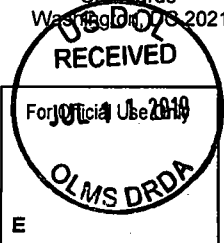


FORM LM-20

AGREEMENT AND ACTIVITIES REPORT AMENDED

Form approved
Office of Management
and Budget
No. 1245-0003
Expires 10-31-2013



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.

1. File Number: C- 00322

706733

Person Filing

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

Name Peter A List

Title Founder & CEO

Organization Kulture Consulting, LLC

P.O. Box, Bldg., Room No., if any P.O. Box 2877

Street

City Pawleys Island

State South Carolina

ZIP Code + 4 29585

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 / 18

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

Organization Phillips Pet Food & Supply

Trade Name, if any

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

Street 3747 Hecktown Road

City Easton

State Pennsylvania

ZIP Code + 4 18045

7. Date entered into:

8 / 27 / 2018

8. Name of person(s) through whom made:

Name Renee Daniel

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 Other (Specify)

Founder & CEO

14. Signed

Treasurer
(If other title, see
instructions)

Title Other (Specify)

Manager of Administration

On 7/5/2019

Date

843-314-0383

Telephone Number

On 7/5/2019

Date

843-314-0383

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 made through Kulture Consulting, LLC \$350 per hour, plus actual and reasonable expenses. No formal agreement relative to duration or amount of hours to be performed.

Specific Activities to be Performed

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

a. Nature of activity:

Traveled to and from employer. Conducted Employee Relations meetings with employees.

11.b. Period during which performed:

Various Dates Beginning 8/27/18

11.c. Extent performed:

Ongoing

11.d. Name and address through whom performed:

Name Carlos Ortiz
Organization Solutions Labor Relations Consultants LLC
P.O. Box, Bldg., Room No., if any Suite 210-106
Street 7426 Cherry Avenue
City Fontana
State California ZIP Code + 4 92336

Additional Name and address through whom performed, if any:

Name Quentin Nelson
Organization Noslen & Associates, LLC
P.O. Box, Bldg., Room No., if any PO Box 561
Street
City Blackwood
State New Jersey ZIP Code + 4 08012

12.a. Identify subject groups of employees:

All full-time and regular part-time employees employed at the Easton, PA location.

NO PETITION

12.b. Identify subject labor organizations:

NO UNION

NO PETITION

Filer: Peter List Kulture Consulting, LLC	File Number C- 00322
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Specific Activities to be Performed (Continuation Page)	
<p>11. For each activity, separately list in detail the information required (See instructions):</p> <p>a. Nature of activity:</p> <p>Traveled to and from employer. Conducted Employee Relations meetings with employees.</p>	
<p>11.b. Period during which performed:</p> <p>Various Dates Beginning 8/27/18</p>	<p>11.c. Extent performed:</p> <p>Ongoing</p>
<p>11.d. Name and address through whom performed:</p> <p>Name Ronn English</p> <p>Organization The Alton Group, LLC</p> <p>P.O. Box, Bldg., Room No., if any #433</p> <p>Street 712 Bancroft Road</p> <p>City Walnut Creek</p> <p>State California ZIP Code + 4 94598</p>	<p>Additional Name and address through whom performed, if any:</p> <p>Name</p> <p>Organization</p> <p>P.O. Box, Bldg., Room No., if any</p> <p>Street</p> <p>City</p> <p>State ZIP Code + 4</p>
<p>Additional Name and address through whom performed, if any:</p> <p>Name</p> <p>Organization</p> <p>P.O. Box, Bldg., Room No., if any</p> <p>Street</p> <p>City</p> <p>State ZIP Code + 4</p>	<p>Additional Name and address through whom performed, if any:</p> <p>Name</p> <p>Organization</p> <p>P.O. Box, Bldg., Room No., if any</p> <p>Street</p> <p>City</p> <p>State ZIP Code + 4</p>
<p>12.a. Identify subject groups of employees:</p> <p>All full-time and regular part-time employees employed at the Easton, PA location.</p> <p>NO PETITION</p>	<p>12.b. Identify subject labor organizations:</p> <p>NO UNION</p>