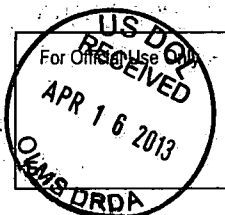


FORM LM-20

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.

526608

1. File Number: C- 00483

Person Filing

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

Name Lupe Cruz
Title CEO

Organization Cruz & Associates

P.O. Box, Bldg., Room No., if any P.O. Box 1831

Street

City Upland

State California

ZIP Code +4 91711

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 / 31

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 Rick Lee

Organization Jeld-Wen, Windows Division Stayton

Trade Name, if any

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

Street 2044 Deschutes Dr

City Stayton

State Oregon

ZIP Code +4 97383-9573

7. Date entered into:

3 / 11 / 2013

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

Name

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 VII on penalties in the instructions.)

13. Signed

Lupe Cruz

President
(If other title, see instructions)

Title Other (Specify)

CEO

14. Signed

Title d

Treasurer
(If other title, see instructions)

On 4/10/2013

Date

909-980-8736

Telephone Number

On

Date

Telephone Number

Filer: Cruz & Associates	File Number C- 00483
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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.):

Paid hourly, Expenses reimbursed/

Specific Activities to be Performed

11. For each activity, separately list in detail the information required (See instructions):

a. Nature of activity:
To inform employees of their section 7 rights and answer questions regarding collective bargaining.

<p>11.b. Period during which performed: Ongoing</p>	<p>11.c. Extent performed:</p>
<p>11.d. Name and address through whom performed:</p> <p>Name Greg Passant</p> <p>Organization Cruz & Associates</p> <p>P.O. Box, Bldg., Room No., if any P.O. Box: 1831</p> <p>Street</p> <p>City Upland</p> <p>State, California <input checked="" type="checkbox"/> ZIP Code + 4 91785</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 <input checked="" type="checkbox"/> ZIP Code + 4</p>

<p>12.a. Identify subject groups of employees: Production workers</p>	<p>12.b. Identify subject labor organizations: IAM</p>
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