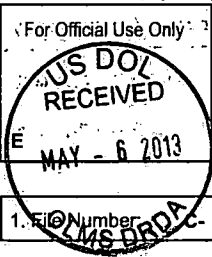


# FORM LM-20 AGREEMENT AND ACTIVITIES REPORT

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.

528417

1. File Number **LMRDA-00483**

|                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Person Filing</b>                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                |
| 2. Name and mailing address (include ZIP Code):<br>Name <u>Lupe Cruz</u><br>Title <u>CEO</u><br>Organization <u>Cruz &amp; Associates</u><br>P.O. Box, Bldg., Room No., if any <u>1831</u><br>Street<br>City <u>Upland</u><br>State <u>California</u> <input checked="" type="checkbox"/> ZIP Code + 4 <u>91785</u> | 3. Any other address where records necessary to verify this report are kept:<br>Name<br>Title<br>Organization<br>P.O. Box, Bldg., Room No., if any<br>Street<br>City<br>State <input checked="" type="checkbox"/> ZIP Code + 4 |
| 4. Date fiscal year ends:<br>Dec <input checked="" type="checkbox"/> / 31                                                                                                                                                                                                                                           | 5. Type of person:<br>a. <input type="checkbox"/> Individual b. <input type="checkbox"/> Partnership c. <input checked="" type="checkbox"/> Corporation d. <input type="checkbox"/> Other (Specify):                           |

|                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                               |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------|
| <b>Nature of Agreement or Arrangement</b>                                                                                                                                                                                                                                                                                                                                 |                                                                                                                               |
| 6. Full name and address of employer with whom made (include ZIP Code):<br>Name <u>George Wilkins</u><br>Organization <u>Jeld-Wen, Christainsburg</u><br>Trade Name, if any<br>P.O. Box, Bldg., Room No., if any<br>Street <u>680 Scattergood Dr</u><br>City <u>Christainsburg</u><br>State <u>Virginia</u> <input checked="" type="checkbox"/> ZIP Code + 4 <u>24073</u> | 7. Date entered into: <u>3 / 25 / 2013</u><br>8. Name of person(s) through whom made:<br>Name<br>Name<br>Name<br>Name<br>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>Lupe Cruz</u><br>Title <u>Other (Specify)</u> <input checked="" type="checkbox"/><br>CEO<br>On <u>4/25/2013</u> <u>909-980-8736</u><br>Date Telephone Number | 14. Signed _____<br>Title <u>d</u> <input checked="" type="checkbox"/><br>Treasurer (If other title, see instructions)<br>On _____<br>Date Telephone Number |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|

Filer: Cruz & Associates

File Number C- 00483

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.

11.b. Period during which performed:

3/25/2013

11.c. Extent performed:

Ongoing

11.d. Name and address through whom performed:

Name Bill

Michaelis

Organization:

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

Street 6930 Parsons Trail

City Tujunga

State California



ZIP Code + 4 95138

Additional Name and address through whom performed, if any:

Name

Organization

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

Street

City

State



ZIP Code + 4

12.a. Identify subject groups of employees:

Production Workers

12.b. Identify subject labor organizations:

IAM

|                          |                      |
|--------------------------|----------------------|
| Filer: Cruz & Associates | File Number C- 00483 |
|--------------------------|----------------------|

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.

|                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                       |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Specific Activities to be Performed</b>                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                       |
| 11. For each activity, separately list in detail the information required (See instructions):                                                                                                                                                                                |                                                                                                                                                                                                                                                                       |
| a. Nature of activity:<br>To inform employees of their section 7 rights and answer questions regarding collective bargaining.                                                                                                                                                |                                                                                                                                                                                                                                                                       |
| 11.b. Period during which performed:<br>3/25/2013                                                                                                                                                                                                                            | 11.c. Extent performed:<br>Ongoing                                                                                                                                                                                                                                    |
| 11.d. Name and address through whom performed:<br>Name Walter Fitzhenry<br>Organization WJF & Associates, LLC.<br>P.O. Box, Bldg., Room No., if any<br>Street 28305 Katie Rd.<br>City Chester Field<br>State Michigan <input checked="" type="checkbox"/> ZIP Code + 4 48047 | Additional Name and address through whom performed, if any:<br>Name Edward Echanique<br>Organization<br>P.O. Box, Bldg., Room No., if any<br>Street 155 Bay Laurel Drive<br>City Mooresville<br>State North Carolina <input checked="" type="checkbox"/> ZIP Code + 4 |
| 12.a. Identify subject groups of employees:<br>Production Workers                                                                                                                                                                                                            | 12.b. Identify subject labor organizations:<br>IAM                                                                                                                                                                                                                    |