greement and Activities Report

RANCHO CUCAMONGA, CA

U.S. Department of Labor

Office of Labor-Managemen.

dards



This result is mandatory under P.L. 86-257 as amended. Failure to comply may result? criminal presecution, times and civil penalties as provided by 29 U.S.C. 439, 440.

OMB No. 1214-0001

| fequired of Persons. | including Labor Relati | ons Consultants and | Other Individuals | and Organizations, |
|-----------------------|------------------------|---------------------|-------------------|---------------------------|
| Jinder Section 203(b) | of the Labor-Manage | ment Reporting and | Disclosure Act of | 1969, as amended (LMRDA). |

FIIa No. C. 483

| | Person Filing | | | | |
|-----|--|---|---|--|--|
| 1. | Name and mailing address (include ZIP code): CRUZ & ASSOCIATES, INC, 10201 TRADEMARK, #C RANCHO CUCAMONGA, CA 91730 | Any other address where records necessary to verily this report are kept: | | | |
| 3. | Date fiscal year ends: 4 Type of person: | | | | |
| | 12-31-01 a. □ Individual b. □ | Partners | hip c. □X Corporation d. □ Other (Specify): | | |
| 8. | Nature of Agreement or Arrangement . | | | | |
| 5 | Full name and address of employer with whom made (include ZIP of | ode): | Date entered into: | | |
| | MEDINAH COUNTRY CLUB | | 07/31/01 | | |
| | 6N001 MEDINAH ROAD | | 7. Names of persons through whom made: | | |
| | MEDINAH, IL 60157 | | TOM LIVELY | | |
| 9. | Check the appropriate box to indicate whether an object of the act | vities und | ertaken, is directly or indirectly: | | |
| | collectively through representatives of their own choosing. | | imployees as to the manner of exercising, the right to organize and bargain | | |
| | | | mployees or a labor organization in connection with a labor dispute involv- th an administrative or arbitral proceeding or a criminal or civil judicial pro- | | |
| 1 | Terms and conditions (Explain in detail; see Part 8-9 of instructions | 1): | | | |
| _ | ANSWER QUESTIONS PERTAINING TO THE DOCUMENTS FOR QUESTION AND ANSWER | R. | | | |
| O | For each activity, separately list in detail the information required | (See Part | C-10 at instructions): | | |
| | Nature of activity: | | | | |
| | HELD EMPLO YEE MEETINGS IN SMALL GRO | O UPS T | O INFORM THEM ON UNIONS. | | |
| - | b. Periodicuring which performed in Extent p | performed | : | | |
| | ON GOING HEL | ON GOING HELD MEETINGS WITH EMPLOYEES | | | |
| | d. Names and addresses of persons through whom performed: | | | | |
| | JUAN CRUZ, CARLOS ORTIZ, MARK | JO NES | , CHARLES BRISENO | | |
| 1 | Identify (a) Subject employees, groups of employees, and (b) labor | r organiza | lions | | |
| | Committee of the commit | | | | |
| | INTERNATIONAL BROTHERHOOD OF TEAM | MSTER | S (IBT) | | |
| | TO THE SECRET OF THE SECRET SERVICE OF THE SECRET SECRET SERVICE OF THE SECRET SEC | 41.11 | | | |
| on | | | ndersigned authorized officers declares, under penalty of law, that all in- red to in this report, has been examined by him and is, to the best of his | | |
| iig | | EO Sig | ned: Treasure | | |
| 11: | offier title), cross/out and write in correct title above.) | (if o | ther title, cross out and write in correct title above.) | | |
| | City State Date | | City State Date | | |

Agreement and Activities Report

U.S. Department of Labor

Office of Labor-Management



This report is mandatory under P.L. 86-257 as amended. Failure to comply may result informinal prosecution, times and civil penalties as provided by 29 U.S.C. 439, 440.

OMB No. 1214-0001 12/31/86

Required of Persons, including Labor Petatons Consultants and Other Individuals and Organizations, Under Section 203(b) of the Labor Management Reporting and Disclosure Act of 1969, as amended (LMRDA). File No. C.

| CRUZ & ASSOCIATES, INC. 10201 TRADEMARK, #C RANCHO CUCAMONGA, CA 91730 3. Date fiscal year ends: 12-31-01 | | | | | | | |
|--|--|--|--|--|--|--|--|
| CRUZ & ASSO CIATES, INC. 10201 TRADEMARK, #C RANCHO CUCAMONGA, CA 91730 3. Date listed year ends: 12-31-01 | | | | | | | |
| B. Nature of Agreement or Arrangement 5. Full name and addresses of employer with whom made (notide ZIP code): IFCO SYSTEM 240 E. MAIN STREET BARTOW, FL 33803 6. Date entered into: 07/02/01 7. Names of persons through whom made: HASKEL ROSS 8. Obset the appropriate box to indicate whether an object of the activities undertaken, is directly or indirectly: a. IN To persuade employees to exercise or not to exercise, or corsuade employees as to the manner of exercising, the right to orgatic collectively through representatives of their own choosing. b. □ To supply an employer with information concerning the activities of employees as to the manner of exercising, the right to orgatic enderground on the properties of the properties of employees as to the manner of exercising, the right to orgatic enderground on the properties of the properties of employees or a labor organization in connection with a labor ing such employee, except information oncerning the activities of employees or a labor organization in connection with a labor ing such employee, except information oncerning the activities of employees or a labor organization in connection with a labor ing such employee, except information oncerning the activities with an administrative or arbitral proceeding or a criminal or conjunction with an administrative or arbitral proceeding or a criminal or conjunction with an administrative or arbitral proceeding or a criminal or conjunction with an administrative or arbitral proceeding or a criminal or conjunction with an administrative or arbitral proceeding or a criminal or conjunction with an administrative or arbitral proceeding or a criminal or conjunction with an administrative or arbitral proceeding or a criminal or conjunction with an administrative or arbitral proceeding or a criminal or conjunction with an administrative or arbitral proceeding or a criminal or conjunction with an administrative or arbitral proceeding. 6. Percent activity is a detail the information required (San Part C-10 of Instruct | Any other address where records necessary to verily this report are kept: | | | | | | |
| Full mame and addresses of employer with whom made (include ZIP code): IFCO SYSTEM 240 E. MAIN STREET BARTOW, FL 33803 Check the appropriate box to indicate whether an object of the activities undertaken, is directly or indirectly: a. IX To persuade employees to exercise or not to exercise, or persuade employees as to the manner of exercising, the right to organ collectively through representatives of their own choosing. b. To supply an employer with information concerning the activities of employees as to the manner of exercising, the right to organ grup such employer, except information for use solely in conjunction with an administrative or arbitral proceeding or a criminal or beauting. Tomas and conditions (Explain in detail, see Part 8-9 of instructions) | | | | | | | |
| Full mame and address of employer with whom made (include ZIP code): IFCO SYSTEM | | | | | | | |
| IFCO SYSTEM 240 E. MAIN STREET BARTO W, FL 33803 8 Check the appropriate box to indicate whether an object of the activities undertaken, is directly or indirectly. a. TA To persuade employees to exercise or not to exercise, or persuade employees as to the manner of exercising, the right to organize collectively through representatives of their own choosing. b. It is supply an employee with information concerning the activities of employees or a labor organization in connection with a labor ing such employee, except information for use solely in conjunction with an administrative or arbitral proceeding or a criminal or pedding. 1 Terms and conditions (Explain in detail; see Part 8-9 or instructions): HOLD EMPLO YEE MEETINGS TO INFORM THEM OF THEIR SECTION (7) RIGHTS AND TO ANSWER QUESTIONS PERTAINING TO: THE UNIONS, USING NURB DO CUMENTS AND UNION OCCUMENTS FOR QUESTION AND ANSWER. 5. Specific Activities to be Parformed O For each activity: HELD EMPLO YEE MEETINGS IN SMALL GROUPS TO INFORM THEM ON UNIONS. b. Period during which performed O Period during which performed C Extent performed. HELD MEETINGS WITH EMPLOYEES d. Names and addresses of persons through whom performed. | | | | | | | |
| 2. Names of persons through whom made: BARTOW, FL 33803 3. Check the appropriate box to indicate whether an object of the activities undertaken, is directly or indirectly: a. TA To persuade employees to exercise or not to exercise, or persuade employees as to the manner of exercising, the right to organize the property through representatives of their own choosing. b. To supply an employer with information concerning the activities of employees as to the manner of exercising, the right to organize the employees, except information for use solely in conjunction with an administrative or arbitral proceeding or a criminal or beading. 1. Terms and conditions (Explain in detail, see Pair 8-9 of instructions): HOLD EMPLOYEE MEETINGS TO INFORM THEM OF THEIR SECTION (7) RIGHTS AND TO ANSWER QUESTIONS PERTAINING TO THE UNIONS, USING NURB DO CUMENTS AND UNKNOWNER QUESTION AND ANSWER. 2. Specific Activities to be Parformed 0. For each activity, separately list in detail the information required (See Part C-10 at Instructions): a. Nature of activity: HELD EMPLOYEE MEETINGS IN SMALL GROUPS TO INFORM THEM ON UNIONS. b. Period during which performed c. Extent performed: ON GOING d. Names and addresses of persons through which performed. | | | | | | | |
| BARTOW, FL 33803 Check the appropriate box to indicate whether an object of the activities undertaken, is directly or indirectly: a. TX To persuade employees to exercise or not to exercise, or persuade employees as to the manner of exercising, the right to organization through representatives of their own chocaring. To supply an employer with information concerning the activities of employees or a labor organization in connection with a labor ing such employer, except information for use solely in conjunction with an administrative or arbitral proceeding or a criminal or peeding. Terms and conditions (Explain in detail, see Part 8-9 of instructions): HOLD EMPLO YEE MEETINGS TO INFORM THEM OF THEIR SECTION (7) RIGHTS AND TO ANSWER QUESTIONS PERTAINING TO THE UNIONS, USING NURB DO CUMENTS AND UNION OCCUMENTS FOR QUESTION AND ANSWER. Specific Activities to be Partorned For each activity, separately list in detail the information required (See Part C-10 of Instructions): a. Nature of activity: HELD EMPLO YEE MEETINGS IN SMALL GROUPS TO INFORM THEM ON UNIONS. b. Period during which performed C. Extent performed: ON GOING d. Names and addresses of persons through which performed. | | | | | | | |
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| HOLD EMPLOYEE MEETINGS TO INFORM THEM OF THEIR SECTION (7) RIGHTS AND TO ANSWER QUESTIONS PERTAINING TO THE UNIONS, USING NURB DOCUMENTS AND UNIODOCUMENTS FOR QUESTION AND ANSWER. 2. Specific Activities to be Performed O 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. | | | | | | | |
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| Description of activity: HELD EMPLOYEE MEETINGS IN SMALL GROUPS TO INFORM THEM ON UNIONS, Description of activity: Des | | | | | | | |
| a. Nature of activity: HELD EMPLOYEE MEETINGS IN SMALL GROUPS TO INFORM THEM ON UNIONS. b. Period during which performed. C. Extent performed. ON GOING HELD MEETINGS WITH EMPLOYEES d. Names and addresses of persons through whom performed. | | | | | | | |
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| ON GOING HELD MEETINGS WITH EMPLOYEES d. Names and addresses of persons through whom performed. | | | | | | | |
| d. Names and addresses of persons through whom performed: | | | | | | | |
| | | | | | | | |
| TINO ALVAREZ | | | | | | | |
| | | | | | | | |
| ntify (a) Subject employees, groups of employees, and (b) labor organizations: | | | | | | | |
| CONTRACTOR OF THE STATE OF THE STATE | | | | | | | |
| INTERNATIONAL BROTHERHOOD OF TEAMSTERS (IBT) | 77.7 | | | | | | |

Signed;

U.S. Department of Labor

Office of Labor-Managemer

ndards



This report is mandatory under P.L. 86-257 as amended. Failure to comply may result in criminal prosecution, times and civil penalties as provided by 29 U.S.C. 439, 440.

OMB No 1214-0001 12/31/86

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

| A. | Person Filling | | | | | |
|----|--|---|---|--|--|--|
| 1. | Name and mailing address (include ZIP code): CRUZ & ASSO CIATES, INC. 10201 TRADEMARK, #C RANCHO CUCAMONGA, CA 91730 | | Any other address where records necessary to verily this report are kept: | | | |
| 3. | | e of person: | nership c CXCorp | oration d. (Cother (Specify): | | |
| | | | teromp c. Group | | | |
| | Nature of Agreement or Arrangemen | | , | | | |
| 5 | Full name and address of employer with v | vhom made (include ZIP code) | | ntered into: | | |
| | LATHAM & GEORGETOWN | INNS | 06/20 | 7.01 | | |
| | 3000 "M" STREET | | | ol persons through whom made: | | |
| | WASHINGTON, DC 20008 | | JAN | IES BERMINGHAM | | |
| 0. | Check the appropriate box to indicate wh | ether an object of the activities | undertaken, is directly o | rindirectly: | | |
| | IX To persuade employees to exercise collectively through representative | IXTo 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. | | | | |
| | | | | organization in connection with a labor dispute involv- or arbitral proceeding or a criminal or civil judicial pro- | | |
| 3 | Terms and conditions (Explain in detail) is HOLD EMPLOYEE MEETING ANSWER QUESTIONS PER DOCUMENTS FOR QUESTI | GS TO INFORM THEM TAINING TO THE UN | | ION (7) RIGHTS AND TO RB DOCUMENTS AND UNION | | |
| C. | Specific Activities to be Performed | | | | | |
| 10 | For each activity, separately list in detail a. Nature of activity: HELD EMPLOAEE MEETING | | | | | |
| _ | b. Period during which performed | c Extent perfo | med: | | | |
| | ON GOING | HELD | D MEETINGS WITH EMPLOYEES | | | |
| | Names and addresses of persons through whom performed: | | | | | |
| | LUZ CEBALLOS, AL | AN LAM | | DEGETVE | | |
| 1 | Identify (a) Subject employees, groups of | f employees, and (b) lebor org | anizations: | JUN 25 | | |

HOTEL EMPLOYEES RESTAURANT EMPLOYEES (HERE)

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.

| Signifia | () | CFO | Signed: | | |
|---------------------------------|-------------------------------|------------|---|--------------------------|-----------|
| 1 Anne | (run) | President | | | Treasurer |
| (If other little dights out and | write in correct ptig above.) | | (If other little, cross out and write i | in correct title above.) | |
| City | State | Date | City | State | Cate |
| at. RANCHO CUO | 'AMONGA, CA | on 7/20/01 | at: | | on: |

USDOL/ESA OLMS/DOE/SRD