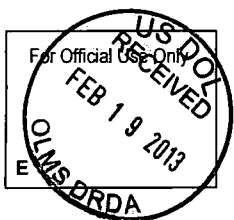


FORM LM-20

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 CAREFULLY BEFORE PREPARING THIS REPORT.

511945

1. File Number: C- 00633

Person Filing	
2. Name and mailing address (include ZIP Code): Name Steven A Beyer Title Partner Organization The Crossroads Group Labor Relations Con P.O. Box, Bldg., Room No., if any 505 Street 63 Via Pico Plaza City San Clemente State California ZIP Code + 4 92672	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 / 31	5. Type of person: a. <input type="checkbox"/> Individual b. <input checked="" type="checkbox"/> Partnership c. <input type="checkbox"/> Corporation d. <input type="checkbox"/> Other (Specify):

Nature of Agreement or Arrangement	
6. Full name and address of employer with whom made (include ZIP Code): Name William E Jones Organization Evapco, Inc. Trade Name, if any P.O. Box, Bldg., Room No., if any Street 5151 Allendale Lane City Taneytown State Maryland ZIP Code + 4 21787	7. Date entered into: 11 / 10 / 2012 8. Name of person(s) through whom made: Name William E Jones 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: <u>[Signature]</u> Title: <u>PARTNER</u> President (If other title, see instructions)	14. Signed: <u>Michael Dave Pam</u> Title: <u>PARTNER</u> Treasurer (If other title, see instructions)
On: <u>12-09-2012</u> (949) 248-0884 Date Telephone Number	On: <u>12/10/12</u> (818) 999-5632 Date Telephone Number

Filer: Steven Beyer The Crossroads Group Labor Relations Con	File Number C- 00633
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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.):

Payment on a fee-for-service basis at an hourly rate of \$350.00 per hour, plus reasonable and customary expenses.

Specific Activities to be Performed	
11. For each activity, separately list in detail the information required (See instructions):	
a. Nature of activity:	
To assist the Employer's communication efforts to advise employees of their Section 7 rights and furnish them with information regarding third-party representation.	
11.b. Period during which performed: 11/12/2012 - 12/08/2012	11.c. Extent performed: Complete
11.d. Name and address through whom performed:	Additional Name and address through whom performed, if any:
Name Steven A Beyer	Name
Organization The Crossroads Group Labor Relations Cons	Organization
P.O. Box, Bldg., Room No., if any 505	P.O. Box, Bldg., Room No., if any
Street 63 Via Pico Plaza	Street
City San Clemente	City
State California ZIP Code + 4 92672	State ZIP Code + 4
12.a. Identify subject groups of employees:	12.b. Identify subject labor organizations:
All production, maintenance, office clerical and support staff at the employer's Lake View, Iowa and Taneytown, MD plants	None - Not applicable