

Agreement and Activities Report

U.S. Department of Labor

Office of Labor-Management Standards



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. 1214-0024 12/31/96

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

888603

1. Name and mailing address (include ZIP code): CRUZ & ASSOCIATES, INC. 10201 TRADEMARK, #C RANCHO CUCAMONGA, CA 91730

3. Date fiscal year ends: 12-31-07 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): DLS Landscape 1652 Plum Lane, Suite 104A Redlands, CA 32374 6. Date entered into: 09/20/07 7. Names of persons through whom made: Daniel Sanchez

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 their section (7) rights and to answer questions pertaining to the union, using NLRB Documents and Union Documents for questions and answers.

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: Hold 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: Bill Leopardi, Juan Cruz

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

Labores Local 783

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.

Signature: Joe Cruz CEO President Date: October 24, 2007 City: RANCHO CUCAMONGA, CA State: CA

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U.S. Department of Labor

Office of Labor Management Standards



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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
12/31/96

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. 783**

A. Person Filing

1. Name and mailing address (include ZIP code) CRUZ & ASSOCIATES, INC. 10201 TRADEMARK, #C RANCHO CUCAMONGA, CA 91730	2. Any other address where records necessary to verify this report are kept
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3. Date fiscal year ends: 12-31-07	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):
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B. Nature of Agreement or Arrangement

5. Full name and address of employer with whom made (include ZIP code): West Coast Arborists, Inc. 2200 E. Via Burton Street, Anaheim CA 92806	6. Date entered into: 08/21/07 7. Names of persons through whom made: Patrick Mahoney
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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 their section (7) rights and to answer questions pertaining to the union, using NLRB Documents and Union Documents for questions and answers.

C. Specific Activities to be Performed

10. For each activity, separately set 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
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d. Names and addresses of persons through whom performed:
Juan Cruz

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

Electrical Workers Local 47

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: CEO President (If other title, cross out and write in correct title above.) City: RANCHO CUCAMONGA, CA State: CA Date: September 25, 2007	Signed: _____ Treasurer: (If other title, cross out and write in correct title above.) City: _____ State: _____ Date: _____
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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. 1214-0007
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.
10201 TRADEMARK #C
RANCHO CUCAMONGA, CA 91730

2. Any other address where records necessary to verify this report are kept:

3. Date fiscal year ends: 12-31-07

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):
Living Spaces
12649 Foothill Blvd
Rancho Cucamonga 917307

6. Date entered into: 09/12/07

7. Names of persons through whom made:
Mr. Jeff Seabrook

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 their section (7) rights and to answer questions pertaining to the union, using NLRB Documents and Union Documents for questions and answers.

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:
Hold 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:
Bill Leopardi, Juan Cruz

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

Teamsters Local 163

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: *[Signature]* CEO President

Signed: _____ Treasurer

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

City: RANCHO CUCAMONGA, CA State: CA Date: October 12, 2007