



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.
9620 CENTER AVENUE, SUITE 180
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):

ROSS STORES
8333 CENTRAL AVENUE
NEWARK, CA 94560

6. Date entered into:

06/00

7. Names of persons through whom made:

IVY COUNCIL

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:

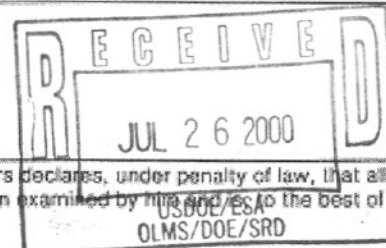
HELD MEETINGS WITH EMPLOYEES

d. Names and addresses of persons through whom performed:

LUPE CRUZ, NELSON UMBLE, PETER LIST, GERRI RANSOM, RICARDO PASALAGUA, WILLIAM MEDRANO
CARLOS ORTIZ, LUZ CEBALLOS, BILL WHIPPLE, JUDY CASTILLO, RICH WATERS, ALAN LAM

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

INTERNATIONAL BROTHERHOOD OF TEAMSTERS



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, to the best of his knowledge and belief, true, correct, and complete.

Signed:

Lupe Cruz
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
at: Rancho Cucamonga CA on: 7/00

City State Date
at: on:



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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. 9620 CENTER AVENUE, SUITE 180 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. <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

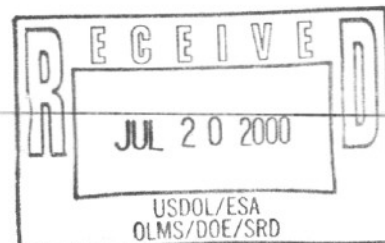
5. Full name and address of employer with whom made (include ZIP code): THE NEWARK GROUP 800-B WEST CHURCH STREET STOCKTON, CA 95203		6. Date entered into: 04/30/00
		7. Names of persons through whom made: JESUS JIMENEZ
8. Check the appropriate box to indicate whether an object of the activities undertaken, is directly or indirectly: a. <input checked="" type="checkbox"/> 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. <input type="checkbox"/> 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: FERNANDO RIVERA, DARYL VALDEZ	

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

INTERNATIONAL BROTHERHOOD OF TEAMSTERS



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>Juana Cruz</i> 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: <i>Rancho Cucamonga</i>	State: <i>CA</i>	City: _____	State: _____
Date: <i>6/00</i>	on: _____	Date: _____	on: _____

Agreement and Activities Report

U.S. Department of Labor

Office of Labor-Management Standards



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OMB No. 1214-0001
12/31/86

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File No.

C.

483

A. Person Filing

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CRUZ & ASSOCIATES, INC.
9620 CENTER AVENUE, SUITE 180
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):

CROWN BOLT, INC.
16010 BLOOMFIELD AVENUE
CERRITOS, CA 90703-2145

6. Date entered into:

05/00

7. Names of persons through whom made:

RAYMOND TACCOLINI

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.

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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:

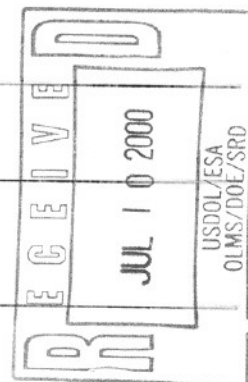
HELD MEETINGS WITH EMPLOYEES

d. Names and addresses of persons through whom performed:

GERRI RANSOM, ARTURO TOVAR, RICARDO PASALAGUA, WILLIAM MEDRANO

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

INTERNATIONAL BROTHERHOOD OF TEAMSTERS



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: Jupe Cruz 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: Rancho Cucamonga State: CA Date: 6/17/00

City: _____ State: _____ Date: _____