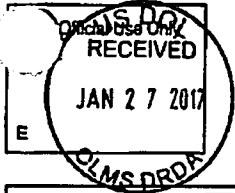


FORM LM-20 AGREEMENT AND ACTIVITIES REPORT



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)

READ THE INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS REPORT.

648748

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	N/A [] []
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. Individual b. Partnership c. <input checked="" type="checkbox"/> Corporation d. Other (Specify): []	

Signature of Agreement or Arrangement	
6. Full name and address of employer with whom made (include ZIP Code):	
Name	Steve Williams
Organization	K. & N Engineering
Trade Name, if any	[]
P.O. Box, Bldg., Room No., if any	[]
Street	1455 Citrus
City	Riverside
State	California ZIP Code + 4 91786
7. Date entered into: 4 / 21 / 2016	
8. Name of person(s) through whom made:	
Name	NA [] []
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 <u>Lupe Cruz</u>	President (If other title, see instructions)	14. Signed _____	Treasurer (If other title, see instructions)
Title <u>President</u>		Title _____	
On <u>1-9-2017</u>	<u>909-980-8736</u>	On _____	_____
Date	Telephone Number	Date	Telephone Number

189

Filer: Cruz & Associates	File Number C-
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9. Check the appropriate box to indicate whether an object of the activities undertaken, is directly or indirectly:

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 reimbursed 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.

Period during which performed:

Ongoing

11.c. Extent performed:

NA

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: Rich Waters

Organization:

P.O. Box, Bldg., Room No., if any: 152

Street:

City: Mountain Center

State: California ZIP Code + 4: 92561

12.a. Identify subject groups of employees:

IAM district lodge 725

12.b. Identify subject labor organizations:

petitioned for employee group

9. Check the appropriate box to indicate whether an object of the activities undertaken, is directly or indirectly:

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.):

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a. Nature of activity:

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

<p>11.b. Period during which performed:</p> <p>Ongoing</p>	<p>11.c. Extent performed:</p> <p>NA</p>
<p>11.d. Name and address through whom performed:</p> <p>Name Dan Block</p> <p>Organization Labor Management</p> <p>P.O. Box, Bldg., Room No., if any</p> <p>Street 1431 Elinor</p> <p>City Cypress</p> <p>State California ZIP Code + 4 77429</p>	<p>Additional Name and address through whom performed, if any:</p> <p>Name Luis Camarena</p> <p>Organization LKLS Consulting</p> <p>P.O. Box, Bldg., Room No., if any</p> <p>Street 1975 Alderbrooke</p> <p>City Chula Vista</p> <p>State California ZIP Code + 4 91913</p>

12.a. Identify subject groups of employees:

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