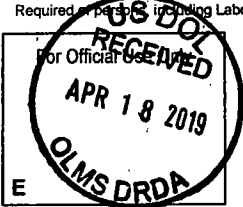


FORM LM-21 RECEIPTS AND DISBURSEMENTS REPORT

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 parties 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

702 945

1. File Number C- <input style="width: 80%;" 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="2018"/>			<input style="width: 20px;" type="text" value="12"/> / <input style="width: 20px;" type="text" value="31"/> / <input style="width: 40px;" type="text" value="2018"/>

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: 340px;" type="text" value="Cruz and Associates, Inc."/></p> <p>P.O. Box, Building and Room Number, if any <input style="width: 300px;" type="text" value="PO Box 1831"/></p> <p>Street <input style="width: 300px;" type="text"/></p> <p>City <input style="width: 180px;" type="text" value="Upland"/></p> <p>State <input style="width: 180px;" 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: 340px;" 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: 180px;" type="text"/></p> <p>State <input style="width: 180px;" 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></u> President (if other title, see instructions)</p> <p>Title <input style="width: 200px;" type="text" value="Other (Specify)"/> <input style="width: 300px;" type="text" value="CEO"/></p> <p>On <input style="width: 20px;" type="text" value="03"/> / <input style="width: 20px;" type="text" value="24"/> / <input style="width: 40px;" type="text" value="2019"/> <input style="width: 100px;" 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"/></p> <p>On <input style="width: 20px;" type="text"/> / <input style="width: 20px;" type="text"/> / <input style="width: 40px;" type="text"/> <input style="width: 100px;" 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 <input type="text" value="See Attached"/>	P.O. Box, Building and Room Number, if any <input type="text"/>
Trade Name <input type="text"/>	Street <input type="text"/>
Attention To <input type="text"/> <input type="checkbox"/> <input type="text"/>	City <input type="text"/>
Title <input type="text"/>	State <input type="text"/> ZIP Code + 4 <input type="text"/>

5.b. Termination Date 5.c. Amount

6. TOTAL RECEIPTS FROM ALL EMPLOYERS \$ 3,552,308.56

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	Disbursement Category	Amount
See Attached <input type="checkbox"/>	999,999	999,999	1,999,998	9. Office and Administrative Expenses	15,000
<input type="checkbox"/>	0	23,228	23,228	10. Publicity	25,000
<input type="checkbox"/>		0	0	11. Fees for Professional Services	61,000
<input type="checkbox"/>				12. Loans Made	
<input type="checkbox"/>				13. Other Disbursements	
8. Total disbursements to officers and employees:			2,023,226	14. Total Disbursements (Sum of Items 8-13)	2,124,226

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: <input type="text" value="See Attached"/>	15.b. Trade Name, If any: <input type="text"/>
15.c. To Whom Paid	15.d. Amount <input type="text" value="1,410,414"/>
Name <input type="text"/> <input type="checkbox"/> <input type="text"/>	15.e. Purpose <div style="border: 1px solid black; height: 150px;"></div>
Title <input type="text"/>	
Organization <input type="text"/>	
P.O. Box, Building and Room Number, if any <input type="text"/>	
Street <input type="text"/>	
City <input type="text"/>	
State <input type="text"/> ZIP Code + 4 <input type="text"/>	
16. TOTAL DISBURSEMENTS FOR ALL REPORTABLE ACTIVITY 1,410,414	

Cruz and Associates, Inc.
LM-21 (1/1/2018 to 12/31/2018)
Non-Labor Relations Advice and Services Receipts
Reported in B.6 – Total Receipts From All Employers

Receipts totaling \$731,990 were collected from the following employers in fiscal year 2018 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 negotiations of any agreement or any questions arising under the agreement.

Daily Grill
Los Angeles, CA

Mondrian Hotel
Los Angeles, CA

Desert Willow Golf Course
Palm Desert, CA

Rip City Management
Portland, OR

Emser Tile
Houston, TX

Sempra Energy
San Diego, CA

Four Seasons Aviara
Carlsbad, CA

Sheraton Stamford Hotel
Stamford, CA

Interstate Hotels – Homewood Suites
Los Angeles, CA

Shutters Casa Del Mar
Los Angeles, CA

Interstate Hotels – LAX Embassy Suites
Los Angeles, CA

Sir Francis Drake
Francisco, CA

Miller Castings, Inc.
Whittier, CA

Waterford Hotel Group
Hartford, CT

Cruz and Associates, Inc.
LM-21 (1/1/2018 to 12/31/2018)
D. Schedule of Disbursements for Reportable Activity
NLRB OLMS File Number C-00483

DISBURSEMENT	PURPOSE	AMOUNT
AFRS Consulting PO Box 90141 San Bernardino, CA 92407	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB and Union documents:	\$ 24,416.70
Avalos, Manuel 910 Redwood Street #72 Houston, TX 77023	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB and Union documents	\$ 12,988.91
EPC Consulting 3364 Bonita Woods Drive Bonita, CA 91902	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB and Union documents	\$ 559,287.57
Fitzhenry, Walter J 1563 Shore Club Drive St. Clair Shores, MI 48080	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB and Union documents	\$ 42,226.93
Flores Labor Relations Inc. 30000 Avenida Cima Del Sol Temecula, CA 92591	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB and Union documents	\$ 41,881.33
Gabrielle Mattes and Associates 16020 Elbert Circle Fountain Valley, CA 92708	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB and Union documents	\$ 13,333.61
Lighto Labor Inc. 10515 Mildred Street El Monte, CA 91733	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB and Union documents	\$ 263,004.05
LKLS Consulting 153 Avenida Altamira Chula Vista, CA 91914	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB and Union documents	\$ 252,214.13

Pierre, Wildine 6400 Lost Tree Court Orlando, FL 32818	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB and Union documents	\$ 40,817.24
Rivera, Fernando A PO Box 90141 San Bernadino, CA 92407	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB and Union documents	\$ 72,808.66
RJA Labor Relations Services, Inc. 644 Sandyhook Avenue La Puente, CA 91844	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB and Union documents	\$ 51,543.14
Starling, Joseph Marshall 10417 N MacArthur Blvd #239 Irving, TX 75063	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB and Union documents	\$ 9,694.38
Waters, Richard PO Box 152 Mountain Center, CA 92561	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB and Union documents	\$ 18,790.23
Weitzman, Javier 13422 Durbridge Trail Drive Houston, TX 77065	Hold employee meetings to inform employees of their Section (7) rights and to answer questions using NLRB and Union documents	\$ 7,552.34

Cruz and Associates, Inc.
LM-21 (1/1/2017 to 12/31/2017)
Item B.5. Statement of Receipts
NLRB OLMS File Number C-483

CLIENT	TERMINATION DATE	AMOUNT
Alro Steel Attn: Frank Pastor 3100 E High Street Jackson, MI 49204	On-Going	\$ 7,898.01
Atrium Hospitality Stamford Marriott Attn: Jacinta Carter 12735 Morris Road Alpharetta, GA 30004	On-Going	\$ 108,363.59
Bed, Bath and Beyond Attn: Jeff Macak 1001 West Middlesex Avenue Port Reading, NJ 7064	On-Going	\$ 207,987.00
Benicia Senior Living Attn: Terri Waldroff 2330 Debok Road West Linn, OR 97068	On-Going	\$ 27,689.71
California Transit Inc San Gabriel Transit Attn: Jason Snow 3650 Rockwell Avenue El Monte, CA 91731	On-Going	\$ 165,715.39
Crestline Hotels & Resports (Hilton Garden & Embassy Suites) Attn: Ed Buckley 10 East Grand Avenue Chicago, IL 60611	On-Going	\$ 81,556.67
Dana Hotel & Spa Attn: Lisa O'Leary 2 West Erie Street Chicago, IL 60654	On-Going	\$ 46,476.98
Dycora Transitional Health Attn: Julianne Williams 111 Barstow Avenue Clovis, CA 93612	On-Going	\$ 47,059.74

Dyno Nobel Attn: Janie Walters 63149 Columbia River Hwy Deer Island, OR 97054	On-Going	\$ 30,780.48
Eberspaecher Exaust Technology Attn: Peter Marriott 2035 Orndorf Road Brighton, MI 48116	On-Going	\$ 240,967.14
Foothill Community Health Centers Attn: Salvador Chavarin 2670 South White Road, #200 San Jose, CA 95418	On-Going	\$ 71,579.02
GFL Environmental USA, INC Attn: Michael Fleming 6200 Elmridge Drive Sterling Heights, MI 48313	On-Going	\$ 68,069.90
Interncontinental Hotel Group Holiday Inn Chicago Attn: Sandra Wolf 10233 W Higgins Road Rosemont, IL 60018	On-Going	\$ 77,314.85
Interstate Hotels Residence Inn Attn: Michael D'Amodio 9801 Airport Blvd. Los Angeles, CA 90045	On-Going	\$ 199,142.40
Kapstone Container Corporation Attn: Matthew Gaston 1790 Champagne Ave Ontario, CA 91761	On-Going	\$ 61,298.74
Kirby Nagelhout Construction Company Attn: Jeff Deswert 20635 NE Brinson Blvd. Bend, OR 97701	On-Going	\$ 33,721.66
Lipari Foods, Inc Attn: Brian Zilo 26661 Bunert Road Warren, MI 48080	On-Going	\$ 78,216.34
Marriott Suites O'Hare Attn: Ed Brunt 6155 N River Road Rosemont, IL 60018	On-Going	\$ 159,895.06

National Mentor Healthcare Florida Attn: Jon Fisher 32568 Greenwood Loop Wesley Chapel, FL 33545	On-Going	\$ 17,945.83
New Seasons Market Attn: Corey Routh 1300 SE Stark Street Portland, OR 97227	On-Going	\$ 325,854.93
NorCal Beverage Attn: Oscar Garcia 1226 N Olive Street Anaheim, CA 92801	On-Going	\$ 54,838.60
Orchid Orthopedic Solutions Attn: Nic Seymour 13963 Fir Street Oregon City, OR 97945	On-Going	\$ 23,517.46
Production Resource Group Attn: Nicole Scano 1245 Aviation Place San Fernando, CA 97227	On-Going	\$ 140,077.85
Ready Jet, Inc. - Attn: Sarah Luciana 1 Harbor Side Drive Boston, MA 2128	On-Going	\$ 66,185.94
San Diego Gas & Electric Attn: James Boland 488 8th Avenue San Diego, CA 92101	On-Going	\$ 28,937.50
Trayer Engineering Corporation Attn: Ben Wong 898 Pennsylvania Avenue San Francisco, CA 94107	On-Going	\$ 65,638.60
Vantage Foods Attn: Jim Good 2700 Yetter Court Camp Hill, PA 17011	On-Going	\$ 383,589.42