

# Agreement and Activities Report

## U.S. Department of Labor

Employment Standards Administration  
Office of Labor-Management Standards



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. 562

### A. Person Filing

1. Name and mailing address (include ZIP code): Douglas P. Seaton Seaton, Beck & Peters, P.A. 7301 Chms Lane, Suite 320 Edina, MN 55439	2. Any other address where records necessary to verify this report are kept:
3. Date fiscal year ends: 12/31/02	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): Advanced Energy Services 3650 Annapolis Lane North - Suite 105 Plymouth, MN 55447	6. Date entered into: 09/17/02
7. Names of persons through whom made: Gary Weber	
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):

Verbal agreement with employer to perform activities as directed by client at an hourly rate of \$225.00 per hour.

### 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:

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

##### b. Period during which performed:

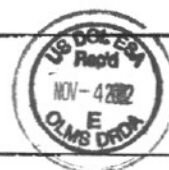
Fall 2002

##### c. Extent performed:

Two (2) meetings held with employees

##### d. Names and addresses of persons through whom performed:

Douglas P. Seaton and John F. Bowen  
Seaton, Beck & Peters, P.A.  
7301 Chms Lane, Suite 320, Edina, MN 55439



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

Employees of Advanced Energy Services

**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: (If other title, cross out and write in correct title above.)	SHAREHOLDER President	Signed: _____ (If other title, cross out and write in correct title above.)	Treasurer
City EDINA	State MN	Date on 10/18/02	City State Date

Form LM-20  
(Feb. 1990)