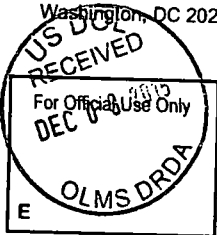


# FORM LM-20 AGREEMENT AND ACTIVITIES REPORT

Form approved  
Office of Management  
and Budget  
No. 1245-0003  
Expires 08-31-2016



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)

601505

READ THE INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS REPORT.

1. File Number: C- 00681

## Person Filing

2. Name and mailing address (include ZIP Code):

Name Juan Cruz  
Title C.E.O  
Organization Reconnect Labor Relations Consultants  
P.O. Box, Bldg., Room No., if any  
Street 29450 Highland blvd  
City Moreno Valley  
State California ZIP Code + 4 92555

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

Name LUPE CRUZ  
Title CEO  
Organization CRUZ AND ASSOCIATES LABOR RELATIONS  
P.O. Box, Bldg., Room No., if any 1831  
Street  
City UPLAND  
State California ZIP Code + 4 91785

4. Date fiscal year ends:

Dec / 31

5. Type of person:

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

## Nature of Agreement or Arrangement

6. Full name and address of employer with whom made (include ZIP Code):

Name Todd Williams  
Organization Con-Way Freight  
Trade Name, if any Con-Way Freight San Fernando (UFV)  
P.O. Box, Bldg., Room No., if any  
Street 12466 Montague Street  
City Pacoima  
State California ZIP Code + 4 91331

7. Date entered into:

11 / 3 / 2015

8. Name of person(s) through whom made:

Name  
Name  
Name  
Name  
Name

## Signatures

Each of the undersigned declares, under penalty of perjury and other applicable penalties of law, that all of the information submitted in this report (including the information contained in any accompanying documents) has been examined by the signatory and is, to the best of the undersigned's knowledge and belief, true, correct, and complete. (See Section VII on penalties in the instructions.)

13. Signed

Title President / CEO

President  
(If other title, see  
instructions)

14. Signed

Title Other (Specify)

none

Treasurer  
(If other title, see  
instructions)

On 11/29/2015

Date

951-413-4402

Telephone Number

On

Date

Telephone Number

9. 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.

10. Terms and conditions (Explain in detail; see instructions. Written agreements must be attached.):

No written agreement.

**Specific Activities to be Performed**

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

a. Nature of activity:

Conducted employee relations audit to make sure employees could communicate directly to upper management, any issues or concerns.

11.b. Period during which performed:

11/3/15

11.c. Extent performed:

11/4/15

11.d. Name and address through whom performed:

Name Lupe Cruz  
 Organization Cruz and Associates Labor Relations  
 P.O. Box, Bldg., Room No., if any  
 Street P.O.Box 91785  
 City Upland  
 State Florida ZIP Code + 4 32824

Additional Name and address through whom performed, if any:

Name  
 Organization  
 P.O. Box, Bldg., Room No., if any  
 Street  
 City  
 State ZIP Code + 4

12.a. Identify subject groups of employees:

All employees: full time and part time.

12.b. Identify subject labor organizations:

No union present or union issues.