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. 1245-0003 Expires 10-31-2013



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. 1. File Number: C- 00483 Person Filing 3. Any other address where records necessary to verify this report are kept: 2. Name and mailing address (include ZIP Code): Name Name Lupe Cruz Title Title CEO Organization Organization Cruz & Associates, Inc. P.O. Box, Bldg., Room No., if any PO BOX 1831 P.O. Box, Bldg., Room No., if any Street Street City City Upland ZIP Code + 4 91785 State ZIP Code + 4 State California 4. Date fiscal year ends: 5. Type of person: Individual b. Partnership c X Corporation d. Other (Specify): Dec 31 **Nature of Agreement or Arrangement** 7. Date entered into: 6. Full name and address of employer with whom made (include ZIP Code): 2012 Name Steve Jerkins 8. Name of person(s) through whom made: Organization Stonyfield Farms Name Trade Name, if any Name P.O. Box, Bldg., Room No., if any Name Street 3810 Delta Fair City Antioch Name State California ZIP Code + 4 94509 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.) President Treasurer 13. Signed (If other title, see (If other title, see instructions) instructions) esident Treasurer Title Title Date Telephone Number Telephone Number Date

Filer: Lupe Cruz Cruz & Associates, Inc.	File Number C- 00483
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.):	
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:	
Meet with Managers, Supervisors and employees to explain the NLRB election process and collective bargaining while refraining from saying anything that might tend to suggest or persuade employees the manner in which they might exercise thier rights.	
11.b. Period during which performed: onging	11.c. Extent performed:
11.d. Name and address through whom performed:	Additional Name and address through whom performed, if any:
Name Greg Passant	Name Eduardo Padilla
Organization Cruz & Associates	Organization EPC Consulting
P.O. Box, Bldg., Room No., if any PO BOX 1831	P.O. Box, Bldg., Room No., if any
Street	Street 3620 Lomacitas Lane
City Upland .	City Bonita
State California ZIP Code + 4 91785	State California ZIP Code + 4 91902
12.a. Identify subject groups of employees:	12.b. Identify subject labor organizations:
Managers, supervisors and employees	Teamstars Local 853