U.S. Departmen Labor

Office of Labor-Management Standards Enforcement



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 U.S.C. 29 439, 440.

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

Drivers, engineers and laborers

OMB No. 1210-0004

USDOL/ESA OLMS/DOE/SRD

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 A. Person Filing 1. Name and mailing address (include ZIP code): 2. Any other address where records necessary to verify this report are kept: T. H. Hazzard, Inc. 310 Greensboro Ct. Boise, ID 83706 Date fiscal year ends: 4. Type of person: d.

Other (Specify): Dec. 31 a.

Individual b.

Partnership c. 🔯 Corporation B. Nature of Agreement or Arrangement 5. Full name and address of employer with whom made (include ZIP code): Date entered into: July 18,2000 Boise Paying & Asphalt Co. 1700 E. Yamhill Rd. 7. Names of persons through whom made: Boise, ID 83716 Fred Lotridge 8. Check the appropriate box to indicate whether an object of the activities undertaken, is directly or indirectly: a. \Box 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 pro-9. Terms and conditions (Explain in detail; see Part B-9 of instructions): There was no written contract or other written material. GOOLES Employee meetings \$3000 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: Conduct pre-election meetings for employees to explain employees' rights under the law and to outline company programs and benefits b. Period during which performed: Sept. 1 and 8 2 employee meetings d. Names and addresses of persons through whom performed: Above OCT 3 n 2000

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	216210	President	Signed: Darbara (E. Hamard	Secy. Treasurer
(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
at: Boise	70	on.9/29/00	at: Baise	1 Sacho	on: 9/29/00
		1		For	m I M-20 (June 1982)

U.S. Departmen Labor

Office of Labor-Managem.

tandards Enforcement



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Under Section 203(b) of the Labor-Management Reporting and Disclosure Act of 1959

State

Date

Required of Persons, including Labor Relations Consultants and Other Individuals and Organizations,

OMB No. 1210-0004 12/31/63

ile	No.	C.

2

A. Person Filing	
Name and mailing address (include ZIP code):	Any other address where records necessary to verify this report are kept:
T. H. Hazzard, Inc. 310 Greensboro Ct. Boise, ID 83706	
Date fiscal year ends: 4. Type of person:	
	□ Partnership c. ½ Corporation d. □ Other (Specify):
B. Nature of Agreement or Arrangement	
5. Full name and address of employer with whom made (include 2	ZIP code): 6. Date entered into:
Pacific Rock Products, LLC	3-30-00
8705 NE 117th Av	Names of persons through whom made:
Vancouver, WA 98662	Jeff Wriston
3. Check the appropriate box to indicate whether an object of the	activities undertaken, is directly or indirectly:
 a.	or persuade employees as to the manner of exercising, the right to organize and bargain sing.
	activities of employees or a labor organization in connection with a labor dispute involv- conjunction 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 instruc	tions):
There was no written contract	or other written meterial
Employee meetings \$1800	JUN 12 00
C. Specific Activities to be Performed	
For each activity, separately list in detail the information requ	ired (See Part C-10 of instructions):
a. Nature of activity: Conduct pre-e	lection meetings for employees to
explain employees' right	ts under the law and to outline
company programs and ber	
D. Period during which performed: C. Ext	tent performed:
, 2000	3 employee meetings
 Names and addresses of persons through whom performe 	ed:
Above	MM JAN 1 6 20001
Identify (a) Subject employees, groups of employees, and (b)	lobor organizations.
	USDOL/ESA
All equipment operators and med	chanics OMS/DOE/SRD
North and a second of the seco	
D. Verification and Signature. The person in item 1 above and ormation in this report, including all attachments incorporated the knowledge and belief, true, correct, and complete.	d each of his undersigned authorized officers declares, under penalty of law, that all in- herein or referred to in this report, has been examined by him and is, to the best of his
Signed:	Signed:
1610 Agzleso	President Parbara C. Hagnard Treasur
If other title, cross out and write in correct title above.)	(If other title, cross out and write in correct title above.)

State

Date

Form LM-20 (June 1982)

City

City

Boise

at:

State

U.S. Department Labor

Office of Labor-Management Standards Enforcement



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Pacific Rock Products, LLC		3-30-00			
8705 NE 117th Ave.					
Vancouver, WA 98662	Jeff Wrist	7. Names of persons through whom made: Jeff Wriston			
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. 					
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10. For each activity, separately list in detail the information required (See	Part C-10 of instructions):				
a. Nature of activity: Conduct pre-election me employees' rights under programs and benefits					
b. Period during which performed: c. Extent perfor	med:				
April 20 & 21, 2000 2 Employ					
d. Names and addresses of persons through whom performed:					
Above					
11. Identify (a) Subject employees, groups of employees, and (b) labor organisms. All equipment operators and mechanisms.	ics	MAY 2 5	2000		
D. Verification and Signature. The person in item 1 above and each of his undersigned authorized officers declares under joint 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: President	Signed: Earbara E. J.	lan	and Treasurer		
(If other title, cross out and write in correct title above.)	(If other title, cross out and write in corr	rect title ab	ove.)		

Date

on:5-5-00