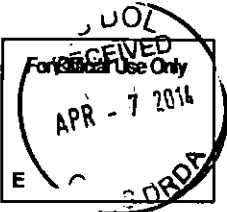


FORM LM-20 AGREEMENT AND ACTIVITIES REPORT



This report is mandatory under P.L. 88-257, 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.

553876

1. File Number: C- 00483

Person Filing	
<p>2. Name and mailing address (include ZIP Code):</p> <p>Name Lupe Cruz</p> <p>Title CEO</p> <p>Organization Cruz and Associates, Inc.</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 ZIP Code + 4 91785</p>	<p>3. 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, Bldg., Room No., if any</p> <p>Street</p> <p>City</p> <p>State ZIP Code + 4</p>
<p>4. Date fiscal year ends:</p> <p>Dec / 31</p>	<p>5. Type of person:</p> <p>a <input type="checkbox"/> Individual b <input type="checkbox"/> Partnership c <input checked="" type="checkbox"/> Corporation d <input type="checkbox"/> Other (Specify):</p>

Nature of Agreement or Arrangement	
<p>6. Full name and address of employer with whom made (include ZIP Code):</p> <p>Name Royce Eggli</p> <p>Organization ELM Utility Locating</p> <p>Trade Name, if any</p> <p>P.O. Box, Bldg., Room No., if any</p> <p>Street 1734 W. Williams</p> <p>City Phoenix</p> <p>State Arizona ZIP Code + 4</p>	<p>7. Date entered into: 2 / 28 / 2014</p> <p>8. Name of person(s) through whom made:</p> <p>Name</p> <p>Name</p> <p>Name</p> <p>Name</p> <p>Name</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 Section VII on penalties in the instructions.)

<p>13. Signed <u><i>Lupe Cruz</i></u> President (If other title, see instructions)</p> <p>Title <u>Other (Specify)</u> CEO</p> <p>On <u>03/27/2014</u> <u>(909) 980-8736</u> Date Telephone Number</p>	<p>14. Signed _____ Treasurer (If other title, see instructions)</p> <p>Title <u>Treasurer</u></p> <p>On _____ Date Telephone Number</p>
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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 Hourley, 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 using NLRB and Union documents.

11.b. Period during which performed: February 28, 2014	11.c. Extent performed: On-Going
11.d. Name and address through whom performed: Name Greg Passant Organization Cruz and Associates, Inc. P.O. Box, Bldg., Room No., if any P.O. Box 1831 Street City Upland State California ZIP Code +4 91785	Additional Name and address through whom performed, if any: Name Luis Camarena Organization LKLS Consulting P.O. Box, Bldg., Room No., if any Street 1975 Alderbrook Ave. City Chula Vista State California ZIP Code +4 91913

12.a. Identify subject groups of employees: Utility Locators	12.b. Identify subject labor organizations: IBEW
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