U.S. Department of Labor Office of Lahor-Management Standards Washington, DC 20210

## 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.

1. File Number: C- 00483		
00103		
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, #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 / 9 a. Individual b. Partnership	c. Corporation d. Other (Specify):	
A STATE OF THE STA		
Nature of Agreement or Arrangement		
6. Full name and address of employer with whom made (include ZIP Code):	7. Date entered into:	
Name Don Deary	6 / 9 / 2009	
Organization NorCal Beverage/Anaheim, CA	8. Name of person(s) through whom made:	
Trade Name, if any	Name	
P.O. Box, Bldg., Room No., if any	Name	
Street 2286 Stone Boulevard	Name	
City West Sacramento	Name	
State California ZIP Code + 4 95691	Name	
Signa	tures	
Each of the undersigned declares, under penalty of perjury and other applicable the information contained in any accompanying documents) has been examined true, correct and complete. (See Section of on penalties in the instructions.)	penalties of law, that all of the information submitted in this report (including by the signatory and is, to the best of the undersigned's knowledge and belief,	
13. Signed President	14. Signed Treasurer	
Title Other (Specify) (If other title, see instructions)	(If other title, see instructions)  Title	
CEÓ :	**	
And the second s	· · · · · · · · · · · · · · · · · · ·	
On 07/10/2009 909-980-8736	On	
Date Telephone Number	Date · · · · Telephone Number · · · · · · ·	

Filer: Lupe Cruz

Cruz & Associates, Inc.

File Number C- 00483

ne 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 agreements must be attached.):

Hold employee meetings to inform their section (7)\_rights and to answer questions pertaining to the union using NLRB documents for questions and answers.

Specific Activities	to be Performed
---------------------	-----------------

- 11. For each activity, separately list in detail the information required (See instructions):
  - a. Nature of activity:

Held employee meetings in small groups to inform them on unions

ed, if any:		
ed, if any:		
P.O. Box, Bldg., Room No., if any		
Street 10201 Trademark Street, #C		
City Rancho Cucamonga		
le + 4 91730		
12.b. Identify subject labor organizations:		
•		

Filer: Lupe Cruz

## Specific Activities to be Performed (Continuation Page)

- 11. For each activity, separately list in detail the information required (See instructions):
  - a. Nature of activity:

Held employee meetings in small groups to inform them on unions

11.b. Period during which	n performed:	· ·	11.c. Extent performed:		
On going		Held meeting	Held meetings with employees		
11.d. Name and address	through whom performed:	Additional Name and ad	ddress through whom performed, if any:		
Name Mario	Vargas	Name	Name		
Organization Cruz &	Associates, Inc.	Organization	Organization		
P.O. Box, Bldg., Room N	o., if any	P.O. Box, Bldg., Room	P.O. Box, Bldg., Room No., if any		
Street 10201 Tradem	ark Street, #C	Street	Street		
City Rancho Cucam	onga	City	City		
State California	ZIP Code + 4 91730	State	ZIP Code + 4		
Additional Name and addr	ress through whom performed, if any:	Additional Name and ac	Additional Name and address through whom performed, if any:		
Name		Name	Name		
Organization		Organization			
P.O. Box, Bldg., Room No	o., if any	P.O. Box, Bldg., Room	P.O. Box, Bldg., Room No., if any		
Street		Street	Street		
City		City	City		
State	ZIP Code + 4	State	ZIP Code + 4		
12.a. Identify subject grou	ps of employees:	12.b. Identify subject la	12.b. Identify subject labor organizations:		
Employees in pot	ential bargaining unit	Teamsters Local 952			