### Agreement and Activities Report

## **U.S. Department of Labor**

Office of Labor-Management Standards



This report is mandatory under P.L. \$6-257 as amended. Failure to comply may result in criminal prosecution, three and civil penetties as provided by 29 U.S.C. 438, 449.

OMB No 1214-0001

Required of Persons, including Labor Pelations Consultants and Other Individuals and Organizations, Under Section 203(tr) of the Cator-Mishapement Reporting and Disclosure Act of 1969, as amended (LMRDA). File No. C. 483

A. Person Filling		Mr. recompanies to a proper pr
1. Name and mailing address (include ZIP code): CRUZ & ASSOCIATES, INC, 10201 TRADEMARK, #C RANCHO CUCAMONGA, CA 91730		Any other address where records nocessary to verify this report are kept:
3. Date Recei year ends:	4. Type of person:	
12/31/03	# () Individual b. [	Parinership c. CKCorporation d. (2) Other (Specify):
B. Nature of Agreement or Ar	Tangement ,	
5. Full name and address of emp Renting Hilton 598 Page Shollow Road	player with whom made (include 2) f	6. Date entered into: 01/13/03  7. Names of persons through whom made:
Melville, N.Y. 11747		Parbara Cook
TX To persuade emptoyee collectively through replayer     To supply an employer	rs to exercise or not to exercise, or presentatives of their own choosing with information concerning the ac	ctivities undertaken, is directly or indirectly:  Dersuade employees as to the manner of exercising, the right to organize and bargain  Hivities of employees or a labor organization in connection with a labor dispute smon- injunction with an administrative or ambiral proceeding or a oriminal or divil judicial pro-
ANSWER QUESTIO	MEETINGS TO INFORM ONS PERTAINING TO THE QUESTION AND ANSWE	THEM OF THEIR SECTION (7) RIGHTS AND TO EUNIONS, USING NURB DOCUMENTS AND UNION ER.
C. Specific Activities to be Pe	rformed	
a Hature of activity:	riist in detail the information roquiro	ki (Son Part C-10 of instructions): ROUPS TO INFORM THEM ON UNIONS.
b. Penod during which parts	vvned: c Extern	t pedomed:
		LALENTON WITH EMPLOYEES
	persons inrough vinoir performed: and Ceballice, Judy Castille	
11 Adentify (at) Subject employee  RWDSU, UPCW, I	s. groups of employees, and (b) lat	or organizations:

D. Verification and Signature. The person in item 1 above and each of his undersigned authorized officers declares, under penalty of law, that at 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', June 1		CEO	Signed:		
(HOTHER SEG. BIOSE OUT AGO WITH	In correct title above.)	Prosident	Para Land		Trossurer
City	State	Date	(If Other little, cross cut and write in co City	Offect tille above.) Siate	Date .
RANCHO CUCAM	IONGA.CA	on 1/13/05	At the state of th	the state of the s	OR.

Formi M-20786 1986

## **U.S. Department of Labor**

Office of Labor-Management /

merels.

This report is mendatory under P.L. \$6-257 as amended. Follows to comply may result in criminal prosecution, tines and civil penalties as provided by 29 U.S.C. 439, 440.

OMB No 1214-0001

legurec c!	Persons.	including	Labor I	Pelations i	Consultants	and Other	increatuals	ard Cr	sprivationi	(ACIFM.
Jinder Secs	on 200(b)	of the Li	scor Ma	nagement	Reporting	and Dodd	sure Act of	1969, a	Sprivationi	
	AL-MADERALISM SME: DORO			<b>MARKET : :::::</b>		<del></del>	THE PROPERTY AND ADDRESS OF THE PARTY AND ADDR			

Flie No. C. 0483

	* The second sec			
A. Paraon 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 verily this report are kept:			
3. Date fiscal year ends:  4. Type of person:  12-31-03  a. C. Individual b. C. Part	inership c. CKCorporation d. C Other (Specify):			
B. Hallure of Agreement or Arrangentent .				
5 Full name and address of employer with whom made (notude 217 code  Quietflox Menufacturing Company	0):   6 Date entered into:   02/1/03			
4518 Brittmore Houston TX 77041	Names of persons through whom made:     Dan Daniel			
8. Check the appropriate sox to indicate whether an object of the activities	os undertaken, is diedaly or indirectly:			

- a. INTo persuade employees to exercise or not to exercise, or persuade employees as to the manner of exercising, the right to organize and bargain occlecitively through representatives of their own chaosing.
- b. O 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 cerninal or givel public processing.
- 9 Terres and consistents (Exclain in detail, see Part 8-9 of instructions):

# Hold employee meetings to inform their section (7) rights and to answer questions pertaining to the union, using NLRB Documents and Union Documents for questions and answers.

#### 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:

# Hold employee meetings in small groups to inform them on Unions.

b. Period during which performed:

On points:

United management

On going Held meetings with employees.

d. Names and accinesses of persons through whom performed:

# Carlos Ortiz, Tim Lee, Lupe Cruz, John Henderson, Luz Ceballos, Rafael Igoa

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

#### Sheet Metal Workers Union Local 54

SPOOL SP Recured WAR 31 2003 GLAS DENOT

D. Verification and Signature. The person in item 1 above and each of his undersigned authorized bificers 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, mye, correct, and complete.

- Commence of the Commence of	<del></del>	1		<del></del>	
Signed V		CEO	Signed:		
There ( sur		Prosident			Treasurer
(If other title) cross our and write in con-	eci alte 200ve.)		(Kather little, cross out and write in correc	ot two above.)	
City	51330	Dun	City	Siate	O#16
<b>35. RANCHO CUCAMONO</b>	A.CA	on 3 18 13	a:		ÇA;
				Post	al M-2012b 1986

# U.S. Department of Labor

Office of Labor-Management Standards



This report is mandelory under P.L. 86-257 as amended. Failure to comply may mount in criminal prosecution, fines and civil penetties as provided by 29 U.S.C. 439, 440.

OMB No. 1214-0001

Pedured of Persons, including La Under Section 203(b) of the Cabor	bor Melations Consultatos a Mishagament Reporting a	and Other includuals na Disclosure Act of	s and Organizations. 1960, as amended (CMRDA).	File No. C. 4	193
A. Person Filing		- Company - Comp			
1. Name and mailing address (include ZIP code): CRUZ & ASSOCIATES, INC. 10201 TRADEMARK, #C RANCHO CUCAMONGA, CA 91730		2	. Any other address where record	Is noctassary to verily thi	is report are kept:
Date facet year ends:     12-31-03	4. Type of person: a. O Individual	b. C. Periser	ship c. (XCorporation	d. (i) Other (Specify):	Personal desires a supplier of the state of the supplier of the state of the supplier of the s
5. Nature of Agreement of Art	uncestent	<del>de la composition de la compo</del>		<del></del>	The state of the s
Full name and address of emp Firth Rivson Viking I Brik Circle Verdi, NV 89439	-	ouds 2IP code):	6. Date entered into: 92-27-93 7. Names of persons s 3921 Cotton	through whom made:	
· · · · · · · · · · · · · · · · · · ·				Prime 14 m William Prime and Company	
	i to exercise or not to exe resentatives of their own	MOGE, or persuade : choosing,	omployees as to the manner of em		•
<ol> <li>II to supply an employer, exc pending.</li> </ol>	with information concerni (b) information for use so	ng the activities of a laly in conjunction v	employees or a labor organization With an administrative or emilical pri	in convection with a lab occeding of a criminal o	tor dispute imply. If ohal judicial pro-
ANSWER QUESTIO DOCUMENTS FOR	ito per laining i	C IND INCOM	OF THEIR SECTION (7) R NS. USING NURB DOCU	MENTS AND UNI	ION
. Specific Asthrities to be Per				Marie - Carlo Carl	
<ol> <li>For each activity, separately in</li> </ol>	st in detail the information	n required (See Pari	C-10 of instructions):		
a. Nature of activity: HELD EMPLO YEE N	EEETINGS IN SMA	LL GROUPS	FO INFORM THEM ON E	U <b>NIONS</b> .	AR-7
b. Period during which perior	Mod.	c Extent performe	đ:	**************************************	
ON GOING		HELD MEETINGS WITH EMPLOYEES			
d. Names and addresses of p	ersons tarough whom por	formed:			
Greg Passant					
1. Identify (s) Subject employee	s, groupe of employees, a	nd (b) labor organiz	a Ports:	· · · · · · · · · · · · · · · · · · ·	***************************************
Iron Weekers Local	790				

D. Verification and Signature. The period in 1999 1 above and each of his undersigned authorized officers declares, under penalty of law, that as intormation in this report, including all attachingsts 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.

			* * * *		
ched: (	7	<u> </u>		Sost	
-	lupe (	14	CEO Presidenti	1 7	rae;

(If other title, cross out and wate in correct site above.)

(If Other little, cross cut and write in correct title above.)

City City State Oato

**BL. RANCHO CUCAMONGALCA** On:

Formi M-2078h 1986