U.S. Department of Labor

Office of Labor-Manageme.

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This report is mandatory under P.L. 86-257 as amended. Failure to comply may result in criminal prosecution, tinas and olvit parafiles as provided by 29 U.S.C. 439, 446.

(2004-000) (2004-000) (2004-000)

Required of Persons, including Labor Petitions Consultants and Other Individuals and Capanizations. Under Section 2005) of the Cabar-Managament Reporting and Godosure Act of 1960, as amended 8.MRDAs. FIN. C. 483

A. Person Filing			
1. Name and enaling aggress (include 2)	P <<86)	12. Any other address where records records average to verily this report are vega-	
CRUZ & ASSOCIATES, INC.			
10201 TRADEMARK, #C			
RANCHO CUCAMONGA,	CA 91730		
S. Data local year enes:	ype of present		
\$	O ledividual b. D Pari	inership c (X Corporation d. C) Other (Specify):	
B. Nature of Agreement of Afrengem	######################################		
5. Full name and address of end byor vi	hwommade (noude ZIP code		
PJ'S Steel-Lumber & Buildi	no Materials	02/27/02	
42560 Orgood Road Framont, CA 94539-5627	and the second s	7. Names of parsons through whom made. Jeff Veilloux.	
8. Chark the appropriate box to indicate	whether an object of the activitie	us artiselation, is threaty to argue thy	
	rciae trino: to exercise, or persy	ade employees as to the manner of exercising, the right to organize and bargoin	
 To supply an employer with into ing such employer, excest into cooking. 	rmation concerning the activities mation for use solely in conjunct	s of employees or a labor organization in connection with a labor dispute involv- tion with an administrative or arbitral proceeding or a distribution givel judicial pro-	
3. Teens and conditions (Collain in 895)	nex Part 8-9 of malluctions:		
HOLD EMPLOYEE MEET ANSWER QUESTIONS PI DOCUMENTS FOR QUES	RTAINING TO THE UN	M OF THEIR SECTION (7) RIGHTS AND TO IONS, USING NURB DOCUMENTS AND UNION	
C. Specific Activities to be Performed	XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX	······································	
10. For each activity, separatory istim de	tail the information required (See	The Contract	
 Nature of activity: 		Comment of the control of the contro	
HELD EMPLOYEE MEETI	NGS IN SMALL GROU	PS TO INFORM THEM ON UNIONS.	
Percel curry which performed	D. Perodiculary which professors C. Calent performed		
ON GOING	ON GOING HELD MEETINGS WITH EMPLOYEES		
d. Names and addrasses of persons	itrough when deformed.		
Tino ALvarez	*		
The density (a) Subject employees, group	s of employees, and (o) labor org	NA ASSESSED.	

Shopmen's Union

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 relevant to in this report, has been experiented by him and is, to the best of his knowledge probability your, cornect, and complete.

\$19300 J	000000	CEO	Sgred:	~~~~ ~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~	
Tuke \ N		Prosident			Treasure
(Total who could not and yelly inco	nact the obove.)		(FOCher lifte, cross out and write in c	correct tille above.)	
\$33	90318	Date	City	Slate	Date
RANCHO CUSAMON	GA, <u>CA</u>	on: 04/12/02	*ak:		8.
				W V	A VAA -AA YAM.

U.S. Department of Labor

Office of Labor-Manageme.

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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, 448.

OMB No. 1214-0001

Required of Persons, impacting Labor Relations Conductants and Other Individuals and Cagarizations, Under Section 2009a) of the Labor Management Reporting and Cordocure Add of 1909, as amended (IMADA). F110.114. C. 483

Other people setting of the hooses				
A. Person Filling	AA	frankrikt betatatat betatat betat		\$
T. Barro and region; access of the CBUZ & ASSOCIATES 10201 TRADEMARK, at RANCHO CUCAMON	INC.	2. Avy 23:	27 8 287833 377978 70CCI	to hactitizary to virily this report are kept:
3. Date focus year ends: 12-31-02		□ Parleership	c. (X Corporation	d. (3 Other (Specify):
B. Nature of Agreement of Afrer	gement .			***************************************
5. Full name and address of emolog	erwithwhom made (houde 2		8. Date entered into:	
Mountain Peoples Ware 12745 Earhart Avenue Aubum, CA 95602	iouse		62/22/02 7. Parent of persons Micheal Mic	Traugh whom mess.

- 8. Check the appropriate box to indicate whether \$1 object of the activities undertaken, is directly or indirectly.
 - a. 1X to persuade employees to axercise or 401 to exercise, or persuade employees of to the manner of exercising, the right to organize and bargain collectively through representatives of their own choosing.
 - b. G. To supply an employer with information concerning the softwise of employees or a labor organization in connection with a labor dispute involving such employee, except information for use solely in conjunction with an administrative or arbitral proceeding or a principle or givel publical proceeding.
- 3. Teams and constrone (Coptain in detail, one Part B-9 of matrix Charle):

HOLD EMPLOYEE MEETINGS TO INFORM THEM OF THEIR SECTION (7) RIGHTS AND TO ANSWER QUESTIONS PERTAINING TO THE UNIONS, USING NURB DOCUMENTS AND UNION DOCUMENTS FOR QUESTION AND ANSWER.

C. Specific Activities to be Parformed

For each activity, deparatory ist in detail the information requires (See Part C-18 of instructions);

Nature of activity:

HELD EMPLOYEE MEETINGS IN SMALL GROUPS TO INFORM THEM ON UNIONS.



Perodicums which performed

Extens performed:

ON GOING

HELD MEETINGS WITH EMPLOYERS

d. Names and addresses of persons through whom performed:

Mark Jones, Bill Forbes

13. Identify (a) Subject employees, groups of employees, and (b) labor organizations:

Teamsters

Ü.	D. Verification and Signature. The person in item 1 above and each of his undersigned and	rorized officers declared, under penalty of law, that all in-
ios	townstien in this expert, inglyding all attachments incorposited therein or reteined to in this rej	ood, has been examined by him and is, to the best of his
X130	knowledge and balletylocal comics, and complete.	

LIGHT NUE		CEO Managan	Signed:		Treasure
arabella, dessastara /	in portect title (CXXVIII)		(If other life, cross out and write in o	orrect title above.)	
C89 ()	9330	Date	Cay	38868	Date
E RANCHO CUEN	10 NGA, CA	♥#: 04/12/0 .	**	***************************************	68 0

U.S. Department-of Labor

Office of Labor-Managems

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

OMB No. (214-000) (2010)6

Reguled of Persons, including Labor Relations Consultants and Other Individuals and Organizations, Under Section 2000) of the (upper Management Reporting and Obdosure Act of 1909, as amended 6.5440/h).	Flo No.	C .	48	3
	M arcarcarcarcarcarca	BOROGRAMMARIA	excessessores	. 0000000000000000000
A. Person Filling			000000000000000000000000000000000000000	30000000000000000000000000000000000000

A. Porson Filing	
Name and making address (motude ZIP code):	Any other econs where records necessary to verify this report are kept:
CRUZ & ASSOCIATES, INC.	
10201 TRADEMARK, #C	
RANCHO CUCAMONGA, CA 91730	
S. Data Bocki year ends: 4 Type of process	······································
12-31-02 a C leadeddaed	b. C Partnership 5 (X Corporation d. C Other (Specify):
B. Nature of Agreement or Amengement .	
5. Full name and address of encroyer with whom made (not)	
Ryder Integrated Logistics, Inc 1375 Sanflower Street	7. Narras of parametricuph whom mater
Costa Mesa, CA 92626	Billy D. Ibrig

- 8. Check the appropriate box to indicate whether \$1 object of the activities undertaken, is directly or indirectly.
 - IX To persuade employees to exercise or act to exercise, or persuade employees as to the memor of exercising, the right to organize and barguin collectively through representatives of their own choosing.
 - b. (3) To supply an employer with information concerning the activities of employees or a labor organization in connection with a labor dispute involving such employee, except information for use reliefy in conjunction with an activitative or arbitral proceeding or a criminal or civil judicial proceeding.
- 3. Teams and conditions (Coptain in gessit; see Part 8-9 of instructions):

HOLD EXPLOYEE MEETINGS TO INFORM THEM OF THEIR SECTION (*) RIGHTS AND TO ANSWER QUESTIONS PERTAINING TO THE UNIONS, USING NURB DOCUMENTS AND UNION DOCUMENTS FOR QUESTION AND ANSWER.

C. Specific Activities to be Parformed

10. For each activity, expensively list in detail the information required (See Part C-18 of instructions):

Notice of activity:

HELD EMPLOYEE MEETINGS IN SMALL GROUPS TO INFORM THEM ON UNIONS.



b. Period during which performed

Extens performed:

ON GOING

HELD MEETINGS WITH EMPLOYERS

d. Names and addresses of parsons through whom performed.

Bill Medrano, Bill Leopardi

13. Identify (a) Subject employees, groups of amployees, and (b) labor organizations:

Wholesale Delivery Drivers, Salespersons, Industrial and Allied Workers, Local 848, International Brotherhood of Teamsters, AFL-CIO

D. Verification and Signature. The person in dem	1 above and each of his undersigned a	authorized officers declarer	s, under penalty d	law, that all as-
togration in this report, including all attachments in	corporated therein or returned to in this	record, has been exercise	d by him and is, to	a the best of his
knowledge find ballet, (O), correct, and complete.				
. / //				

5 G 1 C C C C C C C C C C C C C C C C C C	CEO	Sgned:	>>>>>>>	XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX
	Protestant	•••••	*	Tenasure
(if other side of loss but if it write in correct at a cixive)		Of Other Hills, cross out and write in co	orect blie atxove.)	····
\$300	Date	City	888	Date
E RANCHO CUCAMONGA, CA	on: 04/12/0.	at:		QXX
***************************************			**************************************	AYAA MA SAME

Agreement and Activities Report



U.S. Department of Labor

Office of Labor-Management

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

CMB No. 1214-0001 12/31/66

Required of Persons, including Labor-Management Consultants and Other Individuals and Organizations, Under Section 203(b) of the Labor-Management Reporting and Disclosure Act of 1969, as amended (LMRDA).	o. C	. 48	5_	
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A. Person Filling	The second secon			
 Name and mailing address (include ZIP code): CRUZ & ASSOCIATES, INC. 10201 TRADEMARK, #C RANCHO CUCAMONGA, CA 91730 		2. Anyo	ther address where records necessary to verily this report are kept:	
3. Date liscal year ends:	Type of person:	The second and the second seco	- Landing	
12-31-02	a. 🔾 Individual	b. 🗆 Partnership	c. CXCorporation d. C Other (Specify):	
B. Nature of Agreement	or Arrangement .		ANY REPORT RESIDENCE AND ADDRESS AND ADDRE	
5. Full name and address of	f employer with whom made (includ	le ZIP code):	5. Date entered into:	
WASTE MANAG	EMENT - Riverbend		02/15/02	
1001 FANNIN, ST			7. Names of persons through whom made:	
HOUSTON, TX 7	7002		MARK SCHWARTZ	
8. Check the appropriate b	ox to indicate whether an object of t	he activities undertake	in, is directly or indirectly:	
	layees to exercise or not to exercis gh representatives of their own cho		ers as to the manner of exercising, the right to organize and bargain	
			ees or a labor organization in connection with a labor dispute involv- administrative or arbitral proceeding or a criminal or civil judicial pro-	
HOLD EMPLOY	COLOR OF COLORS IN A COLOR OF COLORS IN A COLOR OF COLOR	RM THEM OF TH	IEIR SECTION (7) RIGHTS AND TO SING NLRB DOCUMENTS AND UNION	
MANAGES STATEMENT OF THE STATEMENT OF TH				
C. Specific Activities to b	e Performed ately list in detail the information re	rained (San Part C. 10 A	dineterators!	
Nature of activity:	ditay na mi detan me momenton re	danco foot can o no	a a sarocadaey.	
	EE MEETINGS IN SMALL	GROUPS TO IT	NFORM THEM ON UNIONS.	
b. Period during which	performed: [c. [xtent performed:	NATION CONTRACTOR AND	
ON GOING	ON GOING HELD MEETINGS WITH EMPLOYEES			
d. Names and address	es of persons through whom perform	med:		
ЛМ МСЕ	WAN, JUAN CRUZ	-1.iO		
11. Identify (a) Subject emp	loyees, groups of employees, and (b) labor organizations:		

INTERNATIONAL BROTHERHOOD OF TEAMSTERS (IBT)

D. Verification and Signature. The person in item !	l above and each of his undersigned authorized officers declares, under penalty of law, that all in-
formation in this report, including all attachments inc	orporated 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	Α /	CEO	Signed:	,	
Xxmp.	/ Wy	President			Treasurer
afformer title, chas out and	write in correct title above.)		(If other little, cross out and write	in correct title above.)	
City	State	Date 03/01/02	City	State	Oate
at: RANCHO CU	CAMONGA, CA	on: 03/01/02	at:		on: