

# FORM LM-20

## AGREEMENT AND ACTIVITIES REPORT

Form approved  
Office of Management  
and Budget  
No. 1215-0188  
Expires 09-30-2011



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)

426706  
READ THE INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS REPORT.

1. File Number: C- 671

### Person Filing

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

Name Douglas P Seaton

Title Managing Partner

Organization Seaton, Beck & Peters, P.A.

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

Street 7300 Metro Blvd., Suite 500

City Minneapolis

State Minnesota

ZIP Code + 4 55439

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

Organization Plehal Blacktopping, Inc.

Trade Name, if any

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

Street 13060 Dem. Con. Drive

City Shakopee

State Minnesota

ZIP Code + 4 55379

7. Date entered into:

6 / 30 / 2009

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

Name Jack Van Remortel

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

Title Other (Specify)

Managing Shareholder

On

3/23/10  
Date

952-896-1700

Telephone Number

President  
(If other title, see  
instructions)

14. Signed

Title Other (Specify)

Shareholder

On

3/24/10  
Date

952-896-1700

Telephone Number

Treasurer  
(If other title, see  
instructions)

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.):

Employer agreed to pay an hourly fee based upon the current hourly fee of the attorney(s) providing the persuader services, together with reimbursement of any and all expenses in connection with providing such persuader services.

#### Specific Activities to be Performed

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

a. Nature of activity:

Met with employees to explain the collective bargaining process and the potential risks and costs of unionization.

11.b. Period during which performed:

June 2009

11.c. Extent performed:

Completed

11.d. Name and address through whom performed:

Name Alec J Beck  
Organization Seaton, Beck & Peters, P.A.  
P.O. Box, Bldg., Room No., if any  
Street 7300 Metro Blvd., Suite 500  
City Minneapolis  
State Minnesota ZIP Code + 4 55439

Additional Name and address through whom performed, if any:

Name Douglas P Seaton  
Organization Seaton, Beck & Peters, P.A.  
P.O. Box, Bldg., Room No., if any  
Street 7300 Metro Blvd., Suite 500  
City Minneapolis  
State Minnesota ZIP Code + 4 55439

12.a. Identify subject groups of employees:

Employees of Plehal Blacktopping, Inc.

12.b. Identify subject labor organizations:



**AGREEMENT BETWEEN SEATON, BECK & PETERS, P.A.  
AND PLEHAL BLACKTOPPING, INC.**

Seaton, Beck & Peters, ("SB&P") agrees to provide assistance to Plehal Blacktopping, Inc. ("Customer") in persuading employees to exercise or not to exercise, or persuading employees as to the manner of exercising, the right to organize and bargain collectively through representatives of their own choosing and/or provide information concerning the activities of employees or labor organizations in connection with labor disputes involving such employer, including but not limited to information to be used in conjunction with administrative or arbitral proceedings or criminal or civil judicial proceedings, commencing at the date set forth below and continuing so long as mutually agreeable, and Customer agrees to pay SB&P an hourly fee based upon the current hourly fee applicable to the person providing such services, together with reimbursement of any and all expenses in connection with providing such assistance.

The parties hereto have executed this Agreement to memorialize their verbal agreement of June 30, 2009.

**SEATON, BECK & PETERS, P.A.**  
**("SB&P")**

By: AL-2

Its: Shareholder

**PLEHAL BLACKTOPPING, INC.**  
**("CUSTOMER")**

By: [Signature]

Its: Vice Pres.