

FORM LM-3 LABOR ORGANIZATION ANNUAL REPORT

U.S. Department of Labor
Office of Labor-Management Standards
Washington, DC 20210

FOR USE ONLY BY LABOR ORGANIZATIONS WITH LESS THAN \$250,000 IN TOTAL ANNUAL RECEIPTS

Form Approved
Office of Management and Budget
No. 1245-0003
Expires: 01-31-2028

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 082-437	2. PERIOD COVERED	3. (a) AMENDED - Is this an amended report:	No
		From 01/01/2025	(b) HARDSHIP - Filed under the hardship procedures:	No
		Through 12/31/2025	(c) TERMINAL - Is this a terminal report:	No

4. AFFILIATION OR ORGANIZATION NAME LETTER CARRIERS, NATL ASN, AFL-CIO		8. MAILING ADDRESS (Type or print in capital letters)	
		First Name Richard	Last Name Hays
5. DESIGNATION (Local, Lodge, etc.) BRANCH	6. DESIGNATION NBR 4276	P.O Box - Building and Room Number PO BOX 10276	
7. UNIT NAME (if any)		Number and Street 909 University City Blvd.	
9. Are your organization's records kept at its mailing address? No		City BLACKSBURG	
		State VA	ZIP Code + 4 240620276

Each of the undersigned, duly authorized officers of the above labor organization, declares, under penalty of perjury and other applicable penalties of law, that all of the information submitted in this report (including information contained in any accompanying documents) has been examined by the signatory and is, to the best of the undersigned individual's knowledge and belief, true, correct and complete (See Section VI on penalties in the instructions.)

57. SIGNED: sergio m hendricks	PRESIDENT	58. SIGNED: Richard J Hays	TREASURER
Date: Apr 03, 2026	Contact Info: 540-250-2532	Date: Apr 01, 2026	Contact Info: 307-761-0057

During the Reporting Period Did Your Organization:

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

- 19. How many members did your organization have at the end of the reporting period? 21
- 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? \$10,000
- 21. During the reporting period, did your organization have any changes in its constitution or bylaws (other than rates of dues and fees) or in practices/procedures listed in the instructions? No
- 22. What is the date of the labor organization's next regular election of officers? 12/2026
- 23. What are the labor organization's rates of dues and fees?

Rates of Dues and Fees				
Dues/Fees	Amount	Unit	Minimum	Maximum
(a) Regular Dues/Fees	19.67	per	0	19.67
(b) Initiation Fees		per		
(c) Transfer Fees		per		
(d) Work Permits		per		

24. ALL OFFICERS AND DISBURSEMENTS TO OFFICERS

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(A) Name (List all persons who held office during the reporting period even if they received no salary or other disbursements)		Gross Salary (before taxes and other deductions) (D)	Allowances and Other Disbursements (E)	TOTAL (F)
(B) Title (Enter title of officer, such as PRESIDENT or TREASURER)	(C) Status *			
Hendicks Sergio	M	\$720	\$0	\$720
President	C			
Fulton John	C	\$2,360	\$2,197	\$4,557
Shop Steward				
Total Disbursements to Officers		\$3,080	\$2,197	\$5,277
			Less Deductions	\$0
The Total from Net Disbursements will be entered in Item 45			Net Disbursements	\$5,277
** Code (C) Status: 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.)	

STATEMENT A - ASSETS AND LIABILITIES

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ASSETS	Start of Reporting Period (A)	End of Reporting Period (B)	LIABILITIES	Start of Reporting Period (C)	End of Reporting Period (D)
25. Cash	\$13,501	\$16,486	32. Accounts Payable	\$0	\$0
26. Loans Receivable	\$0	\$0	33. Loans Payable	\$0	\$0
27. U.S. Treasury Securities	\$0	\$0	34. Mortgages Payable	\$0	\$0
28. Investments	\$0	\$0	35. Other Liabilities	\$0	\$0
29. Fixed Assets	\$0	\$0	36. TOTAL LIABILITIES	\$0	\$0
30. Other Assets	\$2,987	\$2,987			
31. TOTAL ASSETS	\$16,488	\$19,473	37. NET ASSETS	\$16,488	\$19,473

STATEMENT B - RECEIPTS AND DISBURSEMENTS

CASH RECEIPTS	AMOUNT	CASH DISBURSEMENTS	AMOUNT
38. Dues	\$11,474	45. To Officers (from item 24)	\$5,277
39. Per Capita Tax	\$0	46. To Employees (less deductions)	\$0
40. Fees, Fines, Assessments, Work Permits	\$0	47. Per Capita Tax	\$0
41. Interest and Dividends	\$0	48. Office and Administrative Expense	\$1,639
42. Sale of Investments and Fixed Assets	\$0	49. Professional Fees	\$120
43. Other Receipts	\$0	50. Benefits	\$0
44. TOTAL RECEIPTS	\$11,474	51. Contributions, Gifts, and Grants	\$0
If total receipts reported in Item 44 are \$250,000 or more, your organization must file Form LM-2 instead of this form.		52. Purchase of Investments and Fixed Assets	\$0
		53. Loans Made	\$0
		54. Other Disbursements	\$1,453
		55. TOTAL DISBURSEMENTS	\$8,489

56. ADDITIONAL INFORMATION SUMMARY

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Address of Record: The records are kept at the Blacksburg Post Office 909 University City Blvd., Blacksburg, VA 24060Statement A,Other Asset Begin Total: : The begining amount from the 2024 LM-3 report is \$2,987.Statement A,Cash Begin Total: : End of reporting period amount from 2024 LM-3 report is \$13,501.