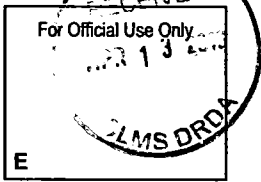


FORM LM-21

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

619910

1. File Number C- 00483	2. Period Covered By This Report	Month/Day/Year (mm/dd/yyyy)		Month/Day/Year (mm/dd/yyyy)
	From:	01 / 01 / 2015	Through:	12 / 31 / 2015

A. Person Filing	
<p>3. Name and mailing address (include ZIP Code):</p> <p>Name</p> <p>Title</p> <p>Organization Cruz & Associates, Inc.</p> <p>P.O. Box, Building and Room Number, if any PO Box 1831</p> <p>Street</p> <p>City Upland</p> <p>State California <input checked="" type="checkbox"/> ZIP Code +4 91785</p>	<p>4. 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, Building and Room Number, if any</p> <p>Street</p> <p>City</p> <p>State ZIP Code +4</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>Jose Cruz</i></u> President Title President</p> <p>On <u>03 / 31 / 2016</u> Date <u>909 980 8736</u> Telephone Number</p>	<p>18. Signed _____ Treasurer Title Treasurer</p> <p>On <u> / /</u> 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	See attached	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 5,899,870	
6. TOTAL RECEIPTS FROM ALL EMPLOYERS 5,899,870			

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		
Could not write total	999,999	92,500	1,092,499	9. Office and Administrative Expenses	123,129
on one line	795,768	0	795,768	10. Publicity	31,000
	0	0	0	11. Fees for Professional Services	39,000
	0	0	0	12. Loans Made	0
	0	0	0	13. Other Disbursements	0
8. Total disbursements to officers and employees:			1,888,267	14. Total Disbursements (Sum of Items 8-13)	2,081,396

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 2,433,141 15.e. Purpose
16. TOTAL DISBURSEMENTS FOR ALL REPORTABLE ACTIVITY 2,433,141	

Cruz Associates, Inc.
LM-21 (1/1/15 to 12/31/15)
Item B 5 Statement of Receipts
File Number C-483

<u>Client</u>	<u>Termination Date</u>	<u>Amount</u>
American Apparel 747 Warehouse St Los Angeles, CA 90021 Attn: Dawn Kennedy	ON-GOING	\$462,432.88
Arden Post-Acute Rehab 3400 Alta Arden Expressway Sacramento Ca 95825 Attn: Michael Stanton	ON-GOING	\$99,832.43
Bay Area Health Care 1833 10 th Ave Oakland, CA 94606 Attn: Yosef Perretz	ON-GOING	\$8,671.57
Biltmore Arizona 7677 N 16 th Street Phoenix, AZ 85020 Attn: Dottie Muller	ON-GOING	\$160,979.09
Con-Way Bakersfield 226 Washington St Bakersfield, CA 93307 Attn: David Cotter	ON-GOING	\$134,930.21
Con-Way El Paso 1451 Goodyear Drive El Paso TX 79986 Attn: Pete Torres	ON-GOING	\$47,579.25.00
Con-Way Harlingen 429 North O Street Harlingen, TX 78550 Attn: John Downs	ON-GOING	\$175,355.26
Con-Way Irvine 20697 Prism Place Irvine, CA 92630 Attn: John Heilman	ON-GOING	\$73,780.55 .00

Cruz Associates, Inc.
LM-21 (1/1/15 to 12/31/15)
Item B 5 Statement of Receipts
File Number C-483

Con-Way Manchester 56 Pine Street Manchester, NH 03103 Attn: Ernie Bullock	ON-GOING	\$127,241.57
Con-Way Miami 16001 NW 48 th Ave Miami, FL 32824 Attn: Steve Krull	ON-GOING	\$ 378,737.38
Con-Way Orange 2102 N. Batavia St Orange, CA 92865 Attn: Dave Herrera	ON-GOING	\$39,007.47
Con-Way Orlando 10975 Florida Crown Dr. Orlando, FL 32824 Attn: Patrick Evers	ON-GOING	\$404,847.50
Con-Way Pacoima 12466 Montague St Pacoima, CA 91331 Attn: Todd Williams	ON-GOING	\$134,748.13
Con-Way Santa Fe Springs 12903 Lakeland Rd Santa Fe Springs, CA 90670 Attn: Steve Krull	ON-GOING	\$174,380.23
Crowne Plaza ICH LAX 5985 Century Blvd Los Angeles, CA 90045 Attn: David Schweitzer	ON-GOING	\$51,993.57
Double Tree Arlington Heights 5005 W Touly, Suite 200 Skokie, IL 60077 Attn: Linda Nagle	ON-GOING	\$18,444.43

Cruz Associates, Inc.
LM-21 (1/1/15 to 12/31/15)
Item B 5 Statement of Receipts
File Number C-483

Extended Stay Philadelphia 888 Bartram Ave Philadelphia, PA 19153 Attn: Christopher Dekle	ON-GOING	\$120,708.18
Fortuna Enterprises 5711 W. Century Boulevard, Suite 1628 Los Angeles, CA 90045 Attn: Christine Hsu	ON-GOING	\$ 9,971.25
Freund Bakery 3265 Investment Blvd Hayward, CA 94545 Attn: Ron Martin	ON-GOING	\$146,101.64
Gold Star Foods 3781 East Airport Dr. Ontario, CA 91761 Attn: Scott Salmon	ON-GOING	\$281,042.64
Harvest Meats 1022 Bay Marina Dr. National City, CA 91950 Attn: Jay Leavy	ON-GOING	\$26,214.00
Hilton Grand Vacations 11272 Desforges Ave Orlando, FL 32836 Attn: Peter Merrill	ON-GOING	\$68,316.53
Lawrence Convalescent Center 812 SE 48 th Ave Portland, OR 97215 Attn: Chuck Lawrence	ON-GOING	\$4,500.00
P&R Paper Supply Products 1898 E. Colton Ave Redlands, CA 92374 Attn: Joseph Mailberger	ON-GOING	\$159,986.99

Cruz Associates, Inc.
LM-21 (1/1/15 to 12/31/15)
Item B 5 Statement of Receipts
File Number C-483

SFO Shuttle 54 Tanforan Ave. So. San Francisco, CA 91066 Attn: Pedro Irizary	ON-GOING	\$3,500.00
Simmons Bedding Company 1 Simmons Dr. Hazelton, PA 18202 Attn: Chuck Cresap	ON-GOING	\$367,062.56
St Regis Starwood Hotels One Monarch Beach Resort Dana Point, CA 92629 Attn: Ian Pullian	ON-GOING	\$ 316,961.74
Trump Las Vegas Hotel 2000 Fashion Show Dr. Las Vegas, NV 89109 Attn: Jeff Peterson	ON-GOING	\$275,744.13
Westin Hotel O'Hare 6100 N. River Rd Rosemont, IL 60018 Attn: Stewart Robinson	ON-GOING	\$20,902.80

Cruz Associates, Inc.
 LM-21 (1/1/15 to 12/31/15)
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	\$663,604.93	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB & Union documents American Apparel, Crown Plaza, Freund Bakery, Gold Star, Harvest Meats, Simmons Bedding, St Regis.
Reconnect Labor Relations 12831 Moreno Beach Dr. Rancho Belago, CA 92555	\$193,440.98	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB & Union documents at American Apparel, Arden Post-Acute Rehab, Freund Bakery, Max Zone, Trump
Daniel Block 14314 Elinor Ct Cypress, TX 77429	17,291.00	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB & Union documents at Con-Way
Labor Relations Consultants 155 Bay Laurel Dr. Mooresville, NC 28115	\$ 64,513.42	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB & Union documents at Con-Way
Edward Echanique 155 Bay Laurel Dr. Mooresville, NC 28115	\$271,561.39	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB & Union documents at Gold Star, Trump
Wildine Pierre 4101 Pine Hills Cir Orlando, FL 32808	\$33,627.98	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB & Union documents at Arden Acute Rehab, Con-Way, Extended Stay Philadelphia
Gideon Group Consulting Group (Nunn Stephens, Nekeya) 390 North Orange Ave Suite 2300 Orlando, FL 32801	\$ 24,695.35	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB & Union documents at Bay Area Healthcare
Employer Consulting Services	\$46,713.12	

Cruz Associates, Inc.
LM-21 (1/1/15 to 12/31/15)
D. Schedule of Disbursements for Reportable Activity
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1235 Riverview Dr.
Fallbrook, CA 92808

Mattes, Ruth Gabrielle
16020 Elbert Cir
Fountain Valley, CA 92708

\$ 65,073.00

Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB & Union documents at American Apparel, P&R Paper, St. Regis.

Michaelis, Bill
6930 Parsons Trail
Tujunga, CA 91042

\$12,320.73

Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB & Union documents at Con-Way

Trident Consulting
5655 Vineland Street
North Hollywood, CA 91601
Rich Waters
152
Mountain Center, CA 92561

\$32,341.67

Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB & Union documents at American Apparel,

\$70,791.64

Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB & Union documents at American Apparel, Con-Way

Labor Management Associates
14314 Elinor CT
Cypress, TX 77429

\$ 464,491.16

Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB & Union documents at American Apparel, Con-Way, P& R Paper, Trump.

Terren Becker
23041 Mill Creek Drive
Laguna Hills, CA 92653

\$48,998.85

Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB & Union documents at Con-Way

Dana Tran
6575 Alyssa Dr
San Jose, Ca 95138

\$1,400.00

Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB & Union documents at Con-Way

Cruz Associates, Inc.
LM-21 (1/1/15 to 12/31/15)
D. Schedule of Disbursements for Reportable Activity
File Number C-483

Marlene Hernandez
912 Thack Eray Lane
San Jose, CA 95116

\$4,089.92

Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB & Union documents at American Apparel

EPC Consulting
3620 Lomacitas Lane
Bonita, CA 91902

\$418,185.23

Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB & Union documents at American Apparel, Extended Stay Philadelphia, Gold Star, Simmons Bedding, St Regis.

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

Receipts totaling \$1,750,430.91 were collected from the following employers in fiscal year 2015 for services that were not for *“labor relations advice and services”* but were for other services some of which were specifically excluded including: (1) *representing the employer before any court, administrative agency, or tribunal of arbitration, and (2) 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. Other Activities were Human Resource Employee Relations related services unrelated to Labor Relations.*

Eckert Cold Storage
Manteca, CA

NorCal Beverage
West Sacramento, CA

Baldor Specialty Foods
New York, NY

Beckman Coulter
Miami, FL

Charlies Produce
Seattle, WA

Con-Way Freight
Ann Arbor, MI

Le Chef Bakery
Los Angeles, CA

MacLean Fogg Components
Mundelein, IL

White Lodging
Merrillville, IN