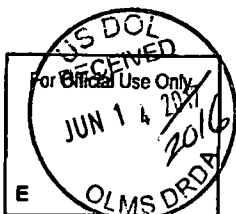


FORM LM-20

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)

622419

READ THE INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS REPORT.

1. File Number: C- 67195

Person Filing

2. Name and mailing address (include ZIP Code):

Name (Larry) LAWRENCE Caulfield

Title Operations Consultant

Organization

P.O. Box, Bldg., Room No., if any

Street 22 Court of St. Jude

City Sugar Land

State Texas

ZIP Code + 4 77479

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. ☒ 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):

Name Eric De Los Santos

Organization Staff Management Solutions, LLC

Trade Name, if any SM Cargo

P.O. Box, Bldg., Room No., if any

Street 1015 A. Street

City Tacoma

State Washington

ZIP Code + 4 95402

7. Date entered into:

5 / 12 / 2016

8. Name of person(s) through whom made:

Name Juan Tatis

Name

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

President
(If other title, see
Instructions)

Title Other (Specify)

Individual

14. Signed

Treasurer
(If other title, see
Instructions)

Title

Treasurer

On

5/12/2016

Date

281-728-3293

Telephone Number

On

Date

Telephone Number

564

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.):

Employed on a casual, per-hour basis with no agreement relative to duration or amount of hours to be performed. A written employment offer, which was previously issued in connection with non-persuader activities is attached.

Specific Activities to be Performed

11. For each activity, separately list in detail the information required (See instructions):

a. Nature of activity:

Conduct meetings to educate employers concerning collective bargaining and answer employee questions pertaining to unions

11.b. Period during which performed:

May 12, 2016 to Unknown

11.c. Extent performed:

Ongoing

11.d. Name and address through whom performed:

Name (Larry) ~~LAWRENCE~~ Caulfield

Organization

P.O. Box, Bldg., Room No., if any

Street 22 COURT OF ST. JUDE

City SUGAR LAND

State TX

ZIP Code + 4 77479

Additional Name and address through whom performed, if any:

Name

Organization

P.O. Box, Bldg., Room No., if any

Street

City

State

ZIP Code + 4

12.a. Identify subject groups of employees:

Employees performing cargo-related work at Houston Intercontinental Airport

12.b. Identify subject labor organizations:

International Association of Machinists

860 WEST EVERGREEN AVENUE
CHICAGO, ILLINOIS 60642 2634
312 915 0900 PHONE
312 915 0140 FAX

December 2, 2014

Larry Caulfield
22 Court of St Jude
Sugar Land, TX 77479



Dear Larry:

Congratulations on your verbal acceptance in re-joining Staff Management, a TrueBlue company, as Operations Consultant at our on-site office in Houston, TX. Several topics were covered during the interview process, and I would like to address certain aspects of your employment as well as the compensation package for this position.

Start Date

We would like to have a start date of December 02, 2014, and we require your written acceptance of this letter no later than December 04, 2014. You will be reporting to Juan Tatis, Director of Operations.

Compensation

You will be paid weekly with a one-week delay (you will receive your first week's paycheck on the second Friday after your start date). You will be paid \$48.00 hourly for all hours worked and you will be paid time-and-one-half for any hours worked more than 40 in a single work week, however all overtime must be pre-approved.

Schedule and Responsibilities

Although flexibility is important to any Operations Consultant's success, your typical schedule will be discussed with you. As an Operations Consultant, occasionally you will be required to work outside your typical schedule, at your discretion and your manager's discretion, to meet specific deadlines and to complete project work.

The expected responsibilities for this position have been discussed with you in detail. However, we will review your daily and weekly frameworks as well as the standard roles and responsibilities of your position as part of your training. In addition, the company's culture is that employees should do whatever it takes to exceed the client's expectations.

Agreements

All staff is required to sign our Employee, Handbook, Restrictive Covenant, Confidentiality, Security and Software Agreements.

Performance Evaluation

As a Staff Management temporary employee you will be an employee at will. During the first 30 days of your employment you will be on probation, therefore your manager will attempt to work with you to ensure that you are on task and appropriately filling your duties. You will receive one-on-one feedback from time to time and are welcome to solicit feedback at any time. As a Staff Management employee, you will quickly realize that day-to-day tasks indicate your effectiveness.



Direct Deposit

You are encouraged to participate in the direct deposit program to ensure that you have access to your online pay stubs. Please allow two to three weeks for verification of account numbers.

Insurance

On your 1st day of employment you are eligible to participate in the limited medical plan, life insurance, and STD plans provided by Nationwide and managed by our TPA, Fringe Benefits Group. Your first day of coverage will be the Monday following the first payroll employee contribution/deduction.

Uniforms

All members of Staff Management's Field Operation Service Teams are required to wear the Staff Management uniform during work hours. The basic uniform consists of a Staff Management shirt and khaki or navy pants. A similar dress code consisting of white, navy or denim top and khaki or navy pants are required until you are provided with a Staff Management shirt.

Remarks

Your employment with TrueBlue to be at-will and neither this letter nor any other oral or written representations may be considered a contract for any specific period of time. Your employment with TrueBlue can end at any time, with or without notice or cause. Both you and TrueBlue retain the option to end the employment relationship at any time.

Larry, you have made an impression on us throughout your employment with Staff Management. We believe that your skills and background are a strong match for the responsibilities and challenges of the Operations Consultant position. We hope that you share in our excitement and look forward to continued successes in working together. To confirm your acceptance of this offer, please sign on the appropriate area and submit your response by December 04, 2014 to your HR Business Unit via scan/email at hr@seatoncorp.com or fax to 877-674-7329.

If you have any questions regarding your on-boarding, employment or resources available to you as an employee, please contact our Human Resources Staff at hr@seatoncorp.com or at 888-732-8662 x3209, x3262, x3284, x3281.

Signature: _____

Date: 12/3/2014

Sincerely,

Janna Akhmetova
Human Resources Coordinator

cc: Employee File: Larry Caulfield