

FORM LM-20 AGREEMENT AND ACTIVITIES REPORT

Form approved
Office of Management
and Budget
No. 1215-0188
Expires 09-30-2011



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.

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1. File Number: C- 00483	
Person Filing	
2. Name and mailing address (include ZIP Code):	3. Any other address where records necessary to verify this report are kept:
Name Lupe Cruz	Name
Title CEO	Title
Organization Cruz & Associates, Inc.	Organization
P.O. Box, Bldg., Room No., if any	P.O. Box, Bldg., Room No., if any
Street 10201 Trademark Street, Ste C	Street
City Rancho Cucamonga	City
State California ZIP Code + 4 91730	State ZIP Code + 4
4. Date fiscal year ends: 5. Type of person:	
Dec / 10 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):	7. Date entered into:
Name Sharon Z Ginchansky	6 / 17 / 2010
Organization Country Villa Health Srvcs./Wilshire	8. Name of person(s) through whom made:
Trade Name, if any	Name
P.O. Box, Bldg., Room No., if any	Name
Street 5120 West Göldleaf Circle, Ste 400	Name
City Los Angeles	Name
State California ZIP Code + 4 90056	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 President (If other title, see	14. Signed Treasurer (If other title, see
Title Other (Specify) instructions)	Title Treasurer instructions)
c k o	
On 08/04/2010 909-980-8736	On
Date Telephone Number	Date Telephone Number

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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 agreement	s must be attached):
Paid Hourly, Expenses Reimbursed	o mast so diagnosty.
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Specific Activities to be Performed	
11. For each activity, separately list in detail the information required (See instructions):	
a. Nature of activity:	
Provide information on employees and what they feel are the aspects of their employment situation that can be improved by holding small group meetings with employees to determine issues of concern or displeasure among the employees related to their particular facility, management, working conditions, and the employer generally.	
11.b. Period during which performed:	11.c. Extent performed:
June 21 to present	On-going
11.d. Name and address through whom performed: Name Heidi Fisher	Additional Name and address through whom performed, if any: Name
Organization	Organization
P.O. Box, Bldg., Room No., if any	P.O. Box, Bldg., Room No., if any
Street 24235 Davida	Street
City Laguna Niguel	City
State California ZIP Code + 4 92677	State ZIP Code + 4
12.a. Identify subject groups of employees:	12.b. Identify subject labor organizations:
All employees in the facility	