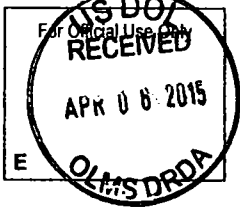


FORM LM-21

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

589713

1. File Number C- <input style="width: 100px;" type="text" value="00483"/>	2. Period Covered By This Report	Month/Day/Year (mm/dd/yyyy)	Through:	Month/Day/Year (mm/dd/yyyy)
	From:	<input style="width: 20px;" type="text" value="01"/> / <input style="width: 20px;" type="text" value="01"/> / <input style="width: 40px;" type="text" value="2014"/>		<input style="width: 20px;" type="text" value="12"/> / <input style="width: 20px;" type="text" value="31"/> / <input style="width: 40px;" type="text" value="2014"/>

A. Person Filing	
<p>3. Name and mailing address (include ZIP Code):</p> <p>Name <input style="width: 150px;" type="text"/> <input style="width: 20px;" type="text"/> <input style="width: 150px;" type="text"/></p> <p>Title <input style="width: 300px;" type="text"/></p> <p>Organization <input style="width: 300px;" type="text" value="Cruz & Associates."/></p> <p>P.O. Box, Building and Room Number, if any <input style="width: 300px;" type="text" value="1831"/></p> <p>Street <input style="width: 300px;" type="text"/></p> <p>City <input style="width: 150px;" type="text" value="Upland"/></p> <p>State <input style="width: 150px;" type="text" value="California"/> ZIP Code + 4 <input style="width: 80px;" type="text" value="91785"/></p>	<p>4. Any other address where records necessary to verify this report are kept</p> <p>Name <input style="width: 150px;" type="text"/> <input style="width: 20px;" type="text"/> <input style="width: 150px;" type="text"/></p> <p>Title <input style="width: 300px;" type="text"/></p> <p>Organization <input style="width: 300px;" type="text"/></p> <p>P.O. Box, Building and Room Number, if any <input style="width: 300px;" type="text"/></p> <p>Street <input style="width: 300px;" type="text"/></p> <p>City <input style="width: 150px;" type="text"/></p> <p>State <input style="width: 150px;" type="text"/> ZIP Code + 4 <input style="width: 80px;" type="text"/></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><i>Jupe Cruz</i></u> President (if other title, see instructions)</p> <p>Title <input style="width: 200px;" type="text" value="President"/></p> <p>On <input style="width: 40px;" type="text" value="03"/> / <input style="width: 40px;" type="text" value="31"/> / <input style="width: 60px;" type="text" value="2015"/> <input style="width: 150px;" type="text" value="909-980-8736"/> Date Telephone Number</p>	<p>18. Signed _____ Treasurer (If other title, see instructions)</p> <p>Title <input style="width: 200px;" type="text" value="Treasurer"/></p> <p>On <input style="width: 40px;" type="text"/> / <input style="width: 40px;" type="text"/> / <input style="width: 60px;" type="text"/> <input style="width: 150px;" type="text"/> Date Telephone Number</p>
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Name of Person Filing:	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). Mailing Address:

Employer 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 3,169,698

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	85,400
<input type="text"/>	941,833	81,700	1,023,533	10. Publicity	19,500
<input type="text"/>				11. Fees for Professional Services	32,000
<input type="text"/>				12. Loans Made	0
<input type="text"/>	0		0	13. Other Disbursements	0
8. Total disbursements to officers and employees:				14. Total Disbursements (Sum of Items 8-13)	1,160,433

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:

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 ZIP Code + 4

15.d. Amount

15.e. Purpose

16. TOTAL DISBURSEMENTS FOR ALL REPORTABLE ACTIVITY 1,556,298

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

Receipts totaling \$566,499.54.00 were collected from the following employers in fiscal year 2014 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.*

Aldi

Riverside, CA

Source Refrigeration

Anaheim, CA

Arborwell

Hayward, CA

Starwood Hotels & Resorts

Stamford, CT

Eckert Cold Storage

Manteca, CA

Univeristy of Notre Dame

South Bend, IN

Emser Tile LLC & Natural Stone

Los Angeles, CA 90069

White Lodging

Merrilville, IN

French American International

San Francisco, CA

Interstate Hotels & Resorts

Arlington, VA

Harbor Rail Services

Fresno, CA

Los Angeles Jewish Home

Los Angeles, CA

Luxury Resorts

Boca Raton, FL

NorCal Beverage

West Sacramento, CA

Sacramento Container

Sacramento, CA

Santa Anita Conalescent Hosp.

Temple City, CA

Cruz Associates, Inc.
LM-21 (1/1/14 to 12/31/14)

D. Schedule of Disbursements for Reportable Activity
File Number C-483

<u>Disbursement</u>	<u>Amount</u>	<u>Purpose</u>
LKLS Consulting 511 W. California Ave Vista, CA 92084	\$341,739.76	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB & Union documents at Biltmore Arizona, Con-Way Long Beach, Cacique, Con-Way Santa Fe Springs, Con-Way Vernon, ELM Locating Services, HGV Elara, Hilton Elara, Huhtamaki Batavia.
Dana Tran 117 Bernal Rd, #70-175 San Jose, CA 95119	\$ 6,065.30	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB & Union documents at SFO Shuttle, Con-Way Long Beach.
Mattes, Ruth Gabrielle 16020 Elbert Cir Fountain Valley, CA 92708	\$102,756.29	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB & Union documents at Huhtamaki Commerce, Con-Way Irvine, Con-Way Orange, Double Tree Arlington Heights, Parkview Community Hosp.
Michaelis, Bill 6930 Parsons Trail Tujunga, CA 91042	\$39,810.74	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB & Union documents at Con-Way Irvine.
Terren Becker	\$80,837.33	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB & Union documents at Con-Way Manchester, Con-Way Santa Fe Springs.

Cruz Associates, Inc.
LM-21 (1/1/14 to 12/31/14)

D. Schedule of Disbursements for Reportable Activity

File Number C-483

Reconnect Labor Relations	\$183,639.93	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB & Union documents at Con-Way El Paso, Con-Way Harlingen, Con-Way Miami, Con-Way Pacoima, Metro Metals Northwest, Parkview Community Hosp., Ventura Coastal.
Edward Echanique	\$268,656.18	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB & Union documents at Con-Way Miami, Con-Way Orlando, Con-Way Vernon, Hilton Grand Vacation.
Dan Block	\$34,738.33	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB & Union documents at HGV Elara.
Manuel Avalos	\$14,985.10	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB & Union documents at Con-Way Freight Harlingen Texas.
EPC Consulting	\$187,227.12	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB & Union documents at Cacique Con-Way Santa Fe Springs Con-Way Tampa Hilton Grand Vacation, Huhtamaki Commerce, Metro Metals Northwest, Westin O'Hare.
Gail Escobar	\$3,620.15	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB & Union documents at Huhtamaki Batavia.

Cruz Associates, Inc.
LM-21 (1/1/14 to 12/31/14)
D. Schedule of Disbursements for Reportable Activity
File Number C-483

Douglas Grima	\$4,457.83	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB & Union documents at Con-Way Freight Irvine, CA.
Hipolito Morales	\$1,600.00	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB & Union documents at Con-Way Freight Kettlemen City, CA.
Eduardo Padilla	\$39,463.53	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB & Union documents at Cacique, Con-Way Santa Fe Springs, Con-Way Tampa, Hilton Grand Vacation, Huhtamaki Commerce, Metro Metals Northwest, Westin O'Hare.
Rivera Carbone	\$136,263.85	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB & Union documents at Double Tree Arlington Heights, Extended Stay America.
Richard Waters	\$87,016.71	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB & Union documents at Con-Way Manchester, Con-Way Pacoima, Huhtamaki Hopkinsville, Huhtamaki Marion, Metro Metals Northwest.
Javier Weitzman	\$23,419.77	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB & Union documents at Con-Way Freight Harlingen and El Paso, Texas.

Cruz Associates, Inc.
LM-21 (1/1/14 to 12/31/14)
Item B 5 Statement of Receipts
File Number C-483

<u>Client</u>	<u>Termination Date</u>	<u>Amount</u>
Alviso Inc 41556 Boscell Road Fremont CA 94538 Attn: George Maciel	ON-GOING	\$ 22,500.00
Biltmore Arizona 7677 N. 16 th St Phoenix, AZ 85020 Attn: Dottie Miller	ON-GOING	\$ 27,761.82
Cacique 14923 Proctor Ave La Puente, CA 91746 Attn: Ann Garrett	ON-GOING	\$ 171,519.00
Cacique 14923 Proctor Ave La Puente, CA 91746 Attn: Ann Garrett	ON-GOING	\$48,007.00
Con-Way 2211 Old Earhart Rd. Ann Arbor, MI Attn: Steve Krull	ON-GOING	\$ 65,637.63
Con-Way 29 North "O" Street Harlingen, TX Attn: Steve Krull	ON-GOING	\$ 6,059.67
Con-Way Long Beach 20805 S Fordyce Ave Long Beach, CA 90810 Attn: Aaron Murphy	ON-GOING	\$ 16,755.46
Con-Way Manchester 56 Pine Street Manchester, NH 03103 Attn: Steve Krull	ON-GOING	\$ 16,773.24

Cruz Associates, Inc.
LM-21 (1/1/14 to 12/31/14)
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Con-Way Miami 16001 NW 48 th Ave Miami, FL 32824 Attn: Steve Krull	ON-GOING	\$ 13,956.39
Con-Way Tampa 10109 Ceder Run Tampa, FL 33619 Attn: Christopher McDonough	ON-GOING	\$ 8,213.19
Con-Way UFV 12466 Montague St Pacoima, CA 91331 Attn: Todd Williams	ON-GOING	\$ 97,498.44
Con-Way ULA 12903 Lakeland Rd Santa Fe Springs, CA 90670 Attn: Steve Krull	ON-GOING	\$117,985.43
DFA Milk 10220 N Ambassador Drive Kansas, City, MO 64153 Attn: Annette Regan	ON-GOING	\$ 5,100.00
Double Tree Arlington Heights 5005 West Touhy, Suite 200 Skokie, Il 60077 Attn: Linda Nagle	ON-GOING	\$ 88,784.88
ELM Locating 1734 W. Williams Phoenix, AZ Attn: Royce Eggli	ON-GOING	\$ 27,281.08
Extended Stay Melville 100 Spagnoli Rd. Melville, NY 11747 Attn: Sue Morano	ON-GOING	\$72,225.00

Cruz Associates, Inc.
LM-21 (1/1/14 to 12/31/14)
Item B 5 Statement of Receipts
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Extended Stay Milwaukee 325 North Brookfield Rd Brookfield , WI 53045 Attn: Kyle Andrysczyk	ON-GOING	\$ 133,396.22
Fortuna Enterprises 5711 W. Century Boulevard, Suite 1628 Los Angeles, CA 90045 Attn: Christine Hsu, VP & Chief Financial Officer	ON-GOING	\$ 31,534.83
Hilton Grand Vacations 80 E. Harmon Ave Las Vegas, NV 89109 Attn: Gerald Einsohn	ON-GOING	\$ 122,467.52
Hilton Grand Vacations Orlando 11272 Desforges Ave Orlando, FL 32836 Attn: Peter Merrill	ON-GOING	\$ 151,118.47
Huhtamaki Batavia 1985 James E Sauls Dr. Batavia, OH 45103 Attn: Richard Mills	ON-GOING	\$66,232.60
Huhtamaki Commerce 4209 E Noakes St Commerce, CA 90023 Attn: Gene Zarillo	ON-GOING	\$ 254,323.33
Huhtamaki Hopkinsville 203 Commerce Court Hopkinsville, KY 42240 Attn: Lance Sikes 1001 East 38 th St	ON-GOING	\$ 53,988.88
Huhtamaki Marion Marion, IN 46953 Attn: Chris Perry	ON-GOING	\$ 53,875.43

Cruz Associates, Inc.
LM-21 (1/1/14 to 12/31/14)
Item B 5 Statement of Receipts
File Number C-483

JELD-WEN 3250 Lakeport Blvd Klamath Falls, OR 97601 Attn: Boyd Rogers	ON-GOING	\$16,204.33
Kit Carson 811 Court Street Jackson, CA 95642	ON-GOING	\$ 10,252.92
Lawrence Convelscent 812 SE 48 th St. Portland, OR 97215 Attn: Chuck Lawrence	ON-GOING	\$ 18,640.14
L&R Auto Parks, Inc. 845 Figueroa St. Los Angeles, CA 90017 Attn: Venisha Price	ON-GOING	\$ 355,413.21
Metro Metals Northwest 5611 NE Columbia Blvd. Portland, OR 97218 Attn: Victor Winkler	ON-GOING	\$ 187,791.12
Olivet 11015 Hopkins St Mira Loma, CA 91752 Attn: Peter Lin	ON-GOING	\$40,986.46
PRN Ambulance 345 South Woods Ave Los Angeles, CA Attn: Avo Avetisyan	ON-GOING	\$ 11,886.34
Parkveiw Hospital 3865 Jackson St Riverside, CA 92505 Attn: Patty Lepe	ON-GOING	\$ 85,941.78
SDSU Foundation 5250 Campanile Dr San Diego, CA 92182		

Cruz Associates, Inc.
LM-21 (1/1/14 to 12/31/14)
Item B 5 Statement of Receipts
File Number C-483

attn.: Robert Blizinski	ON-GOING	\$ 70,875.00
SFO Shuttle Bus (Loop Transport) 54 Tanforan Ave South San Francisco, CA Attn: Pedro Irizaray	ON-GOING	\$ 61,223.14
Summer & Sons Electric 808 S Main St Milpitas, CA 95035 Attn: Wayne Summers	ON-GOING	\$ 8,532.50
US Foods 4650 West Buckeye Phoenix, AZ 85043	ON-GOING	\$ 49,754.13
Ventura Coastal 12310 Avenue 168 Visalia, CA 93291 Attn: Donna Schnopp	ON-GOING	\$ 26,149.82
Wally Park LAX (L&R Group of Co) 550 S Hope Street, Suite 2200 Los Angeles, CA 92501 Attn: Ernesto Rennella	ON-GOING	\$ 34,523.31