):
B. Nature of Agreement or Arran	gement	-				
5. Full name and address of employe	er with whom made ((include ZIP code):		6. Date entered into:		
SITEL Corporation				On or about Ap	oril 10, 2	001
110 Triple Creek, Suite 10				7. Names of persons thr	ough whom	made:
Longview, TX 75601				Cindy Floyd		
8. Check the appropriate box to indicate	cate whether an obje	ect of the activities	undertaken, i	s directly or indirectly:		
 a. \(\text{To persuade employees to collectively through representations} \) 			de employees	as to the manner of exerc	cising, the rig	ght to organize and bargain
 To supply an employer with ing such employer, except ceeding. 						with a labor dispute involv- criminal or civil judicial pro-
9. Terms and conditions (Explain in a	detail; see Part B-9 o	of instructions):				
When performing Tate was involve	g general lega d in activities	al services fo which may	or the em	ployer, a membe dered persuader	er of Be activitie	rens & es.
C. Specific Activities to be Perfor	med					
10. For each activity, separately list		tion required (See F	Part C-10 of in:	structions):		
a. Nature of activity: Provid employ	e employees	with genera Monitor en	I informa		tion duri swer qu	ng estions
b. Period during which performe	d:	c. Extent perform	ned:			
During organizing activi	ty	n	/a			
d. Names and addresses of pers	sons through whom p	performed:		-		
Donna S. Colley,10050	Regency Circ	cle, Suite 40	00, Omah	na, NE 68114	0	GEVE
 Identify (a) Subject employees, g 	roups of employees,	and (b) labor organ	nizations:			AY 1 6 2001
Employees of SITEL Co	orporation				2100	USDOL/ESA OLMS/DOE/SRD
D. Verification and Signature. The tormation in this report, including all knowledge and belief, true, correct, a	attachments incorpo					
Signed: 2			Signed:			

Signed:	12 - 0			Signed:			
	Kel (D	lun	President			Treasurer	
(If other	title, cross out and write	e in correct title above.)		(If other title, cross out and write in correct title above.))		
	City	State	Date	City State		Date	
at:	Omaha	NE	on:5/7/6/	at:		on:	
			. /		_		

U.S. Depart nt of Labor

Office of Labor-Management Standards

This report is mandatory under P.I result in criminal prosecution, fine	86-257 as amend s and civil penaltic	ded. Failure to con es as provided by	mply may 29 U.S.C. 439, 440.			OME	3 No. 121 12
Required of Persons, including Labor Under Section 203(b) of the Labor-Ma	Relations Consultant inagement Reporting	ts and Other Individi g and Disclosure Ac	uals and Organizations, t of 1959, as amended (LMF	RDA).	File No.	c. 376	
A. Person Filing						Wing griff	
1. Name and mailing address (include	de ZIP code):		2. Any other address whe	ere records ne	cessary to	verify this repo	rt are kept:
Berens & Tate, P.C.							
10050 Regency Circle,	Suite 400		n/a				
Omaha, NE 68114							
Date fiscal year ends:	4. Type of person:						
1/31/2001	a. 🗆 Individu	ual b. 🗆 Parti	nership c. 🛭 Corpora	ation d. I	Other (S	Specify):	
B. Nature of Agreement or Arran	gement						
5. Full name and address of employ	er with whom made	(include ZIP code)	: 6. Date ente	ered into:			
H & H Plumbing, Inc.			On or al	out Nov	ember	1, 2000	
900 W. Cherokee				persons thro			
Sioux Falls, SD 57104			1000 0000000000000000000000000000000000	n Diltz			
8. Check the appropriate box to indi-	cate whether an ob	ject of the activities	s undertaken, is directly or in	directly:			
a. A To persuade employees to collectively through representations.			ide employees as to the mar	nner of exerci	sing, the rig	t to organize	and bargain
 To supply an employer wit ing such employer, except ceeding. 	h information conce information for use	erning the activities e solely in conjuncti	of employees or a labor org on with an administrative or	anization in o arbitral proce	onnection of eding or a co	with a labor dis criminal or civil	pute involv- judicial pro-
Tate was involve	ed in activities	gal services f s which may	or the employer, a be considered pe	rsuader	r of Ber activitie	ens &	i.
C. Specific Activities to be Perfor 10. For each activity, separately list		ation required (See	Part C.10 of instructions):				
				ionizatio	n during	n	
a. Nature of activity: Provide	employees	Mili general	mlever encoches	and anev	ver alle	stions	
			ployer speeches a	anu ansv	ver que	3110113	
on beha	alf of the emp	oloyer.					
 b. Period during which performe 	d:	c. Extent perfor	med:				
During organizing activ	ity	'	n/a				
 d. Names and addresses of pers 	ons through whom	performed:					
William M. Muth, Jr.,10	050 Regenc	y Circle, Suit	e 400, Omaha, Ni	E 68174	EG	E 0 V	
11. Identify (a) Subject employees, g	roups of employees	s, and (b) labor orga	anizations:	In	BEO	1 0 0000	
	Line Inc.			JUL	DEC	1 2 2000	
Employees of H&H Plu	mbing, inc.					2001/501	_
						SDOL/ESA MS/DOE/SRD	
D. Verification and Signature. The ormation in this report, including all knowledge and belief, true, correct, a	attachments incom						
Signed:			Signed:				
72:(.D	ous	President					Treasurer
If other title, cross out and write in co	prrect title above.)		(If other title, cross out and	write in corre	ct title abov	ve.)	
City	State	Date	City		Sta	ite	Date
at: Omaha	NE	on: 12/5/60	at:			on:	