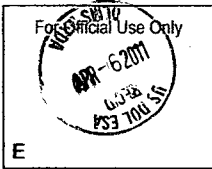


# FORM LM-21 RECEIPTS AND DISBURSEMENTS REPORT

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 Relations and Disclosure Act of 1959, as amended, (LMRDA)



**READ THE INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS REPORT**

457681

1. File Number C-00483	2. Period Covered By This Report	Month/Day/Year (mm/dd/yyyy)	Through:	Month/Day/Year (mm/dd/yyyy)
	From:	01/01/2010		12/31/2010

A. Person Filing	
<p>3. Name and mailing address (include ZIP Code):</p> <p>Name <u>Lupe Cruz</u></p> <p>Title <u>CEO</u></p> <p>Organization <u>Cruz &amp; Associates, Inc</u></p> <p>P.O. Box, Building and Room Number, if any <u>1831</u></p> <p>Street</p> <p>City <u>Upland</u></p> <p>State <u>CA</u> ZIP Code + 4 <u>91785</u></p>	<p>4. Any other address where records necessary to verify this report are kept:</p> <p>Name</p> <p>Title</p> <p>Organization</p> <p>P.O. Box, Building and Room Number, if any</p> <p>Street</p> <p>City</p> <p>State ZIP Code + 4</p>

### 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 the Section on penalties in the instructions).

<p>17. Signed <u>[Signature]</u> President Title President</p> <p>On <u>3/30/2011</u> Date <u>909 9808736</u> Telephone Number</p>	<p>18. Signed _____ Treasurer Title Treasurer</p> <p>On <u>/ /</u> Date _____ Telephone Number</p>
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Name of Person Filing: <b>Lupe Cruz Cruz &amp; Associates Inc</b>	File Number C-00483
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**B. Statement of Receipts** Report all receipts from employers in connection with labor relations advice or services regardless of the purposes of the advice or services.

5.a. Name and Address of Employer (including trade name, if any). Employer <b>See Attached</b>	Mailing Address: P.O. Box, Building and Room Number, if any
Trade Name	Street
Attention To	City
Title	State ZIP Code + 4

5.b. Termination Date \_\_\_\_\_ 5.c. Amount \_\_\_\_\_

6. TOTAL RECEIPTS FROM ALL EMPLOYERS **\$1,909,978.00**

**C. Statement of Disbursements** Report all disbursements made by the reporting organization in connection with labor relations advice or services rendered to the employers listed in Part B.

7. Disbursements to Officers and Employees:

(a) Name	(b) Salary	(c) Expenses	(d) Totals	9. Office and Administrative Expenses	10. Publicity	11. Fees for Professional Services	12. Loans Made	13. Other Disbursements
8. Total disbursements to officers and employees: <b>915,577.00</b>				14. Total Disbursements (Sum of Items 8-13)	<b>1,002,944.00</b>			

**D. Schedule of Disbursements for Reportable Activity** Use this Schedule to report only disbursements made for the purposes described in Part D of the instructions.

15.a. Employer Name: <b>See Attached</b>	15.b. Trade Name, If any:
15.c. To Whom Paid Name Title Organization  P.O. Box, Building and Room Number, if any  Street City State <b>Washington</b> ZIP Code + 4	15.d. Amount  15.e. Purpose <b>See Attached</b>
16. TOTAL DISBURSEMENTS FOR ALL REPORTABLE ACTIVITY <b>\$540,984.00</b>	

Cruz Associates, Inc.  
 LM-21 (1/1/10- 12/31/10)  
 Item B.5 Statement of Receipts  
 File Number C-483

<u>CLIENT</u>	<u>TERMINATION DATE</u>	<u>AMOUNT</u>
Access Services P.O. Box 5728 El Monte, CA 91734 Attention:Shelly Verrinder, Executive Director	ON-GOING	\$ 3,868.00
Adventist Health - Corporate 2100 Douglas Boulevard Roseville, CA 95661-9002 Atn:Roqer Ashley, Director Human Resources	ON-GOING	\$ 3,084.00
Adventist St Helena Hospital 10 Woodland Road St Helena, CA 94574 Attention:Tricia Williams, Chief Operating Officer	ON-GOING	\$ 33,992.00
Beverly Hospital 309 West Beverly Boulevard Montebello, CA 90640 Attention:Gary Kiff, CEO	ON-GOING	\$ 3,796.00
Carson Albertoni Hotel Co. - Hampton Inn 238 S. Atlantic Boulevard Alhambra, CA 91801 Attention:Karena Sujo	ON-GOING	\$ 43,769.00
Cerebral Palsy Center for the Bay Area 4500 Lincoln Avenue Oakland, CA 94602 Attn:Nancy R Rosenberq, Executive Director	ON-GOING	\$ 2,500.00
Coca Cola/AMCAN 1201 Commerce Boulevard American Canyon, CA 94503 Attn:Jenna Barresi, Labor &	ON-GOING	\$ 85,277.00
Colony Landscape & Maintenance, Inc. 4911 Spreckles Avenue Alviso, CA 95002 Attn:Ed Ott, Executive Pres	ON-GOING	\$ 6,109.00
Cost Plus World Market 4114 S Airport Way Stockton, CA 95206-4400 Attention:Steve Knight	ON-GOING	\$ 22,501.00

Cruz Associates, Inc.  
LM-21 (1/1/10- 12/31/10)  
Item B.5 Statement of Receipts  
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Country Villa Health Services-Corp. 5120 West Gold Leaf Circle, Suite 400 Los Angeles, CA 90056 Attn:Sharon Z Ginchansky, VP of HR	ON-GOING	\$	26,253.00
Country Villa Health Srvcs-Seal Beach 5120 West Gold Leaf Circle, Suite 400 Los Angeles, CA 90056 Attn:Sharon Z Ginchansky, VP of HR	ON-GOING	\$	183,512.00
Country Villa Health Srvcs-Auburn 5120 West Gold Leaf Circle, Suite 400 Los Angeles, CA 90056 Attn:Sharon Z Ginchansky, VP of HR	ON-GOING	\$	7,927.00
Country Villa Health Srvcs-Huntington 5120 West Gold Leaf Circle, Suite 400 Los Angeles, CA 90056 Attn:Sharon Z Ginchansky, VP of HR	ON-GOING	\$	7,248.00
Country Villa Health Srvcs-La Mesa 5120 West Gold Leaf Circle, Suite 400 Los Angeles, CA 90056 Attn:Sharon Z Ginchansky, VP of HR	ON-GOING	\$	5,696.00
Country Villa Health Srvcs-Los Feliz 5120 West Gold Leaf Circle, Suite 400 Los Angeles, CA 90056 Attn:Sharon Z Ginchansky, VP of HR	ON-GOING	\$	14,848.00
Country Villa Health Srvcs-Mar Vista 5120 West Gold Leaf Circle, Suite 400 Los Angeles, CA 90056 Attn:Sharon Z Ginchansky, VP of HR	ON-GOING	\$	6,245.00
Country Villa Health Srvcs-Modesto 5120 West Gold Leaf Circle, Suite 400 Los Angeles, CA 90056 Attn:Sharon Z Ginchansky, VP of HR	ON-GOING	\$	6,678.00

Cruz Associates, Inc.  
LM-21 (1/1/10- 12/31/10)  
Item B.5 Statement of Receipts  
File Number C-483

Country Villa Health Srvcs-Monte Vista 5120 West Gold Leaf Circle, Suite 400 Los Angeles, CA 90056 Attn:Sharon Z Ginchansky, VP of HR	ON-GOING	\$	7,888.00
Country Villa Health Srvcs-Murrieta 5120 West Gold Leaf Circle, Suite 400 Los Angeles, CA 90056 Attn:Sharon Z Ginchansky, VP of HR	ON-GOING	\$	6,996.00
Country Villa Health Srvcs-Oxnard 5120 West Gold Leaf Circle, Suite 400 Los Angeles, CA 90056 Attn:Sharon Z Ginchansky, VP of HR	ON-GOING	\$	9,993.00
Country Villa Health Srvcs-Pavilion 5120 West Gold Leaf Circle, Suite 400 Los Angeles, CA 90056 Attn:Sharon Z Ginchansky, VP of HR	ON-GOING	\$	7,669.00
Country Villa Health Srvcs-Plaza 5120 West Gold Leaf Circle, Suite 400 Los Angeles, CA 90056 Attn:Sharon Z Ginchansky, VP of HR	ON-GOING	\$	6,489.00
Country Villa Health Srvcs-Quincy 5120 West Gold Leaf Circle, Suite 400 Los Angeles, CA 90056 Attn:Sharon Z Ginchansky, VP of HR	ON-GOING	\$	6,941.00
Country Villa Health Srvcs-Rehab 5120 West Gold Leaf Circle, Suite 400 Los Angeles, CA 90056 Attn:Sharon Z Ginchansky, VP of HR	ON-GOING	\$	274,658.00
Country Villa Health Srvcs-Sheraton 5120 West Gold Leaf Circle, Suite 400 Los Angeles, CA 90056 Attn:Sharon Z Ginchansky, VP of HR	ON-GOING	\$	4,120.00

Cruz Associates, Inc.  
LM-21 (1/1/10- 12/31/10)  
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File Number C-483

Country Villa Health Srvcs-South 5120 West Gold Leaf Circle, Suite 400 Los Angeles, CA 90056 Attn:Sharon Z Ginchansky, VP of HR	ON-GOING	\$	7,811.00
Country Villa Health Srvcs-Terrace 5120 West Gold Leaf Circle, Suite 400 Los Angeles, CA 90056 Attn:Sharon Z Ginchansky, VP of HR	ON-GOING	\$	5,623.00
Country Villa Health Srvcs-University Prk 5120 West Gold Leaf Circle, Suite 400 Los Angeles, CA 90056 Attn:Sharon Z Ginchansky, VP of HR	ON-GOING	\$	9,426.00
Country Villa Health Srvcs-Westwood 5120 West Gold Leaf Circle, Suite 400 Los Angeles, CA 90056 Attn:Sharon Z Ginchansky, VP of HR	ON-GOING	\$	6,685.00
Country Villa Health Srvcs-Wilshire 5120 West Gold Leaf Circle, Suite 400 Los Angeles, CA 90056 Attn:Sharon Z Ginchansky, VP of HR	ON-GOING	\$	7,605.00
Country Villa Health Srvcs-Woodman 5120 West Gold Leaf Circle, Suite 400 Los Angeles, CA 90056 Attn:Sharon Z Ginchansky, VP of HR	ON-GOING	\$	6,443.00
Country Villa Health Srvcs-Laguna Hills 5120 West Gold Leaf Circle, Suite 400 Los Angeles, CA 90056 Attn:Sharon Z Ginchansky, VP of HR	ON-GOING	\$	6,410.00
Country Villa Health Srvcs-Rancho Mirage 5120 West Gold Leaf Circle, Suite 400 Los Angeles, CA 90056 Attn:Sharon Z Ginchansky, VP of HR	ON-GOING	\$	7,901.00

Cruz Associates, Inc.  
LM-21 (1/1/10- 12/31/10)  
Item B.5 Statement of Receipts  
File Number C-483

Country Villa Health Srvcs-Watsonville E 5120 West Gold Leaf Circle, Suite 400 Los Angeles, CA 90056 Attn:Sharon Z Ginchansky, VP of HR	ON-GOING	\$	5,103.00
Country Villa Health Srvcs-Watsonville W 5120 West Gold Leaf Circle, Suite 400 Los Angeles, CA 90056 Attn:Sharon Z Ginchansky, VP of HR	ON-GOING	\$	4,678.00
Direct TV-Rancho Dominguez 19335 South Laurel Park Road Rancho Dominguez, CA 98220 Attn:Adrian Dimech, Regional VP Operations	ON-GOING	\$	42,436.00
Doubletree Hotel Philadelphia 237 S. Broad Street Philadelphia, Pennsylvania 19107 Attn:Bill Fitzgerald, Gener	ON-GOING	\$	174,126.00
Eckert Cold Storage 745 Moffat Boulevard Manteca, CA 95336 Attention:Linda Tvedt, Controller	ON-GOING	\$	7,820.00
Eclipse Traffic Controls 11497 N Reed Road Hayden, Idaho 83835 Attention:Janette L Jerauld, President	ON-GOING	\$	2,500.00
Eisenhower Medical Center 39000 Bob Hope Drive Rancho Mirage, CA 92270 Attn:Liz Guignier, VP of	ON-GOING	\$	1,215.00
WHM, LLC - El Conquistador/PR 501 East Camino Real Boca Raton, Florida 33432 Attn:Dermot Connolly Managing Director	ON-GOING	\$	14,333.00
Emser Tile LLC & Natural Stone 8431 Santa Monica Boulevard Los Angeles, CA 90069 Attn:Bruce Watkins, Corporate HR Dir.	ON-GOING	\$	4,725.00

Cruz Associates, Inc.  
LM-21 (1/1/10- 12/31/10)  
Item B.5 Statement of Receipts  
File Number C-483

Fortuna Enterprises 5711 W. Century Boulevard, Suite 1628 Los Angeles, CA 90045 Att: Christine Hsu, VP & Chief Financial Offic	ON-GOING	\$	94,400.00
Frank R. Howard Memorial Hospital 1 Madrone Street Willits, CA 95490 Attn:Anthony Stahl, Director of H.R.	ON-GOING	\$	1,674.00
Generations Healthcare 20371 Irvine Avenue, Suite 210 Newport Beach, CA 92660 Attn:Marissa L Brandel Esq. Corp Counsel	ON-GOING	\$	90,352.00
Gilroy Premium Outlets 681 Leavesley Road, Suite 175 Gilroy, CA 95020 Attention:Jeannie Omel, General Manager	ON-GOING	\$	15,000.00
Grocery Outlet, Inc. 2000 Fifth Street Berkeley, CA 94710	ON-GOING	\$	5,134.00
Guzman's Garden Corporation 939 223rd Street Torrance, CA 90507 Attention:Fred Guzman, Owner	ON-GOING	\$	341.00
Healthcare Services Group, Inc Rehab 5199 E Pacific Coast Hwy, Ste 402 Long Beach, CA 90804 Attention:Jason Fox, Regional Manager	ON-GOING	\$	5,638.00
Healthcare Services Group, Inc Seal Beach 5199 E Pacific Coast Hwy, Ste 402 Long Beach, CA 90804 Attention:Jason Fox, Regional Manager	ON-GOING	\$	11,563.00
Hilton Hotels Corporation Condado Plaza/PR 755 Crossover Lane Memphis, Tennessee 38117 Attn:Susan Norton, Vice President & Senior Counsel	ON-GOING	\$	83.00



Cruz Associates, Inc.  
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Item B.5 Statement of Receipts  
File Number C-483

Hilton San Diego Bayfront One Park Boulevard San Diego, CA 92101 Attention:J Peter Lynn, General Manager	ON-GOING	\$	-
Hilton Worldwide 7930 Jones Branch Drive McLean, VA 20122 Attn:Paule Ades, Senior VP Labor Relations	ON-GOING	\$	14,055.00
Interstate Waste 200 Sterling Mine Road Sloatsburg New York 10974 Attn:Tommy Slattery, Market Area VP	ON-GOING	\$	1,400.00
LaOpinion 700 South Flower St., Suite 3000 Los Angeles, CA 90017 Attention:Monica Lozano CEO	ON-GOING	\$	-
Luxury Resorts The London 501 East Camino Real Boca Raton, FL 33432 Attention:Piero Bussani, General Counsel	ON-GOING	\$	-
Masco Corporation 21001 Van Born Road Taylor, Michigan 48180 Attn:Drew Engleston, Grp. Director Empl. Relations	ON-GOING	\$	2,168.00
Mercados Su Vianda 250 West Virginia Street San Jose, CA 95112 Attn:Al Lujan, CEO	ON-GOING	\$	-
Metropolitan Interpreters and Translators Inc. 110 East 42nd Street New York, New York 10017 Attn:Steven Herfield, President/CEO	ON-GOING	\$	39,687.00
Millbrae Serra 1818 Gilbreth Road, Suite 200 Burlingame, CA 94010 Attention:Vincent A Muzzi	ON-GOING	\$	145,755.00

Cruz Associates, Inc.  
LM-21 (1/1/10- 12/31/10)  
Item B.5 Statement of Receipts  
File Number C-483

NFL Network 10950 Washington Boulevard, Suite 100 Los Angeles, CA 90049 Attn:Kelly Schmidt, H.R. Generalist	ON-GOING	\$	15,666.00
Oak Valley Hospital 350 South Oak Avenue Oakdale, CA 95361 Attention:John Friel	ON-GOING	\$	126,028.00
Penske Automotive 2555 Telegraph Road Bloomfield Hills, MI 48302 Attn:Calvin Sharp, Exec VP HR	ON-GOING	\$	22,162.00
Penske San Diego 7015 E. Chauncey Lane Phoenix, Az 85054 Attn:Scott Moss, SVP HR PAG West	ON-GOING	\$	3,775.00
ROSS Dress for Less 1000 Retail Drive Fort Mill, SC 29715 Attn:Mike Wilson, VP	ON-GOING	\$	238.00
San Joaquin Community Hospital 2801 Chester Avenue Bakersfield, CA 93303 Attn:Marlene Kreidler, Executive Director	ON-GOING	\$	3,993.00
Satellite Healthcare 300 Santana Row San Jose, CA 95128 Attn:Dave Slesnick, HR Director	ON-GOING	\$	-
Scott Brothers Dairy 12000 S. East End Avenue Chino, CA 91710 Attn:Vince C. Sartain, Operations Mgr	ON-GOING	\$	40,083.00

Cruz Associates, Inc.  
LM-21 (1/1/10- 12/31/10)  
Item B.5 Statement of Receipts  
File Number C-483

Shields Nursing Centers Inc. 606 Alfred Nobel Dr Hercules, CA 94547 Attn:Gail Hanley	ON-GOING	\$	16,102.00
Sierra View District Hospital 465 W. Putnam Porterville, Ca 93257 Attn:Sharon Brown, Exec. Director HR	ON-GOING	\$	750.00
Solaris Inc. 13415 Carmenita Road Santa Fe Springs, CA 90670 Attn:Nan Maaskamp, Director HR	ON-GOING	\$	13,539.00
Solutioncy 2729 NW Havre Court Bend, OR 97701 Attn:Kerri Jo Cooper, Psy.D.	ON-GOING	\$	7,400.00
St. Vincent Medical Center 2131 W. Third Street Los Angeles, CA 90057 Attn:Gail Watts, Director HR	ON-GOING	\$	882.00
Tharco 2222 Grant Avenue San Lorenzo, CA 94580-1892 Attn:Jess Caponigro	ON-GOING	\$	17,452.00
Transportation Concepts 12 Mauchly Building I Irvine, CA 92618 Attn:Rich Rogers, Chief Operating Officer	ON-GOING	\$	6,606.00
Tillamook County General Hospital 1000 Third Street Tillamook, OR 97141 Attn:Paula Morris, Executive Secretary	ON-GOING	\$	675.00
Ukiah Valley Medical Center 275 Hospital Drive Ukiah, CA 95482 Attn:Rick Dodds, Administrative Director HR	ON-GOING	\$	1,674.00

Cruz Associates, Inc.  
LM-21 (1/1/10- 12/31/10)  
Item B.5 Statement of Receipts  
File Number C-483

United Facilities - Montgomery IL  
P.O. Box 559  
Peoria, IL 61651  
Attn:Larry Yocum, VP Operations ON-GOING \$ 63,584.00

Walla Walla  
P.O. Box 1398  
Walla Walla, Washington 99362  
Attn:Barbara Blood, HR Director ON-GOING \$ 405.00

West Coast Industries  
10 Jackson Street  
San Francisco, Ca 94111  
Attn:Jo Dye, Controller ON-GOING \$ 28,817.00

Wilson Sonsini  
650 Page Mill Road  
Palo Alto, CA 94304  
Attn:Fred Alvarez, Esq. ON-GOING \$ -

Windsor Redding Care Center  
9000 Sunset Boulevard, Ste 900  
West Hollywood, CA 90069  
Attn:Hanita Hofman, HR Corporate CPE ON-GOING \$ 10,000.00

Zale Corporation  
901 W. Walnut Hill Lane  
Irving, TX 75038-1003  
Attn:Bridgett Zeterberqer, Senior Counsel ON-GOING \$ -

TOTAL 1,909,978.00

\* For purposes of this filing allocation is not feasible and the receipts and disbursements may include matters not connected with labor relations advice and services.

Cruz Associates, Inc.  
LM-21 (1/1/10- 12/31/10)  
Item C.7 Statement of Disbursements

	<u>SALARIES</u>	<u>TOTAL EXPENSES</u>	<u>GRAND TOTAL</u>
Cruz, Lupe	\$ 475,000.00	\$ 35,368.00	\$ 510,368.00
Leopardi, William D.	\$ 225,308.00	\$ 15,192.00	\$ 240,500.00
Passant, Greg	\$ 150,105.00	\$ 14,604.00	\$ 164,709.00
TOTAL	<u>\$ 850,413.00</u>	<u>\$ 65,164.00</u>	<u>\$ 915,577.00</u>

**\* 13. Other**

None

	\$	-
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TOTAL

	\$	-
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Cruz Associates, Inc.  
LM-21 (1/1/10- 12/31/10)  
Item D.15  
Schedule of Disbursements  
for Reportable Activity  
File Number C-483

<u>Disbursement</u>	<u>Amount</u>	<u>Purpose</u>
Agraz, Jose 511 W. California Avenue Vista, CA 92084	\$ 32,414.00	Hold employee meetings to inform their section (7) rights and to answer questions pertaining to union, using NLRB Documents & Union Documents for questions & answers at Country Villa Health Services-Rehab Cntr, Healthcare Srvcs Group-Rehab. Provide info on employees and what they feel are the aspects of their employment situation that can be improved by holding small group meetings with employees to determine issues of concern or displeasure among the employees related to their particular facility, management, working conditions and the employer generally at Country Villa Health Services-South, Country Villa Health Services-Mar Vista, Country Villa Health Services-Laguna Hills, Country Villa Health Services-Oxnard, Country Villa Health Services-Huntington, Country Villa Health Services-Woodman, Country Villa Health Services-Pavilion, Country Villa Health Services, Monte Vista
LKLS Consulting (Luis Camarena/Eduardo Padilla) 1975 Alderbrook Pl Chula Vista, CA 91913	\$ 158,566.00	Hold employee meetings to inform their section (7) rights and to answer questions pertaining to union, using NLRB Documents & Union Documents for questions & answers at Generations Healthcare, Shields Nursing Centers, Inc., Millbrae Serra Convalescent Hospital, Carson Albertoni Hotel Co., Country Villa Health Sercvies-Seal Beach, Health-care Srvcs. Group-Seal Beach, Gilroy Premium Outlets, Scotts Bros Dairy, Luxury Resorts-The London, Windsor Redding Health Care Center, Fortuna Enterprises.

Cruz Associates, Inc.  
LM-21 (1/1/10- 12/31/10)  
Item D.15  
Schedule of Disbursements  
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File Number C-483

Solutioncy (Kerri Jo Cooper) 2729 NW Havre Ct Bend, OR 97701	\$ 5,206.00	Employee relations team building pursuant to employee engagement survey at Eisenhower Medical Center.
Echanique, Edward 155 Bay Laurel Drive Mooresville, NC 28115	\$169,767.00	Hold employee meetings to inform their section (7) rights and to answer questions pertaining to union, using NLRB Documents & Union Documents for questions & answers at Direct TV, Country Villa Health Services-Rehab Cntr., Healthcare Srvcs. Group-Rehab, United Facilities, El Conquistador. Inform employees about their section 7 rights and answer questions regarding collective bargaining at La Opinion. Training-Managers & Supervisors at Mercados Su Vianda.
Fisher, Heidi 24235 Davida Laguna Niguel, CA 92677	\$ 24,170.00	Provide information on employees and what they feel are the aspects of their employment situation that can be improved by holding small group meetings with employees to determine issues of concern or displeasure among the employees related to their particular facility, management, working conditions and the employer generally at Country Villa Health Services-Sheraton, Country Villa Health Services-Mar Vista, Country Villa Health Services-Laguna Hills, Country Villa Health Services-Wilshire, Country Villa Health Services-Woodman, Country Villa Health Services-Plaza, Country Villa Health Services-La Mesa. Hold employee meetings to inform their section (7) rights and to answer questions pertaining to union, using NLRB Documents & Union Documents for questions & answers at Windsor Redding Care Center.

Cruz Associates, Inc.  
LM-21 (1/1/10- 12/31/10)  
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Jenkins, Ruth Gabrielle  
16020 Elbert Cir  
Fountain Valley, CA 92708

\$ 28,609.00 Hold employee meetings to inform their section (7) rights and to answer questions pertaining to union, using NLRB Documents & Union Documents for questions & answers at Luxury Resorts-The London, Fortuna Enterprises, Scotts Bros Dairy, Gilroy Premium Outlets.

Michaelis, Bill  
6930 Parsons Trail  
Tujunga, CA 91042

\$ 24,652.00 Provide information on employees and what they feel are the aspects of their employment situation that can be improved by holding small group meetings with employees to determine issues of concern or displeasure among the employees related to their particular facility, management, working conditions and the employer generally at Country Villa Health Services-South, Country Villa Health Services-Westwood, Country Villa Health Services-Oxnard, Country Villa Health Services-Huntington, Country Villa Health Services-Monte Vista, Country Villa Health Services-Auburn, Country Villa Health Services-Quincy, Country Villa Health Care Services-Murrieta. Employee engagement consulting at San Joaquin Community Hospital.



Cruz Associates, Inc.  
LM-21 (1/1/10- 12/31/10)  
Item D.15  
Schedule of Disbursements  
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The Labor Pros ( Nunn Stephens, Nekeya) 501 N. Orlando Avenue Suite 346 Winter Park, FL 32789	\$ 66,801.00	Hold employee meetings to inform their section (7) rights and to answer questions pertaining to union, using NLRB Documents & Union Documents for questions & answers at Shields Nursing Centers, Inc., Country Villa Health Services-Rehab Cntr, Healthcare Srvcs Group-Rehab. Provide information on employees and what they feel are the aspects of their employment situation that can be improved by holding small group meetings with employees to determine issues of concern or displeasure among the employees related to their particular facility, management, working conditions and the employer generally at Country Villa Health Services-Los Feliz
Tran, Dana 117 Bernal Road, #70-175 San Jose, CA 95119	\$ 30,799.00	Provide information on employees and what they feel are the aspects of their employment situation that can be improved by holding small group meetings with employees to determine issues of concern or displeasure among the employees related to their particular facility, management, working conditions and the employer generally at Country Villa Health Services-Terrace, Country Villa Health Services-University Prk., Country Villa Health Services-Pavilion, Country Villa Health Services-Los Feliz, Country Villa Health Services-Modesto, Country Villa Health Services-Rancho Mirage, Country Villa Health Services-Watsonville E & Watsonville W Inform employees about their section 7 rights and answer questions regarding collective bargaining at Zales-Hayward, Zales-Serramonte, Zales-Hilltop, Zales-Antioch, Zales-Citrus Heights, Zales-Arden Fair, Zales-Folsom, Zales-Fairfield, Zales-Santa Rosa, Zales-Gilroy, Zales-Milpitas.
TOTAL	\$540,984.00	