# U.S. Department callabor

Office of Labor-Management .



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. 1214-00

Required of Persons, including Labor Pelations Consultants and Other Individuals and Organizations. Under Section 203(b) of the Latter Management Reporting and Disclosure Act of 1969, as arrended it MRDA).

Flla No.

	•
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 verily this report are kept:

Date fiscal year ends:

Type of person:

12 31 01

A. Person Filling

a 🗆 Individual

b. C. Partnership

CX Corporation

d. ... Other (Specify):

B. Nature of Agreement or Arrangement

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

TO DALRESTAL RANT 3700 WILSHIRE BLVD., SUITE 560 LOS ANGELES, CA 90010

Date entered into: 05/02/01

Names of persons through whom made:

RICHARDILL

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

a. TXTo 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.

5. 🔾 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 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 Performed

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 THE

200 USDOL/ESA OLMS/DOE/SRD

Period during which performed:

Extent performed

ON GOING

HELD MEETINGS WITH EMPLOYEES

Names and addresses of persons through whom performed:

JUDY CASTILLO, CHARLES BRESINO, LUPE CRUZ

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

UMIED INDUSTRIAL, SERVICE, PROFESSIONAL & GOVERNMENT WORKERS

D. Verification and Signature. The person in item 1 above and each of his undersigned authorized efficers 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.

Signi	v+) (	's . /	CEO	Signed:		
1	Suge U	my	President			Treasure
(hor	in the cross out and w	rite incorrect title above.	1	(If other little, cross out and write	in correct title above.)	
	City	State	Date	City	State	Date
à	RANCHO CUC	AMONGA, CA	on 5/26/01	at:		on:

# U.S. Department ( abor



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 Organizational Under Section 203(b) of the Labor Management Reporting and Disclosure Act of 1968, as amended it MRDAs. File No. C. 483

A. Person Filling

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 verily this report are kept

Date fiscal year ends:

Type of person:

12 31 01

a 🗆 Individual

b. III Partnership

c. CX Corporation

d. ... Other (Specify):

B. Nature of Agreement or Arrangement

Full name and address of employer with whom made (include ZIP code);

W ASTE MANAGEMENT 7227 NE 55TH AVENUE 6. Date entered into:

05/30%/01

7. Names of persons through whom made:

KENDRALARSEN

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

 IXTo 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 thoosing.

In 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.

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

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 Performed

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

a. Nature of activity:

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

b. Period during which performed

211

Extent performed

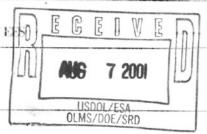
ON GOING

HELD MEETINGS WITH EMPLOYE

d. Names and addresses of persons through whom performed.

JAMES MCEWAN

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



#### 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.

Signisq	ve Cru	3/	CEO President	Signed:		Treasurer
(If other title of	as out and write in co	aryest title above	.1	(If other title, cross out and write	in correct title above.)	
8	ity &	State	Date	City	State	Date
a RANC	HO CUCAMON	GA, CA	on 6/30/01	at:		on:

FormLM-20 (&b. 1986)

### U.S. Department Labor

Office of Labor-Manageme. ....andards



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

State

RANCHO CUCAMONGA, CA

Date

03/04/01 at:

City

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

A. Person Filling				
<ol> <li>Name and mailing address (include ZIP CRUZ &amp; ASSOCIATES, INC 10201 TRADEMARK, #C RANCHO CUCAMONGA, C</li> </ol>		Any other address where records necessary to verily this report are kept:		
Date fiscal year ends:     4. Ty	pe of person.			
12-31-01 a	☐ Individual b. ☐ Part	nership c. (X Corporation d. (1) Other (Specify):		
B. Nature of Agreement or Arrangeme	nt .			
5 Full name and address of employer with	whom made (include ZIP code)	): 5. Date entered into:		
LE COURIER, INC.		02/19/01		
2107 W. ALAMEDA AVE.		Names of persons through whom made:		
BURBANK, CA 91505		JIM RADTKE		
8. Check the appropriate box to indicate w	hether an object of the activities	s undertaken, is directly or indirectly:		
<ul> <li>a. TXTo persuade employees to exercise collectively through representat</li> </ul>		add employees as to the manner of exercising, the right to organize and bargain		
<ul> <li>a To supply an employer with informing such employer, except informing ending.</li> </ul>	mation concerning the activities nation for use solely in conjuncti	s of employees or a labor organization in connection with a labor dispute involv- ion with an administrative or arbitral proceeding or a criminal or civil judicial pro-		
9. Terms and conditions (Explain in detail)	see Part 8-9 of instructions):			
HOLD EMBLOVEE MEETIN	VCC TO INTO DALTERS	M OF THEIR CECTION (7) DICHES AND TO		
		M OF THEIR SECTION (7) RIGHTS AND TO		
DOCUMENTS FOR QUEST	DON AND ANEWED	IONS, USING NLRB DOCUMENTS AND UNION		
DOC CHEVIS FOR QUES	HON AND ANSWER.			
C. Specific Activities to be Performed				
10. For each activity, separately list in det	ail the information required (See	Part C-10 at instructions):		
a. Nature of activity:				
HELD EMBLOYEE MEETS	CC IN CALLE COOL	BC 793 IN 193 BM 774 PM		
HELD EMPLOYEE MEETIN	NGS IN SMALL GROUI	PS TO INFORM THEM ON UNIONS.		
<ul> <li>Period during which performed</li> </ul>	c Extent perfo	rmed.		
ON GOING	HELD N	MEETINGS WITH EMPLOYEES		
d. Names and addresses of persons ti	hrough whom performed:	The state of the s		
LUPE CRUZ, RICH	WATERS	DE GEOVEDI		
1 Identify (a) Subject employees, groups	of employees, and (b) labor org	anizations: APR 3 0 2001		
INTERNATIONAL BROTH	HERHOOD OF TEAMS	TERS (IBT)  USDOL/ESA OLMS/DOE/SRD		
D. Verification and Signature. The persitormation in this report, including all affact knowledge and belief, true, correct, and co	hments incorporated therein or	his undersigned authorized officers declares, under penalty of law, that all in- referred to in this report, has been examined by him and is, to the best of his		
Signmet	CEO	Signed:		
Juge ( Tour	President	1 Trease		
(It striet) title was out and write in shirect	pitle above.)	(if other title, cross out and write in correct title above.)		

Oate

State