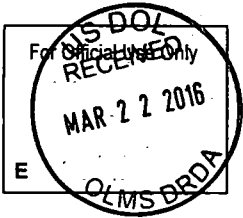


FORM LM-20

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)

612265

READ THE INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS REPORT.

1. File Number: **C- 00483**

| | |
|--|--|
| Person Filing | |
| 2. Name and mailing address (include ZIP Code): Name Title Organization Cruz & Associates P.O. Box, Bldg., Room No., if any 1831 Street City Upland State California ZIP Code + 4 91785 | 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. <input type="checkbox"/> Individual b. <input type="checkbox"/> Partnership c. <input checked="" type="checkbox"/> Corporation d. <input type="checkbox"/> Other (Specify): |

| | |
|--|--|
| Nature of Agreement or Arrangement | |
| 6. Full name and address of employer with whom made (include ZIP Code): Name Gary Blossi Organization Clearwater Paper Corporation Trade Name, if any P.O. Box, Bldg., Room No., if any Street 3901 North Donna Street City North Las Vegas State Nevada ZIP Code + 4 89081 | 7. Date entered into: 10 / 14 / 2015 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 _____ Title Other (Specify) Assistant On 3/10/2016 909-980-8739 Date Telephone Number | 14. Signed _____ Title Treasurer On _____ Date Telephone Number |
|---|--|

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.):

Hourly rate plus expenses

Specific Activities to be Performed

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

a. Nature of activity:

Held employee meetings to inform employees of their Section 7 rights and answer questions using the NLRB Documents.

11.b. Period during which performed:

Ongoing

11.c. Extent performed:

11.d. Name and address through whom performed:

Name Greg Passant
 Organization Cruz & Associates
 P.O. Box, Bldg., Room No., if any 1831
 Street
 City Upland
 State California ZIP Code + 4 91785

Additional Name and address through whom performed, if any:

Name Juan Cruz
 Organization Reconnect Consulting
 P.O. Box, Bldg., Room No., if any
 Street 29450 Highland Blvd.
 City Moreno Valley
 State California ZIP Code + 4 92555

12.a. Identify subject groups of employees:

Maintenance and Production

12.b. Identify subject labor organizations:

United Steal Workers

Specific Activities to be Performed (Continuation Page)

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

a. Nature of activity:

Held employee meetings to inform employees of their Section 7 rights and answer questions using the NLRB Documents.

11.b. Period during which performed:
Ongoing

11.c. Extent performed:

11.d. Name and address through whom performed:

Name Dan Block

Organization Labor Management

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

Street 14314 Elinor

City Cypress

State Utah ZIP Code + 4

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 Alderbrooke Ave

City Chula Vista

State California ZIP Code + 4 91913

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

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:

Maintenance and Production

12.b. Identify subject labor organizations:

United Steal Workers