U S Department of Labor
Office of Labor Management Standards
Washington DC 20210

FORM LM-30
LABOR ORGANIZATION OFFICER AND EMPLOYEE REPORT

Form approved
Office of Management and Budget
No 1215-0188
Expires 11 30-2006

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

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READ THE INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS REPORT

1 File Number U 124881

2 Fiscal Year Covered From 1 / 1 / 2004 Through 12 / 31 / 2004

3 Name and address of person filing

Name James C Hale

P O Box Bldg Room No if any

Street 25 Century Boulevard

City Nashville

State Tennessee ZIP Code + 4 37214 3601

4 Name file number and address of labor organization

Name Laborers' International Union of North America

Labor Organization File Number 000 131

P O Box Building and Room Number if any

Street 905 16th Street N W

City Washington

State District of Columbia ZIP Code + 4 20006 1703

5 Position in labor organization VP & Reg Mgr Ohio Valley S State

Enter appropriate data below if during the past fiscal year you or your spouse or minor child directly or indirectly had any of the following interests (except as specified in the exclusions set forth in the instructions)

A Held an interest in engaged in transactions (including loans) with or derived income or other economic benefit of monetary value **from an employer whose employees your organization represents** or is actively seeking to represent

6 Name and address of Employer (including trade name if any)

Name

Trade Name if any

P O Box Bldg Room No if any

Street

City

State ZIP Code + 4

7 a Nature of Interest Transaction or Income

7 b Amount

Signature

15 Signature and verification The undersigned declares under penalty of Perjury and other applicable penalties of the 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 the section on penalties in the instructions)

Signed James C Hale On 8/13/05 Date 615-885-7196 Telephone Number

Name of Person Filing James Hale	File Number U

B Held an interest in or derived income or economic benefit with monetary value **from a business** (1) a substantial part of which consists of buying from selling or leasing to or otherwise dealing with the business of an employer whose employees your labor organization represents or is actively seeking to represent or (2) any part of which consists of buying from or selling or leasing directly or indirectly to or otherwise dealing with your labor organization or with a trust in which your labor organization is interested

8 Name and address of Business (including trade name if any)

Name Segal Bryant & Hamil

Trade Name if any

P O Box Bldg Room No if any

Street 10 South Wacker Drive

City Chicago

State Illinois ZIP Code + 4 60606-7482

9 Business deals with

- [ ] a Labor Organization
- [x] b Trust
- [ ] c Employer

10 If 9 b or 9 c is checked give trust or employer's name

Name Laborers' National Pension Fund

Trade Name if any

P O Box Bldg Room No if any

Street

City

State ZIP Code + 4

11 a Nature of such dealing

Segal Bryant & Hamil provides financial services to the Laborers National Pension Fund

11 b Approximate dollar value of such dealing unknown

12 a Nature of interest held or income received

4/19/04 Golf outing and lunch Amount unknown best estimate $100 to $115

12 b Amount

C **Received from any employer** (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name OVSS Laborers-Employers Coop & Educ Trust

Trade Name if any

P O Box Bldg Room No if any Suite 305

Street 25 Century Blvd

City Nashville

State Tennessee ZIP Code + 4 37214 3601

14 a Nature of payment

1/12/04 Ohio Valley and Southern States Laborers-Employers Cooperation & Education Trust Staff Meeting Meal

13 b Is the Business an Employer [ ] or Consultant [ ] ?

14 b Amount of payment. $91

Name of Person Filing James Hale	File Number U

Part C Continuation Page

C **Received from any employer** (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name OVSS Laborers Employers Coop & Educ Trust

Trade Name if any

P O Box Bldg Room No if any Suite 305

Street 25 Century Blvd

City Nashville

State Tennessee ZIP Code + 4 37214-3601

14 a Nature of payment

1/17/04 Trustee Preparation Meeting for National Tri-Fund Conference Meal

13 b Is the Business an Employer ☐ or Consultant ☐ ?

14 b Amount of payment $29

C **Received from any employer** (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name Laborers-Employers Coop & Education Trust

Trade Name if any

P O Box Bldg Room No if any

Street 905 16th Street N W

City Washington

State District of Columbia ZIP Code + 4 20006 1703

14 a Nature of payment

1/18/04 to 1/21/04 National Tri Fund Conference Lodging

13 b Is the Business an Employer ☐ or Consultant ☐ ?

14 b Amount of payment $1 137

C **Received from any employer** (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name Laborers-Employers Coop & Education Trust

Trade Name if any

P O Box Bldg Room No if any

Street 905 16th Street N W

City Washington

State District of Columbia ZIP Code + 4 20006-1703

14 a Nature of payment

1/18/04 National Tri-Fund Conference Reception Amount unknown best estimate $20 to $35

13 b Is the Business an Employer ☐ or Consultant ☐ ?

14 b Amount of payment

Name of Person Filing James Hale	File Number U

Part C Continuation Page

C Received from any employer (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name: Laborers-Employers Coop & Educ Trust

Trade Name if any:

P O Box Bldg Room No if any:

Street: 905 16th Street N W

City: Washington

State: District of Columbia ZIP Code + 4: 20006 1703

13 b Is the Business an Employer ☐ or Consultant ☐ ?

14 a Nature of payment

1/18/04 National Tri Fund Conference Dinner

14 b Amount of payment: $65

C Received from any employer (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name: Kentucky Training Fund

Trade Name if any:

P O Box Bldg Room No if any:

Street: 2000 U S Bypass South

City: Lawrenceburg

State: Kentucky ZIP Code + 4: 40342-9768

13 b Is the Business an Employer ☐ or Consultant ☐ ?

14 a Nature of payment.

1/21/04 National Tri-Fund Conference Kentucky Training Fund Dinner

14 b Amount of payment: $35

C Received from any employer (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name: Stack and Chimney Committee

Trade Name if any:

P O Box Bldg Room No if any:

Street: [address unknown]

City:

State: ZIP Code + 4:

13 b Is the Business an Employer ☐ or Consultant ☐ ?

14 a Nature of payment

1/31/04 Stack and Chimney Conference Golf outing Amount unknown best estimate $85

14 b Amount of payment:

Name of Person Filing James Hale	File Number U

Part C Continuation Page

C Received from any employer (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name: Stack and Chimney Committee

Trade Name if any:

P O Box Bldg Room No if any:

Street: [address unknown]

City:

State: ZIP Code + 4:

14 a Nature of payment

2/1/04 Stack and Chimney Conference Super Bowl Party Amount unknown best estimate $40

13 b Is the Business an Employer ☐ or Consultant ☐ ?

14 b Amount of payment

C Received from any employer (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name: Laborers' Health & Safety Fund of North Am

Trade Name if any:

P O Box Bldg Room No if any:

Street: 905 16th Street N W

City: Washington

State: District of Columbia ZIP Code + 4: 20006 1703

14 a Nature of payment

2/1/04 Laborers International Union of North America Women s Caucus Committee Meal

13 b Is the Business an Employer ☐ or Consultant ☐ ?

14 b Amount of payment $49

C Received from any employer (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name: Laborers Health & Safety Fund of North Am

Trade Name if any:

P O Box Bldg Room No if any:

Street: 905 16th Street N W

City: Washington

State: ZIP Code + 4: 20006-1703

14 a Nature of payment

2/2/04 NTXHW Plan 7 Termination Meal

13 b Is the Business an Employer ☐ or Consultant ☐ ?

14 b Amount of payment $50

Name of Person Filing James Hale	File Number U

Part C Continuation Page

C **Received from any employer** (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name: Laborers-Employers Coop & Education Trust

Trade Name if any:

P O Box Bldg Room No if any:

Street: 905 16th Street N W

City: Washington

State: District of Columbia ZIP Code + 4: 20006-1703

14 a Nature of payment: 2/17/04 & 2/18/04 Pipeline Conference Lodging

13 b Is the Business an Employer ☐ or Consultant ☐ ?

14 b Amount of payment: $185

C **Received from any employer** (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name: Laborers Employers Coop & Education Trust

Trade Name if any:

P O Box Bldg Room No if any:

Street: 905 16th Street N W

City: Washington

State: District of Columbia ZIP Code + 4: 20006 1703

14 a Nature of payment: 2/17/04 Pipeline Conference Lunch

13 b Is the Business an Employer ☐ or Consultant ☐ ?

14 b Amount of payment: $34

C **Received from any employer** (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name: Laborers Employers Coop & Education Trust

Trade Name if any:

P O Box Bldg Room No if any:

Street: 905 16th Street N W

City: Washington

State: District of Columbia ZIP Code + 4: 20006-1703

14 a Nature of payment: 2/18/04 Pipeline Conference Breakfast

13 b Is the Business an Employer ☐ or Consultant ☐ ?

14 b Amount of payment: $27

Name of Person Filing James Hale	File Number U

Part C Continuation Page

C **Received from any employer** (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name: Laborers-Employers Coop & Education Trust

Trade Name if any:

P O Box Bldg Room No if any:

Street: 905 16th Street N W

City: Washington

State: District of Columbia ZIP Code + 4: 20006-1703

13 b Is the Business an Employer ☐ or Consultant ☐ ?

14 a Nature of payment

2/18/04 Pipeline Conference Reception

14 b Amount of payment $77

C **Received from any employer** (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name: Laborers' National Pension Fund

Trade Name if any:

P O Box Bldg Room No if any:

Street: 14140 Midway Road

City: Dallas

State: Texas ZIP Code + 4: 75244-3672

13 b Is the Business an Employer ☐ or Consultant ☐ ?

14 a Nature of payment

2/24/05 & 2/25/05 Laborers National Pension Fund Board of Trustees Meetings Lodging

14 b Amount of payment $337

C **Received from any employer** (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name: Laborers' National Pension Fund

Trade Name if any:

P O Box Bldg Room No if any:

Street: 14140 Midway Road

City: Dallas

State: Texas ZIP Code + 4: 75244-3672

13 b Is the Business an Employer ☐ or Consultant ☐ ?

14 a Nature of payment

2/24/05 Laborers National Pension Fund Board of Trustees Meetings Meal

14 b Amount of payment $43

Name of Person Filing James Hale	File Number U

Part C Continuation Page

C **Received from any employer** (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name: Laborers' National Pension Fund

Trade Name if any:

P O Box Bldg Room No if any:

Street: 14140 Midway Road

City: Dallas

State: Texas ZIP Code + 4: 75244 3672

14 a Nature of payment.

2/25/05 Laborers' National Pension Fund Board of Trustees Meetings Dinner

13 b Is the Business an Employer [ ] or Consultant [ ] ?

14 b Amount of payment. $133

C **Received from any employer** (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name: Laborers' National Pension Fund

Trade Name if any:

P O Box Bldg Room No if any:

Street: 14140 Midway Road

City: Dallas

State: Texas ZIP Code + 4: 75244 3672

14 a Nature of payment.

2/26/05 Laborers National Pension Fund Board of Trustees Meetings Meal

13 b Is the Business an Employer [ ] or Consultant [ ] ?

14 b Amount of payment $28

C **Received from any employer** (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name: Build Fund

Trade Name if any:

P O Box Bldg Room No if any: Suite 204

Street: 5455 Corporate Drive

City: Troy

State: Michigan ZIP Code + 4: 48098 2620

14 a Nature of payment.

3/1/04 Meeting Meal Amount unknown best estimate $40 to $50

13 b Is the Business an Employer [ ] or Consultant [ ] ?

14 b Amount of payment

Name of Person Filing James Hale	File Number U

Part C Continuation Page

C **Received from any employer** (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name: OVSS Laborers-Employers Coop & Educ Trust

Trade Name if any:

P O Box Bldg Room No if any:

Street: 25 Century Boulevard

City: Nashville

State: Tennessee ZIP Code + 4: 37214-3601

14 a Nature of payment

3/4/04 North/South Relationship Building Meeting Dinner

13 b Is the Business an Employer ☐ or Consultant ☐ ?

14 b Amount of payment $131

C **Received from any employer** (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name: Laborers Health & Safety Fund of North Am

Trade Name if any:

P O Box Bldg Room No if any:

Street: 905 16th Street N W

City: Washington

State: District of Columbia ZIP Code + 4: 20006-1703

14 a Nature of payment

3/29/04 Builiding Construction Trades Department Conference Dinner

13 b Is the Business an Employer ☐ or Consultant ☐ ?

14 b Amount of payment. $196

C **Received from any employer** (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name: OVSS Laborers-Employers Coop & Educ Trust

Trade Name if any:

P O Box Bldg Room No if any:

Street: 25 Century Boulevard

City: Nashville

State: Tennessee ZIP Code + 4: 37214-3601

14 a Nature of payment

4/22/04 Trust Fund Meeting Meal

13 b Is the Business an Employer ☐ or Consultant ☐ ?

14 b Amount of payment $48

Name of Person Filing James Hale	File Number U

Part B Continuation Page

B Held an interest in or derived income or economic benefit with monetary value **from a business** (1) a substantial part of which consists of buying from selling or leasing to or otherwise dealing with the business of an employer whose employees your labor organization represents or is actively seeking to represent or (2) any part of which consists of buying from or selling or leasing directly or indirectly to or otherwise dealing with your labor organization or with a trust in which your labor organization is interested

8 Name and address of Business (including trade name if any)

Name Hibernia National Bank

Trade Name if any

P O Box Bldg Room No if any

Street 313 Carondelet Street

City New Orleans

State Louisiana ZIP Code + 4 70130 3109

9 Business deals with

- [ ] a Labor Organization
- [X] b Trust
- [ ] c Employer

10 If 9 b or 9 c is checked give trust or employer's name

Name South Central Training Fund

Trade Name if any

P O Box Bldg Room No if any P O Box 376

Street

City Livonia

State Louisiana ZIP Code + 4 70755 0376

11 a Nature of such dealing

Hibernia National Bank provides financial services to the South Central Training Fund

11 b Approximate dollar value of such dealing unknown

12 a Nature of interest held or income received

4/21/04 Dinner meeting

12 b Amount $65

Name of Person Filing James Hale	File Number U

Part C Continuation Page

C **Received from any employer** (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name: OVSS Laborers Employers Coop & Educ Trust

Trade Name if any:

P O Box Bldg Room No if any:

Street: 25 Century Boulevard

City: Nashville

State: Tennessee ZIP Code + 4: 37214-3601

13 b Is the Business an Employer ☐ or Consultant ☐ ?

14 a Nature of payment: 4/22/04 Trust Fund Meeting Meal

14 b Amount of payment: $30

C **Received from any employer** (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name: Laborers Employers Coop & Education Trust

Trade Name if any:

P O Box Bldg Room No if any:

Street: 905 16th Street N W

City: Washington

State: District of Columbia ZIP Code + 4: 20006 1703

13 b Is the Business an Employer ☐ or Consultant ☐ ?

14 a Nature of payment: 4/25/04 & 4/26/04 National Tri Fund Board of Trustees Meetings Lodging

14 b Amount of payment: $544

C **Received from any employer** (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name: Laborers' AGC Education & Training Fund

Trade Name if any:

P O Box Bldg Room No if any: P O Box 37

Street: 37 Deerfield Road

City: Pomfret Center

State: Connecticut ZIP Code + 4: 06259-1405

13 b Is the Business an Employer ☐ or Consultant ☐ ?

14 a Nature of payment: 4/26/04 National Tri Fund Board of Trustees Meetings Meal

14 b Amount of payment: $71

Name of Person Filing James Hale	File Number U

Part C Continuation Page

C **Received from any employer** (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name: Laborers-Employers Coop & Education Trust

Trade Name if any:

P O Box Bldg Room No if any:

Street: 905 16th Street N W

City: Washington

State: District of Columbia ZIP Code + 4: 20006 1703

14 a Nature of payment

4/26/04 National Tri Fund Board of Trustees Meetings Dinner

13 b Is the Business an Employer ☐ or Consultant ☐ ?

14 b Amount of payment $121

C **Received from any employer** (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name: Laborers Employers Coop & Education Trust

Trade Name if any:

P O Box Bldg Room No if any:

Street: 905 16th Street N W

City: Washington

State: District of Columbia ZIP Code + 4: 20006-1703

14 a Nature of payment

4/27/04 National Tri Fund Board of Trustees Meetings Dinner

13 b Is the Business an Employer ☐ or Consultant ☐ ?

14 b Amount of payment $112

C **Received from any employer** (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name: Laborers-Employers Coop & Education Trust

Trade Name if any:

P O Box Bldg Room No if any:

Street: 905 16th Street N W

City: Washington

State: ZIP Code + 4: 20006-1703

14 a Nature of payment

5/19/04 Meeting Refreshments

13 b Is the Business an Employer ☐ or Consultant ☐ ?

14 b Amount of payment $40

Name of Person Filing James Hale	File Number U

Part C Continuation Page

C **Received from any employer** (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name: OVSS Laborers-Employers Coop & Educ Trust

Trade Name if any:

P O Box Bldg Room No if any:

Street: 25 Century Boulevard

City: Nashville

State: Tennessee ZIP Code + 4: 37214-3601

13 b Is the Business an Employer ☐ or Consultant ☐ ?

14 a Nature of payment

5/20/04 Ohio Valley & Southern States Regional Staff Meeting Meal

14 b Amount of payment: $33

C **Received from any employer** (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name: OVSS Laborers Employers Coop & Educ Trust

Trade Name if any:

P O Box Bldg Room No if any:

Street: 25 Century Boulevard

City: Nashville

State: Tennessee ZIP Code + 4: 37214-3601

13 b Is the Business an Employer ☐ or Consultant ☐ ?

14 a Nature of payment

5/20/04 Staff Meeting Meal

14 b Amount of payment: $26

C **Received from any employer** (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name: OVSS Laborers-Employers Coop & Educ Trust

Trade Name if any:

P O Box Bldg Room No if any:

Street: 25 Century Boulevard

City: Nashville

State: Tennessee ZIP Code + 4: 37214-3601

13 b Is the Business an Employer ☐ or Consultant ☐ ?

14 a Nature of payment

5/27/04 Contractor Meeting Meal

14 b Amount of payment: $144

Name of Person Filing James Hale	File Number U

Part C Continuation Page

C **Received from any employer** (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name: OVSS Laborers-Employers Coop & Educ Trust

Trade Name if any:

P O Box Bldg Room No if any:

Street: 25 Century Boulevard

City: Nashville

State: Tennessee ZIP Code + 4: 37214 3601

14 a Nature of payment: 6/28/04 Meeting Meal

13 b Is the Business an Employer ☐ or Consultant ☐ ?

14 b Amount of payment: $51

C **Received from any employer** (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name: Laborers Employers Coop & Education Trust

Trade Name if any:

P O Box Bldg Room No if any:

Street: 905 16th Street N W

City: Washington

State: District of Columbia ZIP Code + 4: 20006-1703

14 a Nature of payment: 6/29/04 Dinner meeting

13 b Is the Business an Employer ☐ or Consultant ☐ ?

14 b Amount of payment: $29

C **Received from any employer** (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name: Laborers' Health & Safety Fund of North Am

Trade Name if any:

P O Box Bldg Room No if any:

Street: 905 16th Street N W

City: Washington

State: District of Columbia ZIP Code + 4: 20006-1703

14 a Nature of payment: 7/14/04 Dinner meeting

13 b Is the Business an Employer ☐ or Consultant ☐ ?

14 b Amount of payment: $38

Name of Person Filing James Hale	File Number U

Part C Continuation Page

C Received from any employer (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name: OVSS Laborers Employers Coop & Educ Trust

Trade Name if any:

P O Box Bldg Room No if any:

Street: 25 Century Boulevard

City: Nashville

State: Tennessee ZIP Code + 4: 37214 3601

13 b Is the Business an Employer [ ] or Consultant [ ] ?

14 a Nature of payment

7/15/04 Ohio Valley & Southern States Laborers Employers Cooperation & Education Trust Board of Trustees Meeting Meal

14 b Amount of payment: $62

C Received from any employer (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name: OVSS Laborers Employers Coop & Educ Trust

Trade Name if any:

P O Box Bldg Room No if any:

Street: 25 Century Boulevard

City: Nashville

State: Tennessee ZIP Code + 4: 37214-3601

13 b Is the Business an Employer [ ] or Consultant [ ] ?

14 a Nature of payment.

7/20/04 National Retiree Council Event Golf outing

14 b Amount of payment.: $204

C Received from any employer (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name: Laborers National Pension Fund

Trade Name if any:

P O Box Bldg Room No if any: Suite 105

Street: 14140 Midway Road

City: Dallas

State: Texas ZIP Code + 4: 75244 3672

13 b Is the Business an Employer [ ] or Consultant [ ] ?

14 a Nature of payment.

8/3/04 & 8/4/04 Laborers National Pension Fund Board of Trustees Meetings Lodging

14 b Amount of payment: $499

Name of Person Filing James Hale	File Number U

Part C Continuation Page

C **Received from any employer** (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name Laborers National Pension Fund

Trade Name if any

P O Box Bldg Room No if any

Street 14140 Midway Road

City Dallas

State Texas ZIP Code + 4 75244 3672

14 a Nature of payment

8/3/04 Laborers' National Pension Fund Board of Trustees Meetings Dinner

13 b Is the Business an Employer ☐ or Consultant ☐ ?

14 b Amount of payment $66

C **Received from any employer** (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name Laborers National Pension Fund

Trade Name if any

P O Box Bldg Room No if any

Street 14140 Midway Road

City Dallas

State Texas ZIP Code + 4 75244 3672

14 a Nature of payment

8/4/04 Laborers National Pension Fund Board of Trustees Meetings Dinner

13 b Is the Business an Employer ☐ or Consultant ☐ ?

14 b Amount of payment $66

C **Received from any employer** (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name Laborers National Pension Fund

Trade Name if any

P O Box Bldg Room No if any

Street 14140 Midway Road

City Dallas

State Texas ZIP Code + 4 75244-3672

14 a Nature of payment

8/5/04 Laborers National Pension Fund Board of Trustees Meetings Dinner Amount unknown best estimate $20 to $30

13 b Is the Business an Employer ☐ or Consultant ☐ ?

14 b Amount of payment

Name of Person Filing James Hale	File Number U

Part C Continuation Page

C **Received from any employer** (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name: Laborers Employers Coop & Education Trust

Trade Name if any:

P O Box Bldg Room No if any:

Street: 905 16th Street N W

City: Washington

State: District of Columbia ZIP Code + 4: 20006-1703

13 b Is the Business an Employer ☐ or Consultant ☐ ?

14 a Nature of payment

8/22/04 & 8/23/04 National Tri Fund Board of Trustees Meetings Lodging

14 b Amount of payment: $448

C **Received from any employer** (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name: Laborers Employers Coop & Education Trust

Trade Name if any:

P O Box Bldg Room No if any:

Street: 905 16th Street N W

City: Washington

State: District of Columbia ZIP Code + 4: 20006 1703

13 b Is the Business an Employer ☐ or Consultant ☐ ?

14 a Nature of payment.

9/16/04 Construction Marketing Meeting Dinner

14 b Amount of payment: $27

C **Received from any employer** (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name: Laborers Health & Safety Fund of North Am

Trade Name if any:

P O Box Bldg Room No if any:

Street: 905 16th Street N W

City: Washington

State: District of Columbia ZIP Code + 4: 20006-1703

13 b Is the Business an Employer ☐ or Consultant ☐ ?

14 a Nature of payment.

9/21/04 Southwest District Council Executive Board Meeting Meal

14 b Amount of payment: $46

Name of Person Filing James Hale	File Number U

Part C Continuation Page

C **Received from any employer** (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name Laborers-Employers Coop & Education Trust

Trade Name if any

P O Box Bldg Room No if any

Street 905 16th Street N W

City Washington

State District of Columbia ZIP Code + 4 20006 1703

14 a Nature of payment

10/7/04 Construction Marketing Meeting Dinner

13 b Is the Business an Employer ☐ or Consultant ☐ ?

14 b Amount of payment $34

C **Received from any employer** (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name Laborers National Pension Fund

Trade Name if any

P O Box Bldg Room No if any

Street 14140 Midway Road

City Dallas

State Texas ZIP Code + 4 75244 3672

14 a Nature of payment

10/26/04 & 10/27/04 Laborers National Pension Fund Board of Trustees Meetings Lodging

13 b Is the Business an Employer ☐ or Consultant ☐ ?

14 b Amount of payment $593

C **Received from any employer** (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name Laborers National Pension Fund

Trade Name if any

P O Box Bldg Room No if any

Street 14140 Midway Road

City Dallas

State Texas ZIP Code + 4 75244-3672

14 a Nature of payment

10/26/04 Laborers National Pension Fund Board of Trustees Meetings Dinner

13 b Is the Business an Employer ☐ or Consultant ☐ ?

14 b Amount of payment $112

Name of Person Filing James Hale	File Number U

Part B Continuation Page

B Held an interest in or derived income or economic benefit with monetary value **from a business** (1) a substantial part of which consists of buying from selling or leasing to or otherwise dealing with the business of an employer whose employees your labor organization represents or is actively seeking to represent or (2) any part of which consists of buying from or selling or leasing directly or indirectly to or otherwise dealing with your labor organization or with a trust in which your labor organization is interested

8 Name and address of Business (including trade name if any)

Name Jere Brassell So Benefit Administrators

Trade Name if any

P O Box Bldg Room No if any P O Box 1449

Street

City Goodlettsville

State Tennessee ZIP Code + 4

9 Business deals with

[ ] a Labor Organization

[X] b Trust

[ ] c Employer

10 If 9 b or 9 c is checked give trust or employer's name

Name Tennessee Laborers Health & Welfare Fund

Trade Name if any

P O Box Bldg Room No if any P O Box 1449

Street

City Goodlettsville

State Tennessee ZIP Code + 4

11 a Nature of such dealing

Southern Benefit Administrators serves as a third party administrator to the Tennessee Laborers Health & Welfare Fund

11 b Approximate dollar value of such dealing unknown

12 a Nature of interest held or income received

10/14/04 Dinner Amount unknown best estimate $60 to $80

12 b Amount

Name of Person Filing James Hale	File Number U

Part C Continuation Page

C **Received from any employer** (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name: Laborers National Pension Fund

Trade Name if any:

P O Box Bldg Room No if any:

Street: 14140 Midway Road

City: Dallas

State: Texas ZIP Code + 4: 75244-3672

14 a Nature of payment

10/27/04 Laborers National Pension Fund Board of Trustees Meeting Lunch

13 b Is the Business an Employer ☐ or Consultant ☐ ?

14 b Amount of payment $33

C **Received from any employer** (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name: Laborers' National Pension Fund

Trade Name if any:

P O Box Bldg Room No if any:

Street: 14140 Midway Road

City: Dallas

State: Texas ZIP Code + 4: 75244 3672

14 a Nature of payment

10/27/04 Laborers National Pension Fund Board of Trustees Meeting Dinner

13 b Is the Business an Employer ☐ or Consultant ☐ ?

14 b Amount of payment $128

C **Received from any employer** (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name: OVSS Laborers-Employers Coop & Educ Trust

Trade Name if any:

P O Box Bldg Room No if any:

Street: 25 Century Boulevard

City: Nashville

State: Texas ZIP Code + 4: 37214 3601

14 a Nature of payment

11/11/04 Reception

13 b Is the Business an Employer ☐ or Consultant ☐ ?

14 b Amount of payment $46

Name of Person Filing James Hale	File Number U

Part C Continuation Page

C **Received from any employer** (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name: Laborers' AGC Education & Training Fund

Trade Name if any:

P O Box Bldg Room No if any: P O Box 37

Street: 37 Deerfield Road

City: Pomfret Center

State: Connecticut ZIP Code + 4: 06259-1405

14 a Nature of payment

11/14/04 National Tri-Fund Board of Trustees Meetings Meal

13 b Is the Business an Employer ☐ or Consultant ☐ ?

14 b Amount of payment $30

C **Received from any employer** (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name: Laborers -AGC Education & Training Fund

Trade Name if any:

P O Box Bldg Room No if any: P O Box 37

Street: 37 Deerfield Road

City: Pomfret Center

State: Connecticut ZIP Code + 4: 06259 1405

14 a Nature of payment

11/14/04 & 11/15/05 National Tri Fund Board of Trustees Meetings Lodging

13 b Is the Business an Employer ☐ or Consultant ☐ ?

14 b Amount of payment $440

C **Received from any employer** (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name: Laborers AGC Education & Training Fund

Trade Name if any:

P O Box Bldg Room No if any: P O Box 37

Street: 37 Deerfield Road

City: Pomfret Center

State: Connecticut ZIP Code + 4: 06259-1405

14 a Nature of payment

11/15/05 National Tri Fund Board of Trustees Meetings Meal

13 b Is the Business an Employer ☐ or Consultant ☐ ?

14 b Amount of payment $30

Name of Person Filing James Hale	File Number U

Part C Continuation Page

C **Received from any employer** (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name OVSS Laborers-Employers Coop & Educ Trust

Trade Name if any

P O Box Bldg Room No if any

Street 25 Century Boulevard

City Nashville

State Tennessee ZIP Code + 4 37214 3601

14 a Nature of payment

11/17/04 Meeting Meal

13 b Is the Business an Employer ☐ or Consultant ☐ ?

14 b Amount of payment $39

C **Received from any employer** (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name OVSS Laborers Employers Coop & Educ Trust

Trade Name if any

P O Box Bldg Room No if any

Street 25 Century Boulevard

City Nashville

State Tennessee ZIP Code + 4 37214 3601

14 a Nature of payment

11/29/04 Regional Conference Staff Meeting Meal

13 b Is the Business an Employer ☐ or Consultant ☐ ?

14 b Amount of payment $72

C **Received from any employer** (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name Rose Mary Hughes

Trade Name if any

P O Box Bldg Room No if any

Street [address unknown]

City

State ZIP Code + 4

14 a Nature of payment

December 2004 Holiday gift Barbequed Meat
Amount unknown best estimate $25 to $30

13 b Is the Business an Employer ☐ or Consultant ☐ ?

14 b Amount of payment

Name of Person Filing James Hale	File Number U

Part C Continuation Page

C **Received from any employer** (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name: S Cen Laborers' Training & Apprent Fund

Trade Name if any:

P O Box Bldg Room No if any: P O Box 376

Street:

City: Livonia

State: Louisiana ZIP Code + 4: 70755-0376

14 a Nature of payment.

January 2004 South Central Laborers Training and Apprenticeship Fund Board of Trustees Meeting Meal

13 b Is the Business an Employer ☐ or Consultant ☐ ?

14 b Amount of payment. $49

C **Received from any employer** (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name: S Cen Laborers Training & Apprent Fund

Trade Name if any:

P O Box Bldg Room No if any: P O Box 376

Street:

City: Livonia

State: Louisiana ZIP Code + 4: 70755-0376

14 a Nature of payment

April 2004 South Central Laborers Training and Apprenticeship Fund Board of Trustees Meeting Meal

13 b Is the Business an Employer ☐ or Consultant ☐ ?

14 b Amount of payment $47

C **Received from any employer** (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13 a Name and address of Employer or Labor Relations Consultant (including trade name if any)

Name: S Cen Laborers' Training & Apprent Fund

Trade Name if any:

P O Box Bldg Room No if any: P O Box 376

Street:

City: Livonia

State: Louisiana ZIP Code + 4: 70755-0376

14 a Nature of payment

April 2004 South Central Laborers Training and Apprenticeship Fund Board of Trustees Meeting Meal

13 b Is the Business an Employer ☐ or Consultant ☐ ?

14 b Amount of payment. $30

Addenda to Form LM-30 Labor Organization Officer and Employee Report

JAMES C HALE
File Number U -
Laborers' International Union of North America, Organization File Number 000 -131
Fiscal Year Covered From 1/1/04 through 12/31/04

ADDENDUM A

On several occasions in 2004, particularly during holiday seasons, I recall that I was given complimentary items At no time did I solicit such items, and they were sent to my office without my prior knowledge or authorization I did not retain possession of any of these items, as I shared them with the individuals in my office My actions were in line with published Office of Government Ethics guidelines, which state, "When it is not practical to return a tangible item because it is perishable, the item may, at the discretion of the employee's supervisor or an agency ethics official, be given to an appropriate charity, shared within the recipient's office, or destroyed " C F R 2635 205

ADDENDUM B

On several occasions in 2004 I recall complimentary gifts were sent without my request to my hotel room, such as a fruit basket, cheese basket, bottle of wine or spirits, etc I have no recollection or knowledge as to the value of the item, nor as to the purchaser or provider of such item

ADDENDUM C

I recall that I received unsolicited items at golf outings/tournaments, such as a sleeve of balls, a golf club or golf apparel, etc , in connection with a round of golf, which I have reported At no time did I solicit such an item, and I have no specific recollection of receipt of any such item, nor knowledge as to the value of the item

ADDENDUM D

I have personal friendships with individuals who may be employed by reportable entities under the Labor-Management Reporting and Disclosure Act, which exist separate and apart from my role as a union officer/employee In 2004, it is conceivable that I received the benefit of a meal, refreshment or social event from these individuals, which I did not report because I do not have any records of these personal encounters and have no specific recollection of any benefits received

ADDENDUM E

It is conceivable that I received the benefit of a meal, refreshment or social event from an individual who may be employed by a reportable entity under the Labor-Management Reporting and Disclosure Act, which I did not report because I do not have any records of these encounters and have no specific recollection of any benefits received

Addenda to Form LM-30 Labor Organization Officer and Employee Report (page 2)

JAMES C HALE
File Number U -
Laborers' International Union of North America, Organization File Number 000 -131
Fiscal Year Covered From 1/1/04 through 12/31/04

ADDENDUM F

I am not reporting any benefits that I may have received from a political action committee ("PAC") My understanding is that PACs report all receipts and disbursements under the Federal Election Campaign Act, and I do not need to report under the Labor-Management Reporting and Disclosure Act

ADDENDUM G

I am not reporting any benefits that I may have received in 2004 from labor organizations affiliated with the Laborers' International Union of North America ("LIUNA"), my employer, or other labor organizations My understanding of guidance received by the AFL-CIO from the Department of Labor is that benefits received from LIUNA-affiliated labor organizations and other labor organizations are not reportable on the LM-30 report and I am following that guidance

James C Hale
Vice President and Regional Manager
Laborers' International Union of North America
Ohio Valley and Southern States Regional Office
25 Century Boulevard
Suite 305
Nashville, TN 37214

August 15, 2005

U S Department of Labor
Employee Standards Administration
Office of Labor-Management Standards
200 Constitution Avenue, NW
Room N-5616
Washington, D C 20210

Re **Form LM-30 Filing for James C Hale, U-**
Labor Organization File No 000 - 131

Dear Sir or Madam

Enclosed is my Labor Organization Officer and Employee Report LM-30 for the 2004 reporting period In filing the report, I have reviewed all of my available 2004 records as well as my recollection of benefits I may have received I have provided my best estimate or an estimated price range for the value of the benefit received where I have no knowledge as to an exact amount Further, in completing the LM-30 report, I have consulted with legal counsel and have obtained and have relied upon legal advice

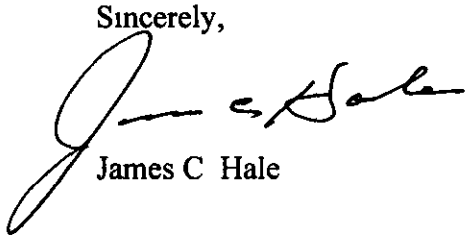
As you know, it was not until March of this year that the Department of Labor initially announced its intention to provide additional guidance to the reporting community concerning the LM-30 report, to seek systemic compliance with these requirements, and to apply standards adopted in 2005 retroactively to 2004 as a base year in that effort Further, the Department since that time has continued to issue and revise its compliance advice, including guidance regarding related benefit funds My understanding is that the Department's guidance to date on LM-30 reporting is still changing and remains uncertain in various particulars

It may be possible that a covered employer or business not listed on my LM-30 report for 2004 provided something of value as to which I have no documentary record nor any present specific recollection In accordance with your guidance, it is my understanding that, in that circumstance, I am not required to take any further action

This filing reflects my good faith effort to comply with the LM-30 reporting provisions and in doing so, I have relied upon the advice of legal counsel and the evolving guidance from the Department The enclosed material represents my best recollection and estimate of all

lawfully reported benefits that I received in 2004 By reporting any items on this LM-30 Report, I do not concede that any of the items must be reported under 29 U S C 432, or that I did not receive such items within the provisions of 29 U S C 186(c)

Sincerely,



James C Hale

Enclosure