U.S. Department of Labor Office of Labor-Management Standards Washington, DC 20210

FORM LM-20 AGREEMENT AND ACTIVITIES REPORT

Form approved
Office of Management
and Budget
No. 1215-0188
Expires 11-30-2006



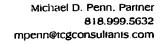
This report is mandatory under P.L. 86-257, as amended. Failure to comply may result in criminal prosecution, fines, or civil penalties as provided by 29 U.S.C. 439 or 440. Required of persons, including Labor Relations Consultants and Other Individuals and Organizations, Under Section 203(b) of the Labor-Management Reporting and Disclosure Act of 1959, as amended. (LMRDA)

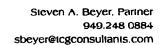
READ THE INSTRUCTIONS CAREFUL	LY BEFORE PREPARING THIS REPORT. (9098)					
	410100					
G- 00633						
Domon Eiling						
Person Filing 2. Name and mailing address (include ZIP Code):	3. Any other address where records necessary to verify this report are kept:					
Name Michael D Penn	Name					
Title Partner	Title					
Organization The Crossroads Group	Organization					
P.O. Box, Bldg., Room No., if any	P.O. Box, Bldg., Room No., if any					
Street 63 Via Pico Plaza, Suite 505	Street					
City San Clemente	City					
State California ZIP Code + 4 92672	State ZIP Code + 4					
4. Date fiscal year ends: 5. Type of person:	1					
Dec / 31 a. Individual b. Partnership c. Corporation d. Other (Specify):						
Nature of Agreement or Arrangement	<u></u>					
6. Full name and address of employer with whom made (include ZIP Code):	7. Date entered into: 1 / 18 / 2019					
Name Michael Stanton	8. Name of person(s) through whom made:					
Organization Arden Post Acute Rehab						
Trade Name, if any	Name Michael Stanton					
P.O. Box, Bldg., Room No., if any	Name .					
Street 3400 Alta Arden Expressway	Name					
City Sacramento	Name					
State California ZIP Code + 4 95825	Name					
Signatures						
Each of the undersigned declares, under penalty of perjury and other applicable the information contained in any accompanying documents) has been examined true, correct, and complete. (See Section VII on penalties in the instructions.) 13. Signed Michael Dana Pane President (If other title, see instructions)	14. Signed Other (Specify) Partner Other (Specify) Partner					
On 02/18/2019 818-999-5632 Date Telephone Number	On					
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Filer: Michael Penn The Crossroads Group	File Number C- 00633					
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9. Check the appropriate box to indicate whether an object of the activities under	taken, is directly or indirectly:					
a. To persuade employees to exercise or not to exercise, or persuade en collectively through representatives of their own choosing.	ployees as to the manner of exercising, the right to organize and bargain					
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	· i					
Payment on a fee-for-service basis at the hourly racustomary expenses	te of \$375.00 to \$400.00 plus reasonable and					
	i					
Specific Activities to be Performed						
11. For each activity, separately list in detail the information required (See instruct	ons):					
 a. Nature of activity: To assist the Employer in advising employees of the 	sir Costion 7 rights and to provide them with					
information regarding third-party representation	if section / rights and to provide them with					
11.b. Period during which performed:	11.c. Extent performed:					
01/23/19 to Present	Continuing					
11.d. Name and address through whom performed:	Additional Name and address through whom performed, if any:					
Name Michael D Penn	Name Miko A Penn					
Organization The Crossroads Group	Organization The Crossroads Group					
P.O. Box, Bldg., Room No., if any	P.O. Box, Bldg., Room No., if any					
Street 63 Via Pico Plaza, Suite 505	Street 63 Via Pico Plaza, Suite 505					
City San Clemente	City San Clemente					
State California ZIP Code + 4 92672	State California ZIP Code + 4 92672					
12.a. Identify subject groups of employees:	12.b. Identify subject labor organizations:					
All full-time and regular part-time CNAs, RNAs, Cooks, Dietary Aides, Laundry Aides, Housekeepers, Plant Operations Assistants, Activity Assistants, Medical Records Assistants, Social Services Assistants, Unit Clerks, Receptionists & Admissions Coordinators at the Employer's skilled nursing facility in	SEIU Local 2015					

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Sacramento, CA





THE CROSSROADS GROUP Labor Relations Consultants

Personal & Confidential

January 17, 2019

Mr. Michael Stanton, Administrator Arden Post Acute Rehab 3400 Alta Arden Expressway Sacramento, CA 95825

Re: Agreement for Professional Services

Mr. Stanton,

In accordance with our conversation and mutual agreements, this letter will confirm that Arden Post Acute Rehab ("Client") has retained The Crossroads Group Labor Relations Consultants ("Consultant") regarding general personnel and labor relations activities leading up to and during the RC campaign at your facility in Sacramento, California that is expected to take place in February and March, 2019. This agreement may be terminated at any time by either Client or Consultant and may be extended by mutual agreement between the parties.

Our fees are charged on an hourly basis in minimum units of a quarter of an hour for all time actually expended on your behalf. You will receive my personal services, which will be billed at the discounted rate of \$400.00 per hour, and the services of a Senior Labor Relations Consultant at the discounted rate of \$375.00 per hour. Clients are billed at the hourly rate for all time expended on their behalf, plus one-half travel time and reasonable and customary out-of-pocket expenses. There shall be an eight-hour daily minimum for services performed by each Consultant; however, if Consultant performs services on a travel day, only actual hours worked that day will be billed in addition to the aforementioned travel time.

We agree to send you statements clearly showing the basis for our fees and charges by detailing the services rendered and costs incurred on a weekly basis. All fees and expenses not previously paid are due and payable in full within thirty (30) days of Client's receipt of each statement. Client understands that if payment is not made in full within thirty (30) days of the statement date, Client's account shall be considered past due and an interest charge may be added to the outstanding balance in an amount equal to one and one-half percent (1.5%) per month.

Consultant is retained to provide independent and objective professional judgment and recommendations; accordingly, a difference of opinion on a question of professional judgment shall



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not excuse the Client from fees and costs incurred in the collection of any outstanding accounts receivable.

If Consultant is requested by Client, or if as a consequence of an assignment Consultant is required by judicial or administrative process to participate, appear, or testify in anticipation of, or during legal or dispute resolution proceedings of any kind during the period Consultant is providing services or thereafter, Consultant will reasonably comply with any such request or requirement based on advice of legal counsel. In the event that Consultant does so participate in any manner, Client shall pay to Consultant all professional fees and other fees of Consultant in effect as well as the cost and expenses, including attorneys' fees, incurred in anticipation and resulting from such proceedings. These fees and expenses are in addition to any fees paid or owed for services performed or to be performed.

Any controversy or claim arising out of or relating to this Agreement, its validity, or the breach thereof, shall be settled by binding arbitration in accordance with the Commercial Arbitration Rules of the American Arbitration Association (AAA). A single neutral arbitrator shall be appointed in accordance with the AAA Rules to resolve the dispute.

The arbitrator shall be an attorney who is knowledgeable in business and labor laws, and who is experienced in labor relations and union organizing activities involving employers. The arbitration hearing shall be held in Orange County, California. This contract shall be interpreted and governed by the laws of the State of California. The arbitrator shall award to the prevailing party all it's costs and fees, including AAA filing and administrative fees and attorneys' fees.

Judgment upon the award rendered by the arbitrator may be entered in any court having jurisdiction thereof. Should any party refuse to arbitrate or file a court action regarding a claim, which is subject to arbitration under this Agreement, the other party shall be entitled to recover its costs and reasonable attorneys' fees in enforcing this arbitration agreement in court.

During the course of our representation, we will endeavor to keep you fully advised as to the status and progress of this matter, including our view of your rights and potential liabilities or exposure, and our recommendations as to an appropriate course of action in view of the facts, circumstances and issues involved. However, we must emphasize that our firm has not made, and cannot make any representations or guarantees regarding the successful outcome of any matter or the actual amount of any fees or costs you will incur. Often, the results in a matter and the costs and expenses are controlled by external factors beyond our control, including the factual circumstances, course of the project, logistics, etc.

If the terms and conditions of this letter are satisfactory to you, please evidence your consent to such terms and conditions by signing this letter and returning it to me by electronic mail.



Partner

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This is a final agreement and this agreement supersedes any other oral or written representations by either Client or Consultant.

We very much appreciate the opportunity to work with you. We will provide you with our best professional efforts as we endeavor to help you achieve a successful outcome on this project.

Respectfully,						
Michael	Dava	Pen				
Michael Dana Penn						

The foregoing fee agreement letter has been read and its terms are hereby agreed to and accepted this 17th day of January, 2019

Arden I	Post Acute Rehal	,			
Ву:	M	()	Title:	Administrator	
Date: _	1/18/19				