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

FORM LM-20 AGREEMENT AND ACTIVITIES REPORT

Form approved
Office of Management
and Budget
No. 1245-0003
Expires 08-31-2016



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.

2527

1. File Number: C- 00483						
Person Filing		_			······································	
2. Name and mailing address (include ZIP Code):			Any other address where records necessary to verify this report are kept:			
Name			Name			
Title			Title			
Organization Cruz & Associates, Inc.			Organization			
P.O. Box, Bldg., Room No., if any P.O. Box 1831			P.O. Box, Bldg., Room No., if any			
Street			Street			
City Upland			City			
State California	ZIP Code + 4 91785	State		ZIP Code + 4		
4. Date fiscal year ends: 5. Type of person:						
Dec / 31	a. Individual b. Partnership	c. Corpo	oration d. Other	(Specify):		
,						
Nature of Agreement or Arrangement						
6. Full name and address of employer with whom made (include ZIP Code):		7. Date entered into: 9 / 1 / 2014				
Name Donna Schnopp			,			
Organization Ventura Coastal			8. Name of person(s) through whom made:			
Trade Name, if any			Name			
P.O. Box, Bldg., Room No., if any			Name			
Street 12310 Avenue 168			Name			
City Visalia			Name			
State California	ZIP Code + 4 93291	Name				
Signatures						
Each of the undersigned declares, under penalty of perjury and other applicable penalties of law, that all of the information submitted in this report (including the information contained in any accompanying documents) has been examined by the signatory and is, to the best of the undersigned's knowledge and belief, true, correct, and complete. (See Section VII on penalties in the instructions.)						
13. Signed Pupe W	President (If other title, see	14. Signed			Treasurer (If other title, see	
Title Other (Specify) instructions) CEO		Title	Treasurer		instructions)	
	2-9 9Cn_8774					
on 9-20-14 909-980-8736		On				
Date	Telephone Number		Date	Telephone Number		
 						

Filer: Cruz & Associates, Inc.	File Number C- 00483				
9. 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.					
10. Terms and conditions (Explain in detail; see instructions. Written agreements must be attached.): Paid hourly; Expenses reimbursed					
raid Hoully, Expenses leimbursed					
	I				
Specific Activities to be Performed					
11. For each activity, separately list in detail the information required (See instructions):					
a. Nature of activity:					
To inform employees of their Section 7 rights and answer questions using NLRB and Union documents.					
11.b. Period during which performed:	11.c. Extent performed:				
September 1, 2014	On going				
11.d. Name and address through whom performed:	Additional Name and address through whom performed, if any:				
Name Juan Cruz	Name				
Organization Reconnect Labor Relations Consultants	Organization				
P.O. Box, Bldg., Room No., if any	P.O. Box, Bldg., Room No., if any				
Street 28715 Mark Rd.	Street				
City Moreno Valley	City				
State California ZIP Code + 4 92555	State ZIP Code + 4				
12.a. Identify subject groups of employees:	12.b. Identify subject labor organizations:				
Production workers	Teamsters Local 517				
110dd010dd W01A015	reambeers Book 31,				