U.S. Department of Labor

Office of Labor-Management

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This report is mandatory under P.L. 86-257 as amended. Failure to comply may result in criminal prosecution, times and civil penalties as provided by 29 U.S.C. 439, 440.

OMB No. 1214-0001

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 1969, as amended (LMRDA). File No. C. 483

A. Person Filling		
 Name and mailing address (include ZIP code): CRUZ & ASSO CIATES, INC. 10201 TRADEMARK, #C RANCHO CUCAMONGA, CA 917. 	Any other address where records necessary to verily this report are kept:	
Date fiscal year ends: 4. Type of pers	PRODUCTION OF THE STATE OF THE	
12-31-02 a. 🗆 Indiv	idual b. Dertnership c. CX Corporation d. D Other (Specify):	
B. Nature of Agreement or Arrangement		
5. Full name and address of employer with whom ma	ada (includa 2IP coda): 6. Date enlered into:	
ASSI SUPER	01/06/02	
3525 W. 8TH STREET	7. Names of persons through whom made:	
LOS ANGELES, CA 90005	DANIEL RHEE	
	object of the activities undertaken, is directly or indirectly:	
 a. (XTo persuade employees to exercise or not collectively through representatives of the 	to exercise, or persuade employees as to the manner of exercising, the right to organize and bargain in own choosing.	
 To supply an employer with information co- ing such employer, except information for ceeding. 	incerning the activities of employees or a labor organization in connection with a labor dispute involv- use solely in conjunction with an administrative or arbitral proceeding or a criminal or civil judicial pro-	
 Terms and conditions (Explain in detail; see Part 8 	3-9 of matructions):	
DO CUMENTS FOR QUESTION A	NG TO THE UNIONS, USING NLRB DO CUMENTS AND UNION ND ANSWER.	
C. Specific Activities to be Performed		
 For each activity, separately list in detail the info 	imation required (See Part G-10 of instructions):	
a. Nature of activity:		
HELD EMPLO YEE MEETINGS IN	SMALL GROUPS TO INFORM THEM ON UNIONS.	
b. Period during which performed.	c. Extent performed:	
ON GOING HELD MEETINGS WITH EMPLOYEES		
d. Names and addresses of persons through wh	nom performed:	
FERNANDO RIVERA. CA	ARLOS ORTIZ, JUDY CASTILLO	
	[]n]	
 Identify (a) Subject employees, groups of employ 	yees, and (b) labor organizations: JUL JUN 2 5 2002	
IMMIGRANT WORKERS UNIO	USDOL/ESA OLMS/DOE/SRD	
D. Verification and Signature. The person in item	a 1 above and each of his undersigned authorized officers declares, under penalty of law, that all in	

tormation 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:

ongo	Lupe (My	CEO President	OMISU.		Treasurer
11/6	hip title, class out and	write in carrect title a	bove.)	Of other title, cross out and write	in correct title above.)	
**********	City	State		Clty	State	Date
àt.	RANCHO CUC	AMONGA, CA	on: 02/01/02	at:		cn:

U.S. Department of Labor

Office of Labor-Management



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C. File No.

Nature of Agreement or Arrangement Full name and address of employer with whom made (include 2IP co WASTE MANAGEMENT - Green Valley 1001 FARRIN, SUTTE 4000 HOUSTON, TX 77002 Check the appropriate box to indicate whether an object of the active. a. (X) To persuade employees to exercise or not to exercise, or percollectively through representatives of their own choosing. b. (1) To supply an employer with information concerning the activing such employer, except information for use solely in conjunction.	7. Names of persons through whom made: MARK SCHWARTZ vities endertaken, is directly or indirectly: ersuade employees as to the manner of exercising, the right to organize and bargain vities of employees or a labor croanization in connection with a labor dispute involv-
a. ☐ Individual b. ☐ P Nature of Agreement or Arrangement Full name and address of employer with whom made (include ZIP or WASTE MANA@HMENT - Green Valley 1001 FARMIN, SUITE 4000 HOUSTON, TX 77002 Check the appropriate box to indicate whether an object of the active. a. ☐ To persuade employees to exercise or not to exercise, or percollectively through representatives of their own chocking. b. ☐ To supply an employer with information concerning the active ing such employer, except information for use solely in conjunction for use solely in conjunction.	5. Date entered into: 01/100/02 7. Names of persons through whom made: MARK SCHWARTZ vities undertaken, is directly or indirectly: provide employees as to the manner of exercising, the right to organize and bargain vities of employees or a labor crosnization in connection with a labor dispute involv-
Nature of Agreement or Arrangement Full name and address of employer with whom made (include 2IP co WASTE MANAGEMENT - Green Valley 1001 FARRIN, SUTTE 4000 HOUSTON, TX 77002 Check the appropriate box to indicate whether an object of the active. a. (X) To persuade employees to exercise or not to exercise, or percollectively through representatives of their own choosing. b. (1) To supply an employer with information concerning the activing such employer, except information for use solely in conjunction.	5. Date entered into: 01/100/02 7. Names of persons through whom made: MARK SCHWARTZ vities undertaken, is directly or indirectly: provide employees as to the manner of exercising, the right to organize and bargain vities of employees or a labor crosnization in connection with a labor dispute involv-
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WASTE MANAGEMENT - Green Valley 1001 FARRIN, SUITE 4000 HOUSTON, TX 77002 Check the appropriate box to indicate whether an object of the activ a. (X To persuade employees to exercise or not to exercise, or pe collectively through representatives of their own choosing. b. (1) To supply an employer with information concerning the activ ing such employer, except information for use solely in conju-	7. Names of persons through whom made: MARK SCHWARTZ vities endertaken, is directly or indirectly: ersuade employees as to the manner of exercising, the right to organize and bargain vities of employees or a labor croanization in connection with a labor dispute involv-
Check the appropriate box to indicate whether an object of the activation. IX 77002 Check the appropriate box to indicate whether an object of the activation and the appropriate box to indicate whether an object of the activation activation activation activation activation activation activation of the activation a	7. Names of persons through whom made: MARK SCHWARTZ vities undertaken, is directly or indirectly: ersuade employees as to the manner of exercising, the right to organize and bargain vities of employees or a labor organization in connection with a labor dispute involv-
Check the appropriate box to indicate whether an object of the activation of the ac	MARK SCHWARTZ vities undertaken, is directly or indirectly: arsuade employees as to the manner of exercising, the right to organize and bargain vities of employees or a labor crosnization in connection with a labor dispute involv-
a. (XTo persuade employees to exercise or not to exercise, or percollectively through representatives of their own choosing. b. (2) To supply an employer with information concerning the activing such employer, except information for use solely in conjunt.	ersuade employees as to the manner of exercising, the right to organize and bargain
 collectively through representatives of their own choosing. To supply an employer with information concerning the activing such employer, except information for use salely in conjunction. 	vities of employees or a labor prognization in connection with a labor dispute involv-
ing such employer, except information for use salely in canju	vities of employees or a labor organization in connection with a labor dispute involv-
ceeding.	inction with an administrative or arbitral proceeding or a criminal or civil judicial pro-
HOLD EMPLOYEE MEETINGS TO INFORM THE ANSWER QUESTIONS PERTAINING TO THE UDOCUMENTS FOR QUESTION AND ANSWER	UNIONS, USING NLRB DOCUMENTS AND UNION
. Specific Activities to be Performed	
2. For each activity, separately list in detail the information required ((See Part C-10 of instructions):
a. Nature of activity:	UE
HELD EMPLOYEE MEETINGS IN SMALL GRO	DUPS TO INFORM THEM ON UNIONS.
b. Period during which performed c. Extent p	XII KATINA.
ON GOING HEL	D MEETINGS WITH EMPLOYEES
d. Names and addresses of persons through whom performed:	
JIM MCEWAN, BILL MEDRANO	
I identify (a) Subject employees, groups of employees, and (b) labor	manufacture continue

INTERNATIONAL BROTHERHOOD OF TEAMSTERS (IBT)

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.

Sign	I would	Tren	occurrence de la companya del companya del companya de la companya	CEO President	Signed:		Treasurér
JI OT	ier title, gross ou	Land wyfe in con	ect title above.	k E	(If other title, cross out and write)	n correct title above.)	
A TOTAL COMMENSAGE	City	and the second second	State	Date	City	Slate	Date
ät.	RANCHO	CUCAMONO	A. CA	on: 02/01/02	at:		cn:
referrations.co			7 (5)(10)				D

knowledge, and belief, true, correct, and complete.

U.S. Department of Labor

Office of Labor-Management

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File No. C.



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Required of Persons, including Labor Relations Consultants and Other Individuals and Organizations, Under Section 203(b) of the Labor-Management Reporting and Osdosure Act of 1966, as amended (LMRDA).

OMB No. 1214-0001 12/31/86

Name and mailing address (include ZIP code): CRUZ & ASSOCIATES, INC. 10201 TRADEMARK, #C RANCHO CUCAMONGA, CA 91730 Date fiscal year ends: 12-31-02 1 Type of person: 12-31-02 1 Individual b. D. P. Nature of Agreement or Arrangement Full name and address of employer with whom made (include ZIP co	2. Any other address where records necessary to verily this report are kept: Partnership c. (NCorporation d. (1 Other (Specify)):	
2-31-02 a. 🗆 Individual b. 🗆 P. Nature of Agreement or Arrangement	Partnership c. (NCorporation d. (1 Other (Specify):	
Nature of Agreement or Arrangement	Partnership c. (X Corporation d. (1) Other (Specify):	
Full name and address of employer with whom made (include 2IP co		
	★a): 6. Date entered into:	
WASTE MANAGEMENT - Arlington, OR	01/300/02	
001 FANNIN, SUITE 4000	7. Names of persons through whom made:	
HOUSTON, TX 77002	MARK SCHWARTZ	
Check the appropriate box to indicate whether an object of the activ	rities undertaken, is directly or indirectly:	
 XTo persuade employees to exercise or not to exercise, or per collectively through representatives of their own choosing, 	rsuade employees as to the manner of exercising, the right to organize and bargain	
 To supply an employer with information concerning the activiting such employer, except information for use safety in conjuncteding. 	rities of employees or a labor organization in connection with a labor dispute involv- protion with an administrative or arbitral proceeding or a oriminal or civil judicial pro-	
DO CUMENTS FOR QUESTION AND ANSWER	UNIONS, USING NLRB DO CUMENTS AND UNION L.	
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For each activity, separately list in detail the information required (See Part C-10 of instructions):	
a. Nature of activity: HELD EMPLO YEE MEETINGS IN SMALL GRO	DUPS TO INFORM THEM ON UNIONS.	
h. Doeland of crime a desirth proofessional.		
b. Period during which performed: ON GOING C. Extent performed: HELD MEETINGS WITH EMPLOYEES		
d. Names and addresses of persons through whom performed:		
JIM MCBWAN		
Identify (a) Subject employees, groups of employees, and (b) labor	y organizations:	
INTERNATIONAL BROTHERHOOD OF TEAM	MSTERS (IBT)	

tomation 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