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. 1245-0003 Expires 03-31-2019



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: Person Filing 3. Any other address where records necessary to verify this report are kept: 2. Name and mailing address (include ZIP Code): Name Name Greer Title Title Chief Executive Officer Organization Greer Consulting, Inc. Organization P.O. Box, Bldg., Room No., if any P.O. Box, Bidg., Room No., if any Street 4301 Hawkins Ridge Drive Street City City St. Louis ZIP Code + 4 State Missouri ZIP Code + 4 63129 State 4. Date fiscal year ends: 5. Type of person: a. Individual b. Partnership c. Corporation d. Other (Specify): Nature of Agreement or Arrangement 6. Full name and address of employer with whom made (include ZIP Code): 7. Date entered into: 2018 8. Name of person(s) through whom made: Organization DSV Solutions, LLC A Walker Name Laura Trade Name, if any Name P.O. Box, Bldg., Room No., if any Name Street 2601 Bermuda Hundred Road City Chester Name ZIP Code + 4 State Virginia 23836-3203 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.) President 14. Signed 13. Signed Treasurer (If other title, see (If other title, see instructions) instructions) Other (Specify) Treasurer Title Title Chief Executive Officer 9/18/2018 314-397-4218

Date

Telephone Number

Telephone Number

Filer Jason Greer Greer Consulting, Inc.	File Number C- 08322 (6-) {
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.):	
All services described in Section 11a. below shall be performed on a flat rate basis. Expenses in connection with the performance of such services as travel, accommodations, copies, telephone long distance, etc., will be reimbursed to Greer Consulting Inc. at actual cost.	
Specific Activities to be Performed	
11. For each activity, separately list in detail the information required (See instructions):	
a. Nature of activity:	
Consultant provided education on the National Labor Relations Board secret ballot election and the	
unionization process with employees.	
11.b. Period during which performed:	11.c. Extent performed:
August 2018 - Present	Near Completion
11.d. Name and address through whom performed:	Additional Name and address through whom performed, if any:
Name Annette Lewis	Name
Organization Greer Consulting, LLC	Organization
P.O. Box, Bidg., Room No., if any	P.O. Box, Bidg., Room No., if any
Street 4301 Hawkins Ridge Drive	Street
City St. Louis	City
State Missouri ZIP Code + 4 63129	State ZIP Code + 4
12.a. Identify subject groups of employees:	12.b. Identify subject labor organizations:
All full-time and regular part-time customer service representatives, warehouse operators, warehouse operator - team leads, and maintenance specialists emploer by the Employer at its Chester, VA, facility.	United Steelworkers (USW)