



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.

Form approved - OMB No. 1215-0188
Expires 11-30-2002

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. 272

A. Person Filing

1. Name and mailing address (include ZIP code): CBC Consulting, Ltd. 5900 Lorac Dr., Suite 101 Clarkston, MI 48346	2. Any other address where records necessary to verify this report are kept:
3. Date fiscal year ends: 12-31-00	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): Reliant Energy Corporation - Telephone Ctr. PO Box 4567 Houston, TX 77210-4567	6. Date entered into: 09-00
7. Names of persons through whom made: Paul McBrayer	
8. Check the appropriate box to indicate whether an object of the activities undertaken, is directly or indirectly: a. <input type="checkbox"/> 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. <input type="checkbox"/> 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.	

9. Terms and conditions (Explain in detail; see Part B-9 of instructions): For services rendered during the union campaign. To answer questions of management, and employees concerning the law so as not to violate the employees' rights or the rights of the union. Included would be group meetings with employees. \$ 88,922.99 to be received by check. A portion of meetings held with employees had nothing to do with persuasive work. Questions regarding employee concerns and other issues

C. Specific Activities to be Performed were raised.

10. For each activity, separately list in detail the information required (See Part C-10 of instructions):

a. Nature of activity:

Group meetings with employees.

b. Period during which performed: 09-00 thru 10-00	c. Extent performed: Complete
d. Names and addresses of persons through whom performed: Address - Same as #1 Harold Craft, Philip Craft, Lizabeth Casale, Carl Mitcham, Michele Bernier	

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

Employees of Reliant Energy Corp - Telephone Center

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: <i>Thomas J. Bonnesi</i> (If other title, cross out and write in correct title above.) City State Date at: Clarkston, MI on: 12/16/02	Signed: <i>Harold D. Craft</i> (If other title, cross out and write in correct title above.) City State Date at: Clarkston, MI on: 12/16/02
President	Treasurer

Agreement and Activities Report

U.S. Department of Labor

Employment Standards Administration
Office of Labor-Management Standards



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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. 212

A. Person Filing

1. Name and mailing address (include ZIP code): CBC Consulting, Ltd. 5900 Lorac Dr., Suite 101 Clarkston, MI 48346	2. Any other address where records necessary to verify this report are kept:
3. Date fiscal year ends: 12-31-00	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): Reliance Machine Company 4605 South Walnut Muncie, IN 47302	6. Date entered into: 10-00
7. Names of persons through whom made: Richard Cardemon	
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 and bargain collectively through representatives of their own choosing. b. <input type="checkbox"/> 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.	

9. Terms and conditions (Explain in detail; see Part B-9 of instructions):

For services rendered during the union campaign. To answer questions of management, and employees concerning the law so as not to violate the employees' rights or the rights of the union. Included would be group meetings with employees. \$26,186.25 to be received by check.

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:

Group meetings with employees.

b. Period during which performed:

10-00 thru 11-00

c. Extent performed:

Complete

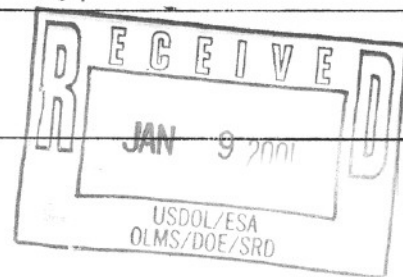
d. Names and addresses of persons through whom performed:

Address - Same as #1

William Little, John Herrmann, III, Dennis Chaivre

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

Employees of Reliance Machine Company



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: <i>Frank T. Banerji</i> (If other title, cross out and write in correct title above.) City: Clarkston State: MI Date: 12/28/00 at: on: 12/28/00	Signed: <i>Donald D. Craft</i> (If other title, cross out and write in correct title above.) City: Clarkston State: MI Date: 12/28/00 at: on: 12/28/00
President	Treasurer

Agreement and Activities Report

U.S. Department of Labor

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File No. C. 272

A. Person Filing

1. Name and mailing address (include ZIP code): CBC Consulting, Ltd. 5900 Lorac Dr., Suite 101 Clarkston, MI 48346	2. Any other address where records necessary to verify this report are kept:
3. Date fiscal year ends: 12-31-00	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): American Highway Technology 2150 S. Rt. 45-52 Kankakee, IL 60901	6. Date entered into: 10-00
7. Names of persons through whom made: Nancy Ostby	
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 and bargain collectively through representatives of their own choosing. b. <input type="checkbox"/> 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.	

9. Terms and conditions (Explain in detail; see Part B-9 of instructions):

For services rendered during the union campaign. To answer questions of management, and employees concerning the law so as not to violate the employees' rights or the rights of the union. Included would be group meetings with employees. \$20,000.00 to be received by check.

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:

Group meetings with employees.

b. Period during which performed:

10-00 thru 11-00

c. Extent performed:

Complete

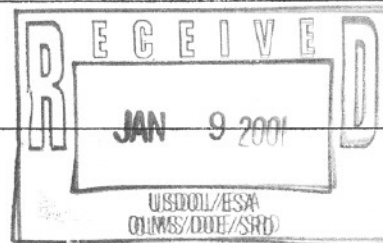
d. Names and addresses of persons through whom performed:

Address - Same as #1

Philip Craft, Carl Mitcham, Elizabeth Brueck

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

Employees of American Highway Technology



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: <i>[Signature]</i> (If other title, cross out and write in correct title above.) City: Clarkston State: MI Date: 12/28/00 at: on:	President	Signed: <i>[Signature]</i> (If other title, cross out and write in correct title above.) City: Clarkston State: MI Date: 12/28/00 at: on:	Treasurer
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