

# FORM LM-20

## AGREEMENT AND ACTIVITIES REPORT

For Official Use Only



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.

400689

1. File Number: C- 00483

**Person Filing**

2. Name and mailing address (include ZIP Code):

Name Lupe Cruz  
Title CEO  
Organization Cruz & Associates, Inc.  
P.O. Box, Bldg., Room No., if any  
Street 10201 Trademark Street, #C  
City Rancho Cucamonga  
State California ZIP Code + 4 91730

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

Name  
Title  
Organization  
P.O. Box, Bldg., Room No., if any  
Street  
City  
State ZIP Code + 4

4. Date fiscal year ends:  
Dec / 9

5. Type of person:  
a.  Individual b.  Partnership c.  Corporation d.  Other (Specify):

**Nature of Agreement or Arrangement**

6. Full name and address of employer with whom made (include ZIP Code):

Name Fred Guzman  
Organization Guzman's Garden Corporation  
Trade Name, if any  
P.O. Box, Bldg., Room No., if any  
Street 939 223rd Street  
City Torrance  
State California ZIP Code + 4 90507

7. Date entered into:

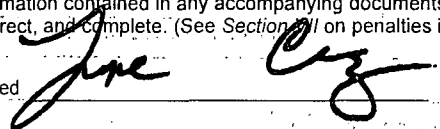
6 / 22 / 2009

8. Name of person(s) through whom made:

Name  
Name  
Name  
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 11 on penalties in the instructions.)

13. Signed  President  
(If other title, see instructions)  
Title Other (Specify)  
CEO

On 7/21/2009 909-980-8736  
Date Telephone Number

14. Signed \_\_\_\_\_ Treasurer  
(If other title, see instructions)  
Title Treasurer

On \_\_\_\_\_  
Date Telephone Number

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.):

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

11.b. Period during which performed:

On going

11.c. Extent performed:

Held meetings with employees

11.d. Name and address through whom performed:

Name Bill Leopardi

Organization Cruz & Associates, Inc.

P.O. Box, Bldg., Room No., if any

Street 10201 Trademark Street, #C

City Rancho Cucamonga

State California ZIP Code + 4 91730

Additional Name and address through whom performed, if any:

Name Carlos Ortiz

Organization Cruz & Associates, Inc.

P.O. Box, Bldg., Room No., if any

Street 10201 Trademark Street, #C

City Rancho Cucamonga

State California ZIP Code + 4 91730

12.a. Identify subject groups of employees:

Employees in potential bargaining unit

12.b. Identify subject labor organizations:

IBEW Local 47

Specific Activities to be Performed (Continuation Page)	
<p>11. For each activity, separately list in detail the information required (See instructions):</p> <p style="margin-left: 20px;">a. Nature of activity:</p> <p style="margin-left: 40px;">Held employee meetings in small groups to inform them on unions</p>	
<p>11.b. Period during which performed:</p> <p style="margin-left: 20px;">On going</p>	<p>11.c. Extent performed:</p> <p style="margin-left: 20px;">Held meetings with employees</p>
<p>11.d. Name and address through whom performed:</p> <p>Name Juan Cruz</p> <p>Organization Cruz &amp; Associates, Inc.</p> <p>P.O. Box, Bldg., Room No., if any</p> <p>Street 10201 Trademark Street, #C</p> <p>City Rancho Cucamonga</p> <p>State California ZIP Code + 4 91730</p>	<p>Additional Name and address through whom performed, if any:</p> <p>Name</p> <p>Organization</p> <p>P.O. Box, Bldg., Room No., if any</p> <p>Street</p> <p>City</p> <p>State ZIP Code + 4</p>
<p>Additional Name and address through whom performed, if any:</p> <p>Name</p> <p>Organization</p> <p>P.O. Box, Bldg., Room No., if any</p> <p>Street</p> <p>City</p> <p>State ZIP Code + 4</p>	<p>Additional Name and address through whom performed, if any:</p> <p>Name</p> <p>Organization</p> <p>P.O. Box, Bldg., Room No., if any</p> <p>Street</p> <p>City</p> <p>State ZIP Code + 4</p>
<p>12.a. Identify subject groups of employees:</p> <p style="margin-left: 20px;">Employees in potential bargaining unit</p>	<p>12.b. Identify subject labor organizations:</p> <p style="margin-left: 20px;">IBEW Local 47</p>