knowledge and belief, true, correct, and complete.

## U.S. Departmen\*\*\* Labor

Office of Labor Manageme. Laandards



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

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 1969, as amended (LMRDA). Fila No. C. 483

| A.                              | Person Filling   | rson Filing                             |  |   |  |  |  |  |
|---------------------------------|--|---|--|---|--|--|--|--|
| 1.                              | Name and mailing address (incluing CRUZ & ASSOCIATES, 10201 TRADEMARK, #CRANCHO CUCAMONO   | INC.                                    | Any other address where records necessary to verily this report are kept:                |   |  |  |  |  |
| 3.                              | Date fiscal year ends:   | Type of person:                         |  | industry and the second   |  |  |  |  |
|                                 | 12-31-00   | a. 🗆 Individual - b. 🗆 Part             | Inership c. (XCorporation d.   | ☐ Other (Specify):  |  |  |  |  |
| В.                              | Nature of Agreement or Arran   | e of Agreement or Arrangement .         |  |   |  |  |  |  |
| 5.                              | Full name and address of employer with whom made (include ZIP code):  6. Date entered into:  |   |  |   |  |  |  |  |
|                                 | SUN MAR HEALTHCAI  | RE/PARAMO UNT CO NVAL                   | FS.C.ENT 10/14/00  |   |  |  |  |  |
|                                 | 500 N. STATE COLLEG  |   | Names of persons through whom made:  |   |  |  |  |  |
|                                 | ORANGE CA 92868  |   | KENT BERKEY  |   |  |  |  |  |
| <u>a</u>                        | Check the appropriate box to indicate whether an object of the activities undertaken, is directly or indirectly:   |   |  |   |  |  |  |  |
|                                 | IX 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  | h information concerning the activities | s of employees or a labor organization in<br>ion with an administrative or arbitral prod | connection with a labor dispute involv-<br>seeding or a criminal or civil judicial pro- |  |  |  |  |
| 9                               | Terms and conditions (Explain in detail; see Part 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 DOCUMENTS AND UNION DOCUMENTS FOR QUESTION AND ANSWER.                        |   |  |   |  |  |  |  |
| C.                              | Specific Activities to be Perfor   | med                                     |  |   |  |  |  |  |
|                                 | 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.   |   |  |   |  |  |  |  |
|                                 | <ul> <li>Period during which performed</li> </ul>  | c Extent perfo                          | ппед.  |   |  |  |  |  |
|                                 | ON GOING   | HELD N                                  | HELD MEETINGS WITH EMPLOYEES   |   |  |  |  |  |
|                                 | d. Names and addresses of persons through whom performed:  |   |  |   |  |  |  |  |
| FERNANDO RIVERA, BILL LEO PARDI |  |   |  | DEGE OVE  |  |  |  |  |
| 1                               | Identify (a) Subject employees, groups of employees, and (b) labor organiza.  SERVICE EMPLOYEES INTERNATIONAL UNION (S.  |   |  | DEC 1 2 2000  |  |  |  |  |
| )                               |  | S INTERNATIONAL UNION                   |  | USDOL/ESA<br>OLMS/DOE/SRD   |  |  |  |  |

Signed:

CEO President

CEO President

City State Date

tornation 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

## Agreement and Activities Repro-

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

RANCHO CUCAMONGA, CA

## U.S. Department Labor

Office of Labor-Manageme. Landards



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

OMB No. 1214-0001

Required of Persons, including Labor Relations Consultants and Other Increduals and Organizations, Under Section 203(b) of the Labor Management Reporting and Disclosure Act of 1959, as amended if MRDA.

File No. C. 483

| 1. Name and mailing address (include ZIP code)  |  |  |  |  |  |  |  |
|---|--|--|--|--|--|--|--|
| CRUZ & ASSOCIATES, INC.<br>10201 TRADEMARK, #C<br>RANCHO CUCAMONGA, CA 9  |  |  |  |  |  |  |  |
| Date fiscal year ends:     4. Type of page 1.   | person.  |  |  |  |  |  |  |
|   | ndividual b.  Partnership c.  CX Corporation d.  Other (Specify):  |  |  |  |  |  |  |
| B. Maharatta and a farmana  | ,  |  |  |  |  |  |  |
| <ul> <li>B. Nature of Agreement or Arrangement</li> <li>Full name and address of employer with whon</li> </ul>  | Proceeds (Sacheles 200 angles)   |  |  |  |  |  |  |
|   | n made (include ZIP code): 6. Date entered into: 09/25/00  |  |  |  |  |  |  |
| GUY CHADDOCK & CO.  |  |  |  |  |  |  |  |
| 2201 E BRUNDAGE LANE  | <ol><li>Names of persons through whom made:</li></ol>  |  |  |  |  |  |  |
| BAKERS FIELD, CA 93307  | DAVID T. EDWARDS   |  |  |  |  |  |  |
|   | er an object of the activities undertaken, is directly or indirectly:  |  |  |  |  |  |  |
| collectively through representatives of   | . 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.  |  |  |  |  |  |  |
| <ul> <li>To supply an employer with information<br/>ing such employer, except information<br/>ceeding.</li> </ul>   | n concerning the activities of employees or a labor organization in connection with a labor dispute im<br>for use solely in conjunction with an administrative or arbitral proceeding or a criminal or civil judicial  |  |  |  |  |  |  |
| Terms and conditions (Explain in detail; see P.   | art B-9 of instructions is   |  |  |  |  |  |  |
|   |  |  |  |  |  |  |  |
| ANSWER QUESTIONS PERTAI<br>DOCUMENTS FOR QUESTION   | TO INFORM THEM OF THEIR SECTION (7) RIGHTS AND TO INING TO THE UNIONS, USING NLRB DOCUMENTS AND UNION AND ANSWER.  |  |  |  |  |  |  |
| ANSWER QUESTIONS PERTAI<br>DOCUMENTS FOR QUESTION   | INING TO THE UNIONS, USING NURB DOCUMENTS AND UNION  |  |  |  |  |  |  |
| ANSWER QUESTIONS PERTAI<br>DOCUMENTS FOR QUESTION  C. Specific Activities to be Performed   | INING TO THE UNIONS, USING NURB DOCUMENTS AND UNION  |  |  |  |  |  |  |
| ANSWER QUESTIONS PERTAIN DOCUMENTS FOR QUESTION  C. Specific Activities to be Performed  O. For each activity, separately list in detail the a. Nature of activity:   | INING TO THE UNIONS, USING NLRB DOCUMENTS AND UNION AND ANSWER.  Information required (See Part C-18 at instructions):   |  |  |  |  |  |  |
| ANSWER QUESTIONS PERTAIN DOCUMENTS FOR QUESTION  C. Specific Activities to be Performed  O. For each activity, separately list in detail the a. Nature of activity:   | INING TO THE UNIONS, USING NLRB DOCUMENTS AND UNION AND ANSWER.  Information required (See Part C-18 at instructions):   |  |  |  |  |  |  |
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| ANSWER QUESTIONS PERTAIN DOCUMENTS FOR QUESTION  Specific Activities to be Performed  For each activity, separately list in detail the a. Nature of activity:  HELD EMPLOYEE MEETINGS   | INING TO THE UNIONS, USING NLRB DOCUMENTS AND UNION AND ANSWER.  Information required (See Part C-10 of instructions):  IN SMALL GROUPS TO INFORM THEM ON UNIONS.  NOV 28  |  |  |  |  |  |  |
| ANSWER QUESTIONS PERTAIN DOCUMENTS FOR QUESTION  C. Specific Activities to be Performed  O. For each activity, separately list in detail the a. Nature of activity:  HELD EMPLO YEE MEETINGS  b. Period during which performed:   | INING TO THE UNIONS, USING NLRB DOCUMENTS AND UNION AND ANSWER.  Information required (See Part C-10 at instructions):  IN SMALL GROUPS TO INFORM THEM ON UNIONS.  C. Extent performed:  HELD MEETINGS WITH EMPLOYEES  USDOL/E OLMS/DOE/   |  |  |  |  |  |  |
| ANSWER QUESTIONS PERTAIN DOCUMENTS FOR QUESTION  5. Specific Activities to be Performed  6. For each activity, separately list in detail the a. Nature of activity:  HELD EMPLO YEE MEETINGS  6. Period during which performed.  ON GOING  d. Names and addresses of persons through                          | INING TO THE UNIONS, USING NLRB DOCUMENTS AND UNION AND ANSWER.  Information required (See Part C-10 at instructions):  IN SMALL GROUPS TO INFORM THEM ON UNIONS.  C. Extent performed:  HELD MEETINGS WITH EMPLOYEES  USDOL/E OLMS/DOE/   |  |  |  |  |  |  |
| ANSWER QUESTIONS PERTAIN DOCUMENTS FOR QUESTION  2. Specific Activities to be Performed  3. For each activity, separately list in detail the a. Nature of activity:  HELD EMPLOYEE MEETINGS  5. Period during which performed:  ON GOING  d. Names and addresses of persons through LUPE CRUZ, RICARDO PASALA | IN SMALL GROUPS TO INFORM THEM ON UNIONS.  C Extent performed:  HELD MEETINGS WITH EMPLOYEES  OUND DARYL VALDEZ, BILL MED  |  |  |  |  |  |  |
| ANSWER QUESTIONS PERTAIN DOCUMENTS FOR QUESTION  C. Specific Activities to be Performed  O. For each activity, separately list in detail the a. Nature of activity:  HELD EMPLO YEE MEETINGS  b. Period during which performed  ON GOING  d. Names and addresses of persons through                           | IN SMALL GROUPS TO INFORM THEM ON UNIONS.  C Extent performed:  HELD MEETINGS WITH EMPLOYEES  OUND DESCRIPTION OF THE MEETINGS WITH PROPERTY OF THE MEETINGS |  |  |  |  |  |  |

Signed:

City

(if other title, cross out and write in correct title above.)

CEO President

10/15/00 at:

Date

on:

Date

State

Treasurer

## U.S. Departmen\* f Labor

Office of Labor-Manageme. Litandards



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

OMB No. 1214-0001

| result in chiminal prosecution, lines and civil penalties  | s as brossed by  | 29 0.5.0. 439, 440,  |  | 12/31/9  |  |  |  |  |  |
|--|--|--|--|--|--|--|--|--|--|
| Required of Persons, including Labor Relations Consultants<br>Under Section 203(b) of the Labor Management Reporting   | and Other Individual and Oscilosure Additional Addition | luals and Organizations,<br>c of 1968, as amended (LMRDA).   | File No. C.  | 483  |  |  |  |  |  |
| A. Person Filling  | Received   | A MANAGER AND A STATE OF THE ST |  | A THE STREET WAS DESCRIPTION OF THE STREET   |  |  |  |  |  |
| 10201 TD A DEMA DIV AV:  | Name and mailing address (include ZIP code):  CRUZ & ASSOCIATES, INC.  OCT 11:00  2. Any other address where records necessary to verily this report are kept:   |  |  |  |  |  |  |  |  |
| 3. Date fiscal year ends: 4 Type of person: 12-31-00 a ☐ Individus   | sl b. D Part   | nership c CXCorporation d.   | ☐ Other (Specify):   | Decima cold Later to the second  |  |  |  |  |  |
|  |  |  | - chick (openly).  |  |  |  |  |  |  |
| Nature of Agreement or Arrangement  Full name and address of employer with whom made (include ZIP code):  6. Date entered into:  |  |  |  |  |  |  |  |  |  |
|  | 09/10/00   |  |  |  |  |  |  |  |  |
| MOUNTAIN VALLEY EXPRESS  |  |  |  |  |  |  |  |  |  |
| 1019 BESSEMER AVENUE<br>MANTECA, CA 95336  |  | 7. Names of persons the<br>CHARLES L. C  |  |  |  |  |  |  |  |
|  |  |  | ILES   |  |  |  |  |  |  |
| Check the appropriate box to indicate whether an object of the activities undertaken, is directly or indirectly:   |  |  |  |  |  |  |  |  |  |
| <ul> <li>a. EXTo 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.</li> </ul> |  |  |  |  |  |  |  |  |  |
| <ul> <li>To supply an employer with information concer-<br/>ing such employer, except information for use a<br/>deeding.</li> </ul>  | ming the activities<br>solely in conjuncti   | s of employees or a labor organization in<br>on with an administrative or arbitral prod  | connection with a labor<br>eeding or a criminal or c                 | dispute involv-<br>tivil judicial pro-   |  |  |  |  |  |
| 9. Terms and conditions (Explain in detail; see Part 8-9 o   | finstructions):  |  |  |  |  |  |  |  |  |
| HOLD EMPLOYEE MEETINGS TO IN   | HOLD EMPLOYEE MEETINGS TO INFORM THEM OF THURS SPORTS  |  |  |  |  |  |  |  |  |
| 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.  | Ono, como nend docor   | IENIS AND UNIC   | /N   |  |  |  |  |  |
| C. Specific Activities to be Performed   |  |  |  |  |  |  |  |  |  |
| <ol><li>For each activity, separately list in detail the informat</li></ol>  | For each activity, separately list in detail the information required (See Part C-16 of instructions):   |  |  |  |  |  |  |  |  |
| Nature of activity:  | Nature of activity:  |  |  |  |  |  |  |  |  |
| HELD EMPLOYEE MEETINGS IN SMALL GROUPS TO INFORM THEM ON UNIONS.   |  |  |  |  |  |  |  |  |  |
| b. Period during which performed   | c Extent perfor  | myst.  |  |  |  |  |  |  |  |
| ON GOING   |  | LD MEETINGS WITH EMPLOYEES   |  |  |  |  |  |  |  |
| d. Names and addresses of persons through whom p   | THE RESIDENCE OF THE PERSON OF |  |  |  |  |  |  |  |  |
| LUPE CRUZ, CARLOS ORTIZ  | , FERNANDO   | ) RIVERA, BILL LEO PARDI,  | AL REYES   |  |  |  |  |  |  |
| 11 Identify (a) Subject employees, groups of employees,  | and (b) labor orga   | anizations:  |  | 70 0   |  |  |  |  |  |
|  |  | Personal   | DE GE  | WBn  |  |  |  |  |  |
| INTERNATIONAL BROTHERHOOD  | OF TEAMS T   | ERS (IBT)  | OCT 3 0 2  | 000  |  |  |  |  |  |
| D. Verification and Signature. The person in item 1 abormation in this report, including all attachments incorporately and belief, true, correct, and complete.  | ove and each of<br>brated therein or   | his undersigned authorized officers decl<br>referred to in this report, has been exam  | lares, under penalty of I<br>nined by him 1800 IS ESA<br>OLMS/DOE/SE | the best of his  |  |  |  |  |  |
| Supe Crus  | CEO<br>President   | Signed:  |  | Treasure   |  |  |  |  |  |
| If other title, wassout and write propried title above.)   |  | (If other title, cross out and write in corr   | rect title above.)   | and the second s |  |  |  |  |  |
| City State   | Date   | City   | State  | Date   |  |  |  |  |  |
| RANCHO CUCAMONGA, CA   | on: 10/04/00   | at:  |  | on:  |  |  |  |  |  |