



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  
12/31/96

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): <b>CRUZ &amp; ASSOCIATES, INC. 10201 TRADEMARK, #C RANCHO CUCAMONGA, CA 91730</b>		2. Any other address where records necessary to verify this report are kept:	
3. Date fiscal year ends: <b>12-31-00</b>	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): <b>RICHARD MARSHALL FINE FLOORING, INC. 12824 CERISE AVE. HAWTHORNE, CA 90250</b>		6. Date entered into: <b>12/01/00</b>
7. Names of persons through whom made: <b>LES JOYCE</b>		

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):

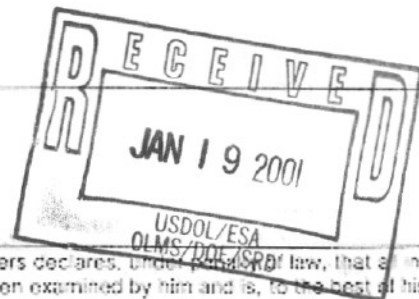
**HOLD EMPLOYEE MEETINGS TO INFORM THEM OF THEIR SECTION (7) RIGHTS AND TO ANSWER QUESTIONS PERTAINING TO THE UNIONS, USING NLRB DOCUMENTS AND UNION DOCUMENTS FOR QUESTION AND ANSWER.**

#### C. Specific Activities to be Performed

10. For each activity, separately list in detail the information required (See Part C-10 of instructions):	
a. Nature of activity: <b>HELD EMPLOYEE MEETINGS IN SMALL GROUPS TO INFORM THEM ON UNIONS.</b>	
b. Period during which performed: <b>ON GOING</b>	c. Extent performed: <b>HELD MEETINGS WITH EMPLOYEES</b>
d. Names and addresses of persons through whom performed: <b>LUPE CRUZ, RICARDO PASALAGUA, JACK BERMUDEZ</b>	

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

**CARPENTER'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 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>Lupe Cruz</i> (If other title, cross out and write in correct title above.) City State Date at: <b>RANCHO CUCAMONGA, CA</b> on: <b>12/15/00</b>			Signed: _____ (If other title, cross out and write in correct title above.) City State Date at: _____ on: _____		
CEO President			Treasurer		



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:

12-31-00

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):

HAPAG-LLOYD (AMERICA) INC.  
100 MEADOW CREEK DR.  
CORTE MADERA, CA 94925

6. Date entered into:

11/15/00

7. Names of persons through whom made:

WOLFGANG FREESE

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 THEM OF THEIR SECTION (7) RIGHTS AND TO ANSWER QUESTIONS PERTAINING TO THE UNIONS, USING NLRB 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 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:

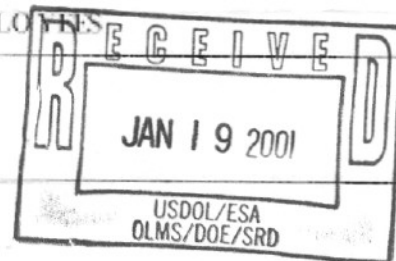
HELD MEETINGS WITH EMPLOYEES

d. Names and addresses of persons through whom performed:

**JIM MCEWAN, RUDY LICERIO, BILL LEOPARDI**

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

**LONGSHOREMEN & WAREHOUSEMEN 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 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: (If other title, cross out and write in correct title above.) City State Date at RANCHO CUCAMONGA, CA on 12/01/00			Signed: _____ CEO President (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.

423

**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:

12-31-00

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):

GLASSWERKS SFB, LLC  
700 BRADFORD WAY,  
UNION CITY, CA 94587

6. Date entered into:

12/15/00

7. Names of persons through whom made:

DICK KOLBERG

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 THEM OF THEIR SECTION (7) RIGHTS AND TO ANSWER QUESTIONS PERTAINING TO THE UNIONS, USING NLRB 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 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:

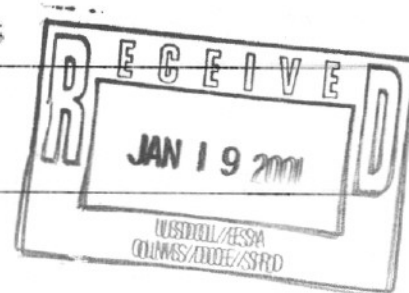
HELD MEETINGS WITH EMPLOYEES

d. Names and addresses of persons through whom performed:

CARLOS ORTIZ, RICH WATERS

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

GLAZIERS ARCHITECTURAL METAL GLASS WORKERS UNION (GAMGW)



**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

a. RANCHO CUCAMONGA, CA

on

12/31/00

at:

on