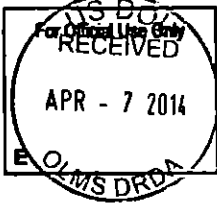


FORM LM-21

RECEIPTS AND DISBURSEMENTS REPORT

This report is mandatory under P.L. 85-257, 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

553883

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 / 2013		12 / 31 / 2013

A. Person Filing

3. Name and mailing address (include ZIP Code): Name Title Organization Cruz & Associates P.O. Box, Building and Room Number, if any 1831 Street City Upland State California ZIP Code + 4 91786	4. Any other address where records necessary to verify this report are kept: Name Title Organization P.O. Box, Building and Room Number, if any Street City State ZIP Code + 4
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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).

17. Signed <u>Jupe Cruz</u> President Title Other (Specify) CEO On 03 / 30 / 2014 Date 909 980 8736 Telephone Number	18. Signed _____ Treasurer Title Treasurer On _____ Date _____ Telephone Number
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Name of Person Filing: **CRUZ & Associates** File Number C- 00483

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: See Attached
 Trade Name: _____
 Attention To: _____
 Title: _____
 Mailing Address:
 P.O. Box, Building and Room Number, if any: _____
 Street: _____
 City: _____
 State: _____ ZIP Code + 4: _____

5.b. Termination Date: _____ 5.c. Amount: _____

6. TOTAL RECEIPTS FROM ALL EMPLOYERS **\$2,740,053**

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	78,952	
				10. Publicity	18,224	
				11. Fees for Professional Services	13,200	
				12. Loans Made	0	
Officers & Employees	1,185,612	47,940	0	13. Other Disbursements	0	
8. Total disbursements to officers and employees:				1,233,552	14. Total Disbursements (Sum of Items 8-13)	110,376

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: See Attached
 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: Washington ZIP Code + 4: _____
 15.d. Amount: _____
 15.e. Purpose: _____

16. TOTAL DISBURSEMENTS FOR ALL REPORTABLE ACTIVITY **\$1,205,880 -**

Cruz Associates, Inc.
LM-21 (1/1/13 to 12/31/13)
Item B 5 Statement of Receipts
File Number C-483

<u>Client</u>	<u>Termination Date</u>	<u>Amount</u>
AeroTek 4439 SE Johnson Creek Blvd. Portland OR 97222 Attn: Chad Hinton	ON-GOING	\$ 20,837.00
DFA Milk 10220 N Ambassador Drive Kansas, City, MO 64153 Attn: Annette Regan	ON-GOING	\$ 113,247.00
Fortuna Enterprises 5711 W. Century Boulevard, Suite 1628 Los Angeles, CA 90045 Attn: Christine Hsu	ON-GOING	\$ 15,629.00
Grand Melia 299 Coco Beach Rio Grande, PR 00745 Attn: Marisol Dominguez-Cay	ON-GOING	\$ 33,521.00
Harbor Rail 2406 N Lake Avenue Altadena, CA 91001	ON-GOING	\$ 5,653.00
JELD-WEN Bend Millworks 3250 Lakeport Boulevard Klamath Falls, Oregon 97601 Attn: Eric B. Martin	ON-GOING	\$19,882.00
JELD-WEN Bend Windows 3250 Lakeport Boulevard Klamath Falls, Oregon 97601 Attn: Eric B. Martin	ON-GOING	\$44,547.00
JELD-WEN Craigsville 3250 Lakeport Boulevard Klamath Falls, Oregon 97601 Attn: Eric B. Martin	ON-GOING	\$9,167.00

Cruz Associates, Inc.
LM-21 (1/1/13 to 12/31/13)
Item B 5 Statement of Receipts
File Number C-483

<u>Client</u>	<u>Termination Date</u>	<u>Amount</u>
JELD-WEN Chiloquin 3250 Lakeport Boulevard Klamath Falls, Oregon 97601 Attn: Eric B. Martin	ON-GOING	\$75,956.00
JELD-WEN Christiansburg 3250 Lakeport Boulevard Klamath Falls, Oregon 97601 Attn: Eric B. Martin	ON-GOING	\$14,356.00
JELD-WEN Coral Springs 3250 Lakeport Boulevard Klamath Falls, Oregon 97601 Attn: Eric B. Martin	ON-GOING	\$22,693.00
JELD WEN - Dodson 3250 Lakeport Boulevard Klamath Falls, Oregon 97601 Attn: Eric B. Martin	ON-GOING	\$10,441.00
JELD-WEN Fiber Iowa 3250 Lakeport Boulevard Klamath Falls, Oregon 97601 Attn: Eric B. Martin	ON-GOING	\$18,479.00
JELD-WEN Fiber Oregon 3250 Lakeport Boulevard Klamath Falls, Oregon 97601 Attn: Eric B. Martin	ON-GOING	\$15,006.00
JELD-WEN Grinnell Doors 3250 Lakeport Boulevard Klamath Falls, Oregon 97601 Attn: Eric B. Martin	ON-GOING	\$87,570.00
JELD-WEN Grinnell Windows 3250 Lakeport Boulevard Klamath Falls, Oregon 97601 Attn: Eric B. Martin	ON-GOING	\$117,284.00

Cruz Associates, Inc.
LM-21 (1/1/13 to 12/31/13)
Item B 5 Statement of Receipts
File Number C-483

<u>Client</u>	<u>Termination Date</u>	<u>Amount</u>
JELD-WEN Kissimmee 3250 Lakeport Boulevard Klamath Falls, Oregon 97601 Attn: Eric B. Martin	ON-GOING	\$14,880.00
JELD-WEN Lexington 3250 Lakeport Boulevard Klamath Falls, Oregon 97601 Attn: Eric B. Martin	ON-GOING	\$62,905.00
JELD-WEN Ligonier 3250 Lakeport Boulevard Klamath Falls, Oregon 97601 Attn: Eric B. Martin	ON-GOING	\$9,545.00
JELD-WEN Ludlow 3250 Lakeport Boulevard Klamath Falls, Oregon 97601 Attn: Eric B. Martin	ON-GOING	\$14,098.00
JELD-WEN Marion 3250 Lakeport Boulevard Klamath Falls, Oregon 97601 Attn: Eric B. Martin	ON-GOING	\$17,559.00
JELD-WEN Millworks Grand Prairie 3250 Lakeport Boulevard Klamath Falls, Oregon 97601 Attn: Eric B. Martin	ON-GOING	\$48,035.00
JELD-WEN Millworks Klamath 3250 Lakeport Boulevard Klamath Falls, Oregon 97601 Attn: Eric B. Martin	ON-GOING	\$74,584.00
JELD-WEN Mt. Vernon 3250 Lakeport Boulevard Klamath Falls, Oregon 97601	ON-GOING	\$103,410.00

Cruz Associates, Inc.
LM-21 (1/1/13 to 12/31/13)
Item B 5 Statement of Receipts
File Number C-483

Attn: Eric B. Martin

<u>Client</u>	<u>Termination Date</u>	<u>Amount</u>
JELD-WEN North Springfield 3250 Lakeport Boulevard Klamath Falls, Oregon 97601 Attn: Eric B. Martin	ON-GOING	\$11,975.00
JELD-WEN Pataskala 3250 Lakeport Boulevard Klamath Falls, Oregon 97601 Attn: Eric B. Martin	ON-GOING	\$15,457.00
JELD-WEN Phoenix 3250 Lakeport Boulevard Klamath Falls, Oregon 97601 Attn: Eric B. Martin	ON-GOING	\$12,879.00
JELD-WEN Pottsville 3250 Lakeport Boulevard Klamath Falls, Oregon 97601 Attn: Eric B. Martin	ON-GOING	\$87,161.00
JELD-WEN Rantoul 3250 Lakeport Boulevard Klamath Falls, Oregon 97601 Attn: Eric B. Martin	ON-GOING	\$117,990.00
JELD-WEN Ringtown 3250 Lakeport Boulevard Klamath Falls, Oregon 97601 Attn: Eric B. Martin	ON-GOING	\$51,609.00
JELD-WEN Rocklin 3250 Lakeport Boulevard Klamath Falls, Oregon 97601 Attn: Eric B. Martin	ON-GOING	\$36,218.00
JELD-WEN Stayton 3250 Lakeport Boulevard Klamath Falls, Oregon 97601	ON-GOING	\$64,908.00

Cruz Associates, Inc.
LM-21 (1/1/13 to 12/31/13)
Item B 5 Statement of Receipts
File Number C-483

<u>Client</u>	<u>Termination Date</u>	<u>Amount</u>
JELD-WEN Sulphur Springs 3250 Lakeport Boulevard Klamath Falls, Oregon 97601 Attn: Eric B. Martin	ON-GOING	\$8,057.00
JELD-WEN Temple 3250 Lakeport Boulevard Klamath Falls, Oregon 97601 Attn: Eric B. Martin	ON-GOING	\$14,792.00
JELD-WEN Thomas Lumber 3250 Lakeport Boulevard Klamath Falls, Oregon 97601 Attn: Eric B. Martin	ON-GOING	\$15,345.00
JELD-WEN Towanda 3250 Lakeport Boulevard Klamath Falls, Oregon 97601 Attn: Eric B. Martin	ON-GOING	\$106,541.00
JELD-WEN Venice 3250 Lakeport Boulevard Klamath Falls, Oregon 97601 Attn: Eric B. Martin	ON-GOING	\$57,085.00
JELD-WEN Vista 3250 Lakeport Boulevard Klamath Falls, Oregon 97601 Attn: Eric B. Martin	ON-GOING	\$73,326.00
JELD-WEN Wilkesboro 3250 Lakeport Boulevard Klamath Falls, Oregon 97601 Attn: Eric B. Martin	ON-GOING	\$ 8,292.00
JELD-WEN Wedowee 3250 Lakeport Boulevard Klamath Falls, Oregon 97601 Attn: Eric B. Martin	ON-GOING	\$ 9,186.00

Cruz Associates, Inc.
LM-21 (1/1/13 to 12/31/13)
Item B 5 Statement of Receipts
File Number C-483

<u>Client</u>	<u>Termination Date</u>	<u>Amount</u>
JELD-WEN Yakima 3250 Lakeport Boulevard Klamath Falls, Oregon 97601 Attn: Eric B. Martin	ON-GOING	\$56,001.00
Kiss Products 57 Seaview Blvd. Port Washington, NY 11050 Attn: David Cho	ON-GOING	\$24,020.00
Kit Carson 811 Court St. Jackson CA 95642 Attn: John Padama	ON-GOING	\$38,665.00
L&R Auto Parks (Joe's Auto Parks) 845 Figueroa St Los Angeles, CA 90017 Attn: Venisha Price	ON-GOING	\$32,308.00
Boston Hilton Doubletree 400 Soldiers Field Way Allston, MA 02134 Attn: Gerald Einsohn	ON-GOING	\$14,796.00
Marquis Companies 4560 SE International Way Portland, OR 97222 Attn: Kathy LaVee	ON-GOING	\$54,550.00
Olivet 11015 Hopkins St Mira Loma, CA 91752 Attn: Peter Lin	ON-GOING	\$146,583.00
Ontrac Commerce 375 W. Apra St Compton, CA 90220 Attn: Mark Conkrite	ON-GOING	\$ 91,336.00

Cruz Associates, Inc.
LM:21 (1/1/13 to 12/31/13)
Item B.5 Statement of Receipts
File Number C-483

<u>Client</u>	<u>Termination Date</u>	<u>Amount</u>
PRN Ambulance 345 South Woods Ave Los Angeles, CA Attn: Avo Avetisyan	ON-GOING	\$80,000.00
ReCommunity PO Box 185 420 Torne Valley Rd Hillburn, NY 10931 Attn: Bob Dubois	ON-GOING	\$38,583.00
Sacramento Container 4841 Urbani St. McClellan, CA 95652	ON-GOING	\$71,581.00
Sun Healthcare 4164 North 4 th Ave San Bernardino, CA 92407 Attn: Mary Jo Ladish	ON-GOING	\$ 62,019.00

**Non-Labor Relations Advice and Services Receipts
Reported in B: 6 - Total Receipts From All Employers**

Receipts totaling \$369,506.00 were collected from the following employers in fiscal year 2013 for services that were not for "labor relations advice and services" but were for other services all of which were specifically excluded including: (1) *advising the employer*; (2) *representing the employer before any court, administrative agency, or tribunal of arbitration*, and (3) *engaging in collective bargaining on the employer's behalf with respect to wages, hours, or other terms or conditions of employment or the negotiation of any agreement or any question arising under the agreement.*

American Consulting Group
23041 Mill Creek Drive
Laguna Hills, CA 92653

Gerdau
4221 W. Boy Scout Blvd., Suite 600
Tampa, FL, USA 33607

Aviation Safeguards
8929 S, Sepulveda Blvd, Ste 300
Los Angeles, CA 90045

Guide Dogs for the Blind
350 Los Ranchitos Rd
San Rafael, CA 94903

Cacique
14940 Proctor
City of Industry, CA 91746

JELD-WEN
3250 Lakeport Blvd
Klamath Falls, OR 97601

Cambia Health Solutions
1800 Ninth Ave.
Seattle, WA 98101

Luxury Resorts – El Conquistador
501 East Camino Real
Boca Raton, FL 33432

Carson Albertoni Hotel Co.
238 S. Atlantic Boulevard
Alhambra, CA 91801

NorCal Beverage
2286 Stone Blvd
West Sacramento, CA 95691

Country Villa Health Services
5120 Gold Leaf Cir
Los Angeles, CA 90056

Northgate Markets
1058 3rd Ave
Chula Vista, CA 91911

Eckert Cold Storage
745 Moffat Blvd.
Manteca, CA 95336

PACE Solano
419 Mason St, Suite 118
Vacaville, CA 95688

Emser Tile LLC & Natural Stone
8431 Santa Monica Blvd
Los Angeles, CA 90069

VWR International
100 Matsonford Road
Wayne, PA 19087

G6 Hospitality LLC
4001 International Parkway
Carrollton, Texas 75007

Cruz Associates, Inc.
LM-21 (1/1/13 to 12/31/13)
D. Schedule of Disbursements for Reportable Activity
File Number C-483

<u>Disbursement</u>	<u>Amount</u>	<u>Purpose</u>
LKLS Consulting 1975 Alderbrook Ave. Chula Vista, CA 91913	\$188,054.22	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB & Union documents JELD-WEN, Sacramento Container Corp., PRN Ambulance, L&R Auto Parks, Olivet, Ontrac
Reconnect Labor Relations 12831 Moreno Beach Dr. Rancho Belago, CA 92555	\$245,975.66	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB & Union documents at JELD-WEN, Olivet, Kiss Products
Edward Echanique 155 Bay Laurel Dr. Mooreville, NC 28115	\$211,865.83	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB & Union documents at JEL-WEN, Grand Melia, Marquis Companies
EPC Consulting 3620 Lomacitas Lane Bonita, CA 91902	\$109,224.79	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB & Union documents at Aerotek, JELD-WEN,
Labor Relations/HR Consultant Elizabeth Hernández 2504 Albatross St San Diego, CA 92101	\$ 6,602.42	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB & Union documents at JELD-WEN,

Cruz Associates, Inc.
LM-21 (1/1/13 to 12/31/13)
D. Schedule of Disbursements for Reportable Activity
File Number C-483

ACTS Management Alfonso Raymundo 19619 Bavella Court Salinas, CA 93908	\$ 54,813.68	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB & Union documents at JELD-WEN,
Jenkins, Ruth Gabrielle 16020 Elbert Cir Fountain Valley, CA 92708	\$ 19,456.61	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB & Union documents at Fortuna Enterprises,
Michaelis, Bill 6930 Parsons Trail Tujunga, CA 91042	\$ 46,653.66	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB & Union documents at JELD-WEN, Kit Karson
Fisher Heidi 24235 Davida Laguna Niguel, CA 92677	\$ 3,098.23	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB & Union documents at
Dana Tran 117 Bernal Rd, #70-175 San Jose, CA 95119	\$ 39,410.49	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB & Union documents at JELD-WEN
The Labor Pros (Nunn Stephens, Nekeya) 501 N Orlando Ave, Suite 346 Winter Park, FL 32789	\$ 29,584.14	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB & Union documents at JELD-WEN
Newstrand Associates PO Box 897 Union, KY 41091	\$ 55,862.22	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB & Union documents at JELD-WEN

Cruz Associates, Inc.
LM-21 (1/1/13 to 12/31/13)
D. Schedule of Disbursements for Reportable Activity
File Number C-483

Daniel Block 14314 Elinor CT Cypress, TX 77429	\$ 30,241.18	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB & Union documents at JELD-WEN
Harmony in Diversity (Derek Vitatoe) 46036 Michigan Ave #280 Canton, MI 48188	\$ 18,059.81	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB & Union documents at JELD-WEN
WJF & Associates (Walt Fitzhenry) 28305 Katie Rd Chester Field, MI 48047	\$ 11,020.09	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB & Union documents at JELD-WEN
Javier Rivera Carbone 30200 Rancho Viejo, Suite A San Juan Capistrano, CA 92675	\$ 67,932.09	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB & Union documents at JELD-WEN, Kiss Products
American Consulting Group Terren Becker 23041 Mill Creek Drive Laguna Hills, CA 92653	\$ 53,127.00	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB & Union documents at DFA, Kit Karson
Peterson Consulting Wayne Peterson 1338 Emory St San Jose, CA 95126	\$14,898.00	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB & Union documents at JELD WEN