



This report is mandatory 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.

OMB No. 1214-0001
12/31/86

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).

File No. C. 483

A. Person Filing

1. Name and mailing address (include ZIP code): CRUZ & ASSOCIATES, INC. 10201 TRADEMARK, #C RANCHO CUCAMONGA, CA 91730	2. Any other address where records necessary to verify this report are kept:
3. Date fiscal year ends: 12-31-02	4. Type of person: a. <input type="checkbox"/> Individual b. <input type="checkbox"/> Partnership c. <input checked="" type="checkbox"/> Corporation d. <input type="checkbox"/> Other (Specify):

B. Nature of Agreement or Arrangement

5. Full name and address of employer with whom made (include ZIP code): San Jose Jet Center 1250 Aviation Ave San Jose, CA. 95110	6. Date entered into: 10-24-02
7. Names of persons through whom made: Dan Ryan	
8. Check the appropriate box to indicate whether an object of the activities undertaken, is directly or indirectly: a. <input checked="" type="checkbox"/> To persuade employees to exercise or not to exercise, or persuade employees as to the manner of exercising, the right to organize and bargain collectively through representatives of their own choosing. b. <input type="checkbox"/> To supply an employer with information concerning the activities of employees or a labor organization in connection with a labor dispute involving such employer, except information for use solely in conjunction with an administrative or arbitral proceeding or a criminal or civil judicial proceeding.	
9. Terms and conditions (Explain in detail; see Part B-9 of instructions):	

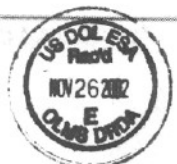
Hold employee meetings to inform their section (7) rights and to answer questions pertaining to the union, using NLRB Documents and Union Documents for questions and answers.

C. Specific Activities to be Performed

10. For each activity, separately list in detail the information required (See Part C-10 of instructions):		
a. Nature of activity: Hold employee meetings in small groups to inform them on Unions.		
b. Period during which performed: On going	c. Extent performed: Held meetings with employees.	
d. Names and addresses of persons through whom performed: Greg Passant and Fernando Rivera		

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

I.L.W.U. Local 6



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.

Signed: <i>Russ Cruz</i> (If other title, cross out and write in correct title above.) City State Date at: RANCHO CUCAMONGA, CA on: 11-14-02	CEO President Signed: _____ (If other title, cross out and write in correct title above.) City State Date at: _____ on: _____	Treasurer Signed: _____ (If other title, cross out and write in correct title above.) City State Date at: _____ on: _____
---	--	---



This report is mandatory 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.

OMB No. 1214-0001
12/31/86

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).

File No.

C.

483

A. Person Filing

1. Name and mailing address (include ZIP code):

CRUZ & ASSOCIATES, INC.
10201 TRADEMARK, #C
RANCHO CUCAMONGA, CA 91730

2. Any other address where records necessary to verify this report are kept:

3. Date fiscal year ends:

12-31-02

4. Type of person:

a. ☐ Individual b. ☐ Partnership c. ☒ Corporation d. ☐ Other (Specify):

B. Nature of Agreement or Arrangement

5. Full name and address of employer with whom made (include ZIP code):

Cost Plus World Market
200 Fourth Street
Oakland, CA. 94607

6. Date entered into:

08-19-02

7. Names of persons through whom made:

Murray Dashe

8. Check the appropriate box to indicate whether an object of the activities undertaken, is directly or indirectly:

- a. ☒ To persuade employees to exercise or not to exercise, or persuade employees as to the manner of exercising, the right to organize and bargain collectively through representatives of their own choosing.
- b. ☐ To supply an employer with information concerning the activities of employees or a labor organization in connection with a labor dispute involving such employer, except information for use solely in conjunction with an administrative or arbitral proceeding or a criminal or civil judicial proceeding.

9. Terms and conditions (Explain in detail; see Part 8-9 of instructions):

Hold employee meetings to inform their section (7) rights and to answer questions pertaining to the union, using NLRB Documents and Union Documents for questions and answers.

C. Specific Activities to be Performed

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

a. Nature of activity:

Held employee meetings in small groups to inform them on Unions.



b. Period during which performed:

On going

c. Extent performed:

Held meetings with employees.

d. Names and addresses of persons through whom performed:

Luz Ceballos, Fernando Rivera, Greg Passant, Rich Waters, Tino Alvarez, Lupe Cruz

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

I.L.W.U. Local 6

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.

Signed:

[Signature]

CEO
President

Signed:

Treasurer

(If other title, cross out and write in correct title above.)

(If other title, cross out and write in correct title above.)

City

State

Date

City

State

Date

at: RANCHO CUCAMONGA, CA

at:

on:



This report is mandatory 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.

OMB No. 1214-0001
12/31/86

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).

File No.

C.

483

A. Person Filing

1. Name and mailing address (include ZIP code):

CRUZ & ASSOCIATES, INC.
10201 TRADEMARK, #C
RANCHO CUCAMONGA, CA 91730

2. Any other address where records necessary to verify this report are kept:

3. Date fiscal year ends:

12-31-02

4. Type of person:

a. ☐ Individual b. ☐ Partnership c. ☒ Corporation d. ☐ Other (Specify):

B. Nature of Agreement or Arrangement

5. Full name and address of employer with whom made (include ZIP code):

J.L. Davidson
8641 N. Magnolia, Ave.
Santee, CA. 92072

6. Date entered into:

11-22-02

7. Names of persons through whom made:

Bing Drastrup

8. Check the appropriate box to indicate whether an object of the activities undertaken, is directly or indirectly:

- a. ☒ To persuade employees to exercise or not to exercise, or persuade employees as to the manner of exercising, the right to organize and bargain collectively through representatives of their own choosing.
- b. ☐ To supply an employer with information concerning the activities of employees or a labor organization in connection with a labor dispute involving such employer, except information for use solely in conjunction with an administrative or arbitral proceeding or a criminal or civil judicial proceeding.

9. Terms and conditions (Explain in detail; see Part B-9 of instructions):

Hold employee meetings to inform their section (7) rights and to answer questions pertaining to the union, using NLRB Documents and Union Documents for questions and answers.

C. Specific Activities to be Performed

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

a. Nature of activity:

Held employee meetings in small groups to inform them on Unions.

b. Period during which performed:

On going

c. Extent performed:

Held meetings with employees.

d. Names and addresses of persons through whom performed:

Fernando Rivera & Carlos Ortiz

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

Iron Workers Local 509



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.

Signed:

CEO
President

Signed:

Treasurer

(If other title, cross out and write in correct title above.)

(If other title, cross out and write in correct title above.)

City

State

Date

City

State

Date

at: RANCHO CUCAMONGA, CA

on: 12-20-02

at:

on: