

FORM LM-20

AGREEMENT AND ACTIVITIES REPORT



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.

441 386

1. File Number: C- 00483

Person Filing	
2. Name and mailing address (include ZIP Code): Name Lupe Cruz Title Cruz & Associates, Inc. Organization P.O. Box, Bldg., Room No., if any Street 10201 Trademark Street, Ste 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 / 8	5. 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):

Nature of Agreement or Arrangement	
6. Full name and address of employer with whom made (include ZIP Code): Name Steve Herfield Organization Metropolitan Interpreters & Translators Trade Name, if any P.O. Box, Bldg., Room No., if any Street 110 East 42nd Street City New York State New York ZIP Code + 4 10017	7. Date entered into: 6 / 6 / 2008 8. Name of person(s) through whom made: Name Steve Herfield 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 VII on penalties in the instructions.)

13. Signed <u></u> President (If other title, see instructions) Title <u>Other (Specify)</u> CEO On <u>12/22/2010</u> <u>909-980-8736</u> Date Telephone Number	14. Signed _____ Treasurer (If other title, see instructions) Title <u>Treasurer</u> On _____ Date Telephone Number
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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.):

Held employee meetings to inform them of their section (7) rights and to answer questions pertaining to the union usins NLRB documents and union 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 meetings in small group to inform them on unions.

<p>11.b. Period during which performed: 6/6/08 thru 7/11/08</p>	<p>11.c. Extent performed: Held meetings with employees</p>
<p>11.d. Name and address through whom performed:</p> <p>Name Bill Leopardi</p> <p>Organization Cruz & Associates, Inc.</p> <p>P.O. Box, Bldg., Room No., if any</p> <p>Street 10201 Trademark Street, Ste 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 Greg Passant</p> <p>Organization Cruz & Associates, Inc.</p> <p>P.O. Box, Bldg., Room No., if any</p> <p>Street 10201 Trademark Street, Ste C</p> <p>City Rancho Cucamonga</p> <p>State California ZIP Code +4 91730</p>

<p>12.a. Identify subject groups of employees:</p> <p>Employees in potential bargaining unit</p>	<p>12.b. Identify subject labor organizations:</p> <p><i>CWA</i></p>
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