

Agreement and Activities Report

U.S. Department of Labor

Office of Labor-Management Standards

OMB No. 1214-0001

02/29/93



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 29 U.S.C. 439, 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).

File No. C-364

A. Person Filing

1. Name and mailing address (include ZIP code):
Balance Incorporated
1011 Industrial Road, Suite 6
Boulder City, Nevada 89005
2. Any other address where records necessary to verify this report are kept
3. Date fiscal year ends:
12/31
4. Type of person:
a. ☐ Individual b. ☐ Partnership c. ☒ Corporation d. ☐ Other (Specify):

B. Nature of Agreement or Arrangement

5. Full name and address of employer with whom made (include ZIP code):
The Mirage
3400 Las Vegas Boulevard, South
Las Vegas, Nevada 89109
6. Date entered into:
On or about 1/20/03
7. Names of persons through whom made:
William McBeath
8. 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 or exercising, the right to organize collectively through representatives of their own choosing.
b. ☐ To supply and 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.

9. Terms and conditions (Explain in detail; see Part B-9 of instructions): \$25.00-\$575.00 per hour. To do everything lawful to avoid contamination by SWRC. To determine employee concerns and to recommend to management areas for lawful improvement in wages and benefits, job security, communications and human relations. To provide ongoing advice to support future enhancement of the work environment, including management training and team building.

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:
Educational group meetings, one-to-one contact, recommendations to management for lawful improvements and corrections, research into the legal and financial dealing of the labor organization in question.

b. Period during which performed:

Ongoing

c. Extent performed:

Ongoing

d. Names and addresses of persons through whom performed:

Mark Garrity, Scott Garrity & Eduardo Torres



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

(a) Per 28-RC-5871

(b) A business calling itself Southwest Regional Council of Carpenters

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: _____ President	Signed: _____ 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: _____ on: 3/10/03	at: _____ on: _____

Public reporting burden for this collection of information is estimated to average 20 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the Office of Labor Management Standards, Department of Labor, Room N5625, 200 Constitution Avenue, N.W., Wash., D.C. 20210; and to the Office of Management and Budget, Paperwork Reduction Project (1214-0001), Wash., D.C. 20503.

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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).

File No. C. 364

A. Person Filing

1. Name and mailing address (include ZIP code): Balance Incorporated 1011 Industrial Road, Suite 6 Boulder City, Nevada 89005		2. Any other address where records necessary to verify this report are kept:
3. Date fiscal year ends: 12/31	4. Type of person: a. <input type="checkbox"/> Individual b. <input type="checkbox"/> Partnership c. <input checked="" type="checkbox"/> Corporation d. <input type="checkbox"/> Other (Specify):	

B. Nature of Agreement or Arrangement

5. Full name and address of employer with whom made (include ZIP code): Bellagio 3600 Las Vegas Boulevard, South Las Vegas, Nevada 89109	6. Date entered into: On or about May 26, 2003
7. Names of persons through whom made: Chris Nordling	
8. Check the appropriate box to indicate whether an object of the activities undertaken, is directly or indirectly: a. <input checked="" type="checkbox"/> To persuade employees to exercise or not to exercise, or persuade employees as to the manner of exercising, the right to organize collectively through representatives of their own choosing. b. <input type="checkbox"/> To supply and 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.	

9. Terms and conditions (Explain in detail; see Part B-9 of instructions): \$25.00 to \$575.00 per hour. To do anything lawful to avoid contamination by Teamsters Local 995. To determine employee benefits, job security, communications and human relations. To provide ongoing advice to support future enhancement of the work environment, including management training and team building.

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:

Educational group meetings, one-to-one contact, recommendations to management for lawful improvements and corrections, research into the legal and financial dealing of the labor organization in question.

b. Period during which performed:

Ongoing

c. Extent performed:

Ongoing

d. Names and addresses of persons through whom performed:

Mark Garrity, Eduardo Torres, Scott Garrity and Trevor Kendall

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

(a) Per 28 RD 891

(b) A business calling itself Teamsters Local 995



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: (If other title, cross out and write in correct title above.) City State Date at: <u>Boulder City NV</u> on: <u>6/26/03</u>	Signed: _____ (If other title, cross out and write in correct title above.) City State Date at: _____ on: _____
President	Treasurer

Public reporting burden for this collection of information is estimated to average 20 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the Office of Labor Management Standards, Department of Labor, Room N5625, 200 Constitution Avenue, N.W., Wash., D.C. 20210; and to the Office of Management and Budget, Paperwork Reduction Project (1214-0001), Wash., D.C. 20503.

Form LM-20
(Feb. 1990)