

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.

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

346049

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: 12-31-06 4. Type of person: a. Individual b. Partnership c. Corporation d. Other (Specify): 5. Full name and address of employer with whom made (include ZIP code): Eucor Corporation American Rock Products 4418 E. 8th Avenue Spokane Valley, WA 99212 6. Date entered into: 01/09/2006 7. Name of persons through whom made: Michael McKinney

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): Conduct employee relations audit to identify vulnerability toward union organizing.

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: Met with employees individually and in small groups.. b. Period during which performed: On going c. Extent performed: Completed analysis made recommendations d. Names and addresses of persons through whom performed: John Henderson, 10201 Trademark St., #C, Rancho Cucamonga, CA 91730

11. Identify (a) Subject employees, groups of employees, and (b) labor organizations: Teamsters Local 839

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: [Signature] Treasurer (If other title, cross out and write in correct title above.) City: RANCHO CUCAMONGA, CA State: CA Date: 3/4/2008