


# FORM LM-3 LABOR ORGANIZATION ANNUAL REPORT

**FOR USE BY LABOR ORGANIZATIONS WITH LESS THAN \$200,000 IN TOTAL ANNUAL RECEIPTS**

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.

READ THE INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS REPORT.

For Official Use Only  	1. FILE NUMBER  0 4 3 - 7 7 8	2. PERIOD COVERED MO DAY YEAR From 0 1 0 1 2 0 0 4 Through 1 2 3 1 2 0 0 4	3. (a) AMENDED — If this is an amended report correcting a previously filed report, check here:  (b) TERMINAL — If your organization ceased to exist and this is its terminal report, see Section XII of the instructions and check here:  (c) SUBSIDIARY — If this is a report for a subsidiary organization of your union as defined in Section X of the instructions, check here:
	<p align="center"><b>IMPORTANT</b></p> <p>F "DEAN RICE 3 043-778 ige                  a ENGINEERS, OPERATING, AFL-CIO 331                  LU 305                  If 225 41ST AVE E ik.                  SUPERIOR WI 54880-4236                  If 12/2004                  It</p>		8. MAILING ADDRESS (Type or print in capital letters.)  First Name  Last Name  P.O. Box • Building and Room Number (if any)  Number and Street  City  State ZIP Code + 4
4. AFFILIATION OR ORGANIZATION NAME			
5. DESIGNATION (Local, Lodge, etc.)		6. DESIGNATION NUMBER	
7. UNIT NAME (if any)			
9. Are your organization's records kept at its mailing address? (If "No," provide address in Item 56.) Yes <input checked="" type="checkbox"/> No			

56. ADDITIONAL INFORMATION (If more space is needed, attach additional pages properly identified.)

Item Number	
58	Principal Financial Officer is the Financial Secretary
14	Audit performed by independent CPA Firm: Esterbrooks and Associates 1511 Tower Avenue Superior, WI 54880

Each of the undersigned, duly authorized officers of the above labor organization, declares, under the 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 VI on penalties in the instructions.)

57. SIGNED: <u>David Olson</u> 3 1 1 0 1 0 5 7 7 1 5 3 9 8 7 7 1 6 Date Telephone Number	PRESIDENT (If other title, see instructions.)	58. SIGNED: <u>Dean H Rice</u> 3 1 9 1 0 5 (715) 398 - 8200 Date Telephone Number	TREASURER (If other title, see instructions.) Financial Secretary
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*During the Reporting Period Did Your Organization:*

- |  |                                     |                                     |
|--|-------------------------------------|-------------------------------------|
|  | Yes                                 | No                                  |
| 10. Have a "subsidiary organization" as defined in Section X of the instructions? .....  | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |
| 11. Create or participate in the administration of a trust or other fund or organization, as defined in the instructions, which provides benefits for members or their beneficiaries? .....              | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |
| 12. Have a political action committee (PAC) fund? .....  | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |
| 13. Acquire or dispose of any goods or property in any manner other than by purchase or sale? .....  | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |
| 14. Have an audit or review of its books and records by an outside accountant or by a parent body auditor/representative? .....  | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |
| 15. Discover any loss or shortage of funds or other property? .....  | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |
| <i>(Answer "Yes" even if there has been repayment or recovery.)</i>  |                                     |                                     |
| 16. Have any officer who was paid \$10,000 or more by your organization and also received \$10,000 or more as an officer or employee of another labor organization or of an employee benefit plan? ..... | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |
| 17. Pay any employee salary, allowances, and other expenses which, together with any payments from affiliates, totaled more than \$10,000? .....   | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |
| 18. Have loans totaling more than \$250 to any officer, employee, or member, or make any loans to a business enterprise? .....   | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |

*(If the answer to any of the above questions is "Yes," provide details in Item 56 on page 1 as explained in the instructions for each item.)*

19. How many members did your organization have at the end of the reporting period? ..... 1 1 3

20. What is the maximum amount recoverable under your organization's fidelity bond for a loss caused by any officer or employee of your organization? ..... \$ 5 0 0 0

21. During the reporting period, did your organization have any changes in its constitution and bylaws (other than rates of dues and fees) or in practices/procedures listed in the instructions? ..... Yes No  
*(If the constitution and bylaws have changed, attach two new dated copies. If practices/procedures have changed, see the instructions.)* ..... X

22. What is the date of your organization's next regular election of officers? ..... MO YEAR  
 0 8 2 0 0 7

23. What are your organization's rates of dues and fees?  
*(Enter a minimum and maximum if more than one rate applies for any line.)*

Rates of Dues and Fees	
(a) Regular Dues/Fees	\$ 25 per Month <i>(Month, Year, etc.)</i>
(b) Initiation Fees	\$ 100
(c) Transfer Fees	\$ 0
(d) Work Permits	\$ 0 per N/A <i>(Month, Year, etc.)</i>

**24. ALL OFFICERS AND DISBURSEMENTS TO OFFICERS**

Enter Amounts in Dollars Only — Do Not Enter Cents

FILE NUMBER: 0 4 3 — 7 7 8

(A) Name <small>(List all persons who held office during the reporting period even if they received no salary or other disbursements. Use all capital letters.)</small>		Gross Salary (before taxes and other deductions) (D)	Allowances and Other Disbursements (E)	Total (F)								
(B) Title <small>(Enter title of officer, such as PRESIDENT or TREASURER.)</small>	Status (C)*											
1.	<table border="0"> <tr> <td style="text-align: right;"><small>Last Name</small></td> <td>A R O</td> <td style="text-align: right;"><small>First Name</small></td> <td>D O N A L D</td> </tr> <tr> <td style="text-align: right;"><small>Title</small></td> <td>P R E S I D E N T</td> <td style="text-align: right;"><small>Status</small></td> <td>C</td> </tr> </table>	<small>Last Name</small>	A R O	<small>First Name</small>	D O N A L D	<small>Title</small>	P R E S I D E N T	<small>Status</small>	C	1 7 5 1	4 0	1 7 9 1
<small>Last Name</small>	A R O	<small>First Name</small>	D O N A L D									
<small>Title</small>	P R E S I D E N T	<small>Status</small>	C									
2.	<table border="0"> <tr> <td style="text-align: right;"><small>Last Name</small></td> <td>H A N S E N</td> <td style="text-align: right;"><small>First Name</small></td> <td>R O N A L D</td> </tr> <tr> <td style="text-align: right;"><small>Title</small></td> <td>V I C E - P R E S I D E N T</td> <td style="text-align: right;"><small>Status</small></td> <td>P</td> </tr> </table>	<small>Last Name</small>	H A N S E N	<small>First Name</small>	R O N A L D	<small>Title</small>	V I C E - P R E S I D E N T	<small>Status</small>	P	5 6 0	2 0	5 8 0
<small>Last Name</small>	H A N S E N	<small>First Name</small>	R O N A L D									
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3.	<table border="0"> <tr> <td style="text-align: right;"><small>Last Name</small></td> <td>J A C O B S O N</td> <td style="text-align: right;"><small>First Name</small></td> <td>C H A R L E S</td> </tr> <tr> <td style="text-align: right;"><small>Title</small></td> <td>R E C O R D I N G S E C R E T A R Y</td> <td style="text-align: right;"><small>Status</small></td> <td>N</td> </tr> </table>	<small>Last Name</small>	J A C O B S O N	<small>First Name</small>	C H A R L E S	<small>Title</small>	R E C O R D I N G S E C R E T A R Y	<small>Status</small>	N	3 7 5		3 7 5
<small>Last Name</small>	J A C O B S O N	<small>First Name</small>	C H A R L E S									
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<small>Last Name</small>	L A V A L L E E	<small>First Name</small>	T H O M A S									
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<small>Last Name</small>	P A U L S O N	<small>First Name</small>	J A N E T									
<small>Title</small>	R E C O R D I N G S E C R E T A R Y	<small>Status</small>	N									
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<small>Last Name</small>	R I C E	<small>First Name</small>	D E A N									
<small>Title</small>	F I N A N C I A L S E C R E T A R Y	<small>Status</small>	C									
7.	<table border="0"> <tr> <td style="text-align: right;"><small>Last Name</small></td> <td>G O N D E K</td> <td style="text-align: right;"><small>First Name</small></td> <td>R O B E R T</td> </tr> <tr> <td style="text-align: right;"><small>Title</small></td> <td>T R E A S U R E R</td> <td style="text-align: right;"><small>Status</small></td> <td>C</td> </tr> </table>	<small>Last Name</small>	G O N D E K	<small>First Name</small>	R O B E R T	<small>Title</small>	T R E A S U R E R	<small>Status</small>	C	1 1 8 1	7	1 1 8 8
<small>Last Name</small>	G O N D E K	<small>First Name</small>	R O B E R T									
<small>Title</small>	T R E A S U R E R	<small>Status</small>	C									
8.	Totals from additional pages (if any)											
9.	Totals of Lines 1 through 8			7 4 0 4								
			10. Less Deductions									
Enter the Total from Line 11 in .....			Item 45 ⇨	11. Net Disbursements 7 4 0 4								

\*Code for Status (C): past officer — P; continuing officer — C; new officer during the reporting period — N.

(If any officer was not elected at a regular election in accordance with your organization's constitution and bylaws, explain in Item 56 on page 1.)

**Enter Amounts in Dollars Only — Do Not Enter Cents**

FILE NUMBER: 0 4 3 - 7 7 8

STATEMENT A ASSETS AND LIABILITIES	ASSETS		LIABILITIES			
	Item	Start of Reporting Period (A)	End of Reporting Period (B)	Item	Start of Reporting Period (C)	End of Reporting Period (D)
	25. Cash .....	4 7 9 1 0	5 2 9 8 9	32. Accounts Payable .....		
	26. Loans Receivable .....			33. Loans Payable .....		
	27. U.S. Treasury Securities .....			34. Mortgages Payable .....		
	28. Investments .....			35. Other Liabilities .....		
	29. Fixed Assets .....			36. TOTAL LIABILITIES .....		
	30. Other Assets .....					
	31. TOTAL ASSETS .....	4 7 9 1 0	5 2 9 8 9	37. NET ASSETS (Item 31 less Item 36) .....	4 7 9 1 0	5 2 9 8 9

STATEMENT B RECEIPTS AND DISBURSEMENTS	CASH RECEIPTS		CASH DISBURSEMENTS	
	Item	AMOUNT	Item	AMOUNT
	38. Dues .....	3 2 9 2 5	45. To Officers (from Item 24) .....	7 4 0 4
	39. Per Capita Tax .....	0	46. To Employees (less deductions) .....	9 5 0
	40. Fees, Fines, Assessments & Work Permits .....	9 0 0	47. Per Capita Tax .....	1 1 4 7 6
	41. Interest & Dividends .....	3 1 1	48. Office & Administrative Expense .....	3 2 3
	42. Sale of Investments & Fixed Assets .....	0	49. Professional Fees .....	7 7 0 4
	43. Other Receipts .....	0	50. Benefits .....	8 0 0
	44. TOTAL RECEIPTS .....	3 4 1 3 6	51. Contributions, Gifts & Grants .....	4 0 0
			52. Purchase of Investments & Fixed Assets .....	0
			53. Loans Made .....	0
			54. Other Disbursements .....	
			55. TOTAL DISBURSEMENTS .....	2 9 0 5 7

**If total receipts reported in Item 44 are \$200,000 or more, your organization must file Form LM-2 instead of this form.**