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

## FORM LM-20 AGREEMENT AND ACTIVITIES REPORT

Form approved
Office of Management
and Budget
No. 1215-0188
Expires 09-30-2011



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. 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)

READ THE INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS REPORT.

43331D

1. File Number: C- 00483		
Person Filing  2. Name and mailing address (include ZIP Code):	Any other address where records necessary to verify this report are kept:	
Name Lupe Cruz	Name	
Title CEO	Title	
Organization Cruz & Associates, Inc.	Organization	
P.O. Box, Bldg., Room No., if any	P.O. Box, Bldg., Room No., if any	
Street 10201 Trademark Street, Ste C	Street	
City Rancho Cucamonga	City	
State California ZIP Code + 4 91730	State ZIP Code + 4	
Date fiscal year ends:     5. Type of person:		
Dec / 10 a. Individual b. Partnership	c. Corporation d. Other (Specify):	
Nature of Agreement or Arrangement		
Full name and address of employer with whom made (include ZIP Code):	7. Date entered into:	
Name Sharon Z Ginchansky	8. Name of person(s) through whom made:	
Organization Country Villa Health Srvcs./Laguna Hills	Name	
Trade Name, if any	·	
P.O. Box, Bldg., Room No., if any	Name	
Street 5120 West Goldleaf Circle, Ste 400	Name	
City Los Angeles	Name	
State California ZIP Code + 4 90056	Name	
Signatures		
Each of the undersigned declares, under penalty of perjury and other applicable the information contained in any accompanying documents) has been examined true, correct, and complete. (See Section VII on penalties in the instructions.)  13. Signed  Title  Other (Specify)  CEO  On 08/04/2010 909-980-8736  Telephone Number	by the signatory and is, to the best of the undersigned's knowledge and belief,  14. Signed	
Date Telephone Number	Date Telephone Number	



Filet Lupe Cruz Cruz & Associates, Inc.	File Number C- 00483
Check the appropriate box to indicate whether an object of the activities undertaken,	is directly or indirectly:
	•
To persuade employees to exercise or not to exercise, or persuade employe collectively through representatives of their own choosing.	es as to the manner of exercising, the right to organize and bargain
b. To supply an employer with information concerning the activities of employed such employer, except information for use solely in conjunction with an adm	es or a labor organization in connection with a labor dispute involving ninistrative or arbitral proceeding or a criminal or civil judicial proceeding.
10. Terms and conditions (Explain in detail; see instructions. Written agreements must be	be attached.):
Paid Hourly, Expenses Reimbursed	

## Specific Activities to be Performed

- 11. For each activity, separately list in detail the information required (See instructions):
  - a. Nature of activity:

Provide information on employees and what they feel are the aspects of their employment situation that can be improved by holding small group meetings with employees to determine issues of concern or displeasure among the employees related to their particular facility, management, working conditions, and the employer generally.

11.b. Period during which performed:	11.c. Extent performed:
June 16 to present	On-going
11.d. Name and address through whom performed:	Additional Name and address through whom performed, if any:
Name Heidi Fisher	Name Jose Agraz
Organization	Organization
P.O. Box, Bldg., Room No., if any	P.O. Box, Bldg., Room No., if any
Street 24235 Davida	Street 511 W. California Avenue
City Laguna Niguel	City Vista
State California ZIP Code + 4 92677	State California ZIP Code + 4 92084
12.a. Identify subject groups of employees:	12.b. Identify subject labor organizations:
All employees in the facility	