



36th Annual APMA Forum

Monterey Plaza Hotel
Monterey, California
January 27-29, 2016

*A Conference for Human Resource,
Labor and Safety Professionals in the
Agricultural Industry*



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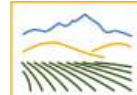


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KEYNOTE SPEAKERS



William B. Gould IV

Chairman, Agricultural Labor Relations Board

Opening Keynote

William B. Gould IV was appointed in March 2014 as a member and chairman of the Agricultural Labor Relations Board. Mr. Gould has been Charles A. Beardsley professor of law, emeritus at Stanford Law School since 2002, where he has held multiple positions since 1972, including professor of law. He was chairman of the National Labor Relations Board from 1994 to 1998. Mr. Gould was a visiting professor of law at Harvard Law School from 1971 to 1972, professor of law at Wayne State University Law School from 1968 to 1972, and a lawyer at Battle Fowler Stokes and Kheel from 1965 to 1968. He was an attorney-advisor for the National Labor Relations Board from 1963 to 1965 and assistant general counsel for the United Automobile Workers from 1961 to 1962. Mr. Gould is a member of the National Academy of Arbitrators. He earned a Bachelor of Laws degree from Cornell Law School. Mr. Gould's term expires January 1, 2017.



Carl Casale

President and Chief Executive Officer, CHS Inc.

Thursday Luncheon Keynote

Carl Casale is president and chief executive officer of CHS, a leading energy, grains and foods company and the nation's largest member-owned cooperative. He assumed his position with CHS in January 2011. He previously was executive vice president and chief financial officer for Monsanto Company. Casale currently serves as director on the boards of the Ventura Foods, LLC; Ecolab Inc., National Council of Farmer Cooperatives and the Minnesota Business Partnership.

He holds a bachelor's degree in agricultural economics from Oregon State University and an executive Master of Business Administration from Washington University, St. Louis, Mo. The Oregon State University College of Agriculture named Casale its 2009 alumni fellow. He is a native of Oregon's Willamette Valley and, along with his wife Kim, operates a family-owned blueberry farm near Aurora, Ore. His family has conducted business with area supply and marketing cooperatives for generations.



Dale Easdon

Chief Operating Officer, Taylor Farms

Friday Keynote: "Extraordinary Results from Ordinary People"

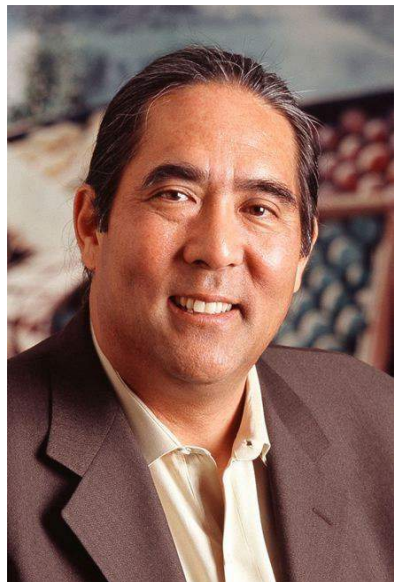
Dale Easdon is a seasoned executive who has driven change globally working in the UK, Germany, Brussels, Italy, Asia and the USA. He was fortunate to have been part of the Continental Airline's turnaround team, guided by Gordon Bethune who is the author of "From Worst to First" which is now used by Harvard Business School and is regarded as the stamp of excellence in business turnaround intelligence today.

The main focus of Easdon's work is process improvement. It's about people. It's about excellence. It's about delivery on your promises to the customers.

He has worked with Lufthansa Airlines and Porsche and developed a Lean Manufacturing system for inflight catering that has saved millions of dollars in operating costs and was implemented into over 40 Sky Chefs global manufacturing facilities.

In January 2015, Mr. Easdon joined Taylor Farms as the Chief Operating Officer for Deli and Prepared Foods. He currently resides in Monterey, CA with his wife Linda and four children—Francesca, Grant, Annabella and Alexandria.

APMA 36TH ANNUAL THURSDAY DINNER



A. G. Kawamura

Former Secretary of the CA Department of Food and Agriculture
Annual Dinner Keynote

A.G. Kawamura is third generation fruit and vegetable grower and shipper from Orange County. He is the former Secretary of the California Department of Food and Agriculture (2003-2010). He is co-chair of Solutions From the Land, a non-profit organization that collaborates with farmers, ranchers, foresters and stakeholders to implement climate smart land management practices and strategies. He currently serves on several boards and committees including: The Ag Advisory Committee for the AGree Initiative; the Board on Agriculture and Natural Resources (BANR), a policy arm of the National Academy of Sciences' Natural Resource Council; Ag Advisory Committee for the Chicago Council on Global Affairs; American Farmland Trust; The 25x25 Alliance, a national alliance of renewable energy stakeholders; External Advisory Board for the Agricultural Sustainability Institute (ASI) at U.C. Davis. He is a former chair and current board member of Western Growers Association. As a progressive urban farmer, AG has a lifetime of experience working within the shrinking rural and urban boundaries of Southern Calif. Through his company, Orange County Produce, LLC, he is engaged in building an exciting, interactive 21st century 100 acre urban agricultural showcase at the Orange County Great Park in Irvine, CA.

GRADUATION CEREMONY



Congratulations to the 6th Class of Human Resource Professionals in Agriculture (HRPA™)!

We will honor the graduates at APMA's
36th Annual Dinner on Thursday,
January 28th 2016.

THURSDAY NIGHT ENTERTAINMENT



Following the Annual Dinner, please join us on the dance floor with the duo from a local favorite.

The Money Band

Fronted by charismatic lead vocalist and harmonica player Zoe Alexander, The Money Band performs with a remarkable intensity and fire that garners new fans and critical acclaim wherever and whenever they play. Playing every style from country to funk to disco to classic rock, reggae, modern rock and pop. For a number of years, the Money Band was voted "Best Band in Monterey County" by Monterey County Weekly newspaper, read by 90,000 readers, covering more than 15 cities.

FORUM LEADERS

Ronald Barsamian

Managing Partner - Barsamian & Moody

Presenter for Workshop I: "Non-Productive Time and Coping With AB 1513"

Ron Barsamian's legal practice of over 35 years involves all aspects of agricultural labor and employment law. He represents agricultural employers before the National Labor Relations Board, Agricultural Labor Relations Board (California), U.S. Department of Labor, Department of Fair Employment and Housing (California), U.S. Equal Employment Opportunity Commission, the California Labor Commissioner, Cal-OSHA, as well as various other state and federal administrative agencies. His litigation expertise in both, state and federal courts, includes many cases of both state and nationwide significance to the agricultural industry. Mr. Barsamian represents employers in labor relations matters, ranging from union organizational activities to collective bargaining.

Mr. Barsamian teaches Agricultural Labor and Employment Law at California State University, Fresno. He is a member of the ALRB Labor Management Ad Hoc Committee. He is a past President of the Board of Directors of the Agricultural Personnel Management Association.

Mr. Barsamian is a member of the Legal Forum for Western Growers Association and served as WGA's Assistant General Counsel and Chief Negotiator before entering private practice in the late 1980s. He served as the President of the Board of Directors of the Clovis Chamber of Commerce. He also served on the Board of Directors for the Fresno Fair/21st Agricultural District. Mr. Barsamian has authored various articles on agricultural labor and employment and lectures at industry seminars throughout California.

Minou Barabi

President - Oztera, Inc.

Presenter for Workshop J: "Innovation, Technology and the Future of Agriculture"

Minou Barabi is the President of the Oztera, Inc. Founded in 2001, Oztera's mission is to automate the processes that drive successful businesses. The Oztera team specializes in solutions built on the Microsoft Dynamics NAV platform to address the unique challenges faced by companies in the wine, agriculture and manufacturing industries. Oztera is a privately held company based in Fremont, California with offices in Hawaii and Arizona.

Dax B. Deason, Esq.

Founder - Deason Law, PC

Co-Presenter for Workshop L: "Is H-2A for You?"

Born in the border town of El Paso, Texas, Dax Deason is the founder of Deason Law, PC. Even during his clinical studies in law school, Mr. Deason has been dedicated to providing effective representation to companies and individuals from across the United States. From Hawaii to Florida, he has traveled extensively to represent clients in various labor intensive industries, such as agriculture, steel plants, food processing, engineering, farming, ranching and professional outsourcing. Mr. Deason is also a favorite speaker during client training sessions or at seminars before agricultural trade associations. Mr. Deason's primary practice area is devoted to defending companies from overzealous government regulation, which includes assisting companies with I-9 audits, litigating Department of Labor H-2A audits and other government inspections concerning the labor and immigration regulations. He also guides companies through the transactional process of hiring professional and skilled employees, assists investors who seek to establish new ventures and represents agricultural companies who sponsor hundreds of foreign agricultural workers each year under the H-2A program. His Spanish fluency and familiarity with the Mexican culture provides companies with an added benefit when companies hire the firm to sponsor workers from south of the border. Mr. Deason also dedicates time in assisting individuals with their immigration status, including the filing of petitions for undocumented students under the DACA program. Mr. Deason's legal background is further varied by his work in the area of labor and employment law. He frequently provides consultation concerning policies and employment agreements, lends advice concerning termination of employment, defends employee lawsuits, litigates non-compete disputes and provides representation of employers who have been sued by the EEOC.

Wesley Carlson, Esq.

Attorney - Sutton Hague Law Corporation, P.C.

Co-Presenter for Workshop M: "Staying Ahead of the Curve: The Next Wave of Wage & Hour Issues for California Employers"

Mr. Carlson is an associate attorney of Sutton Hague Law Corporation, P.C. He counsels clients on labor and employment law matters and represents clients in litigation of employment law and business-related cases, including wage and hour class actions and PAGA representative actions. Wes graduated from Cal Poly in 2010 with a degree in Agribusiness. While at Cal Poly, he was an Ag Ambassador and served as President of the College of Agriculture Student Council. Wes obtained his law degree from San Joaquin College of Law in 2014, graduating with High Honors, and is a member of the San Joaquin Agricultural Law Review. During law school, Wes worked for a grower-representation organization where he educated farmers on regulatory issues affecting agriculture and advocated on behalf of the industry at the local, state, and federal level on a variety of issues, including heat illness prevention, water issues, and immigration.

Susan Gabbard, Ph.D.

Vice President - JBS International

Presenter for Workshop H: "Who Are California Farmworkers and How is This Changing"

Dr. Susan Gabbard has done research and evaluation on farmworkers and the changing farm labor force since 1983. She is a currently employed as a Vice President by JBS International and is best known as the Director of the National Agriculture Workers Survey. Dr. Gabbard has a PhD in Agricultural Economics from the University of California, Berkeley.

Daniel M. Gallegos, SPHR

Director of Human Resources - Sunview Vineyards of California, Inc.

Co-Moderator for HR Roundtable: "From Bidi Bidi Bom Bom to Hotline Bling: Are you Keeping Up the Transformation in the Workplace"

Mr. Gallegos is the Director of Human Resources with Sunview Vineyards of California, Inc. and related entities. He presently oversees human resource activities for companies involved in vineyard and tree fruit farming operations, winery operations, food processing and product storage operations, nursery operations, and sales/marketing. Mr. Gallegos has 30 years of experience in human resource management in manufacturing and agricultural operations.

Vanessa Galvan

Corporate Agriculture Safety & Health Manager - Zenith Insurance Company

Co-Presenter for Workshop G: "Workers' Compensation: Are you Leading or Lagging?"

Vanessa Galvan is the Corporate Agriculture Safety & Health Manager at Zenith Insurance Company. She has 13 years of experience as a safety professional and has built knowledge and expertise in various industries including agriculture, food manufacturing, warehousing, and construction. Prior to joining Zenith, Vanessa was the Safety Director for Rancho Harvest and the Regional Safety and Security Manager for Chiquita Brands International. In addition, she was the Director of Human Resources for a large farming operation on the Central Coast. She has developed and implemented safety culture initiatives at an international level and has worked on a number of projects that have resulted in innovative solutions

to reduce the probability of risk as well as the severity of workplace injuries and illnesses. Vanessa believes that simplifying the information in a way that resonates with all levels of the organization is the key to a successful safety program. Vanessa graduated from the University of California, Santa Barbara, with a B.A. in International Relations and a B.S. in Economics.

Monica Goodale, Ed.D.

Sr. Director, National Learning & Development, Human Resources - Zenith Insurance Company

Presenter for Workshop P: "Effective Leadership Keeps Workers' Compensation Costs Down - A Model"

Known as a highly effective leader in her own right for over 25 years, Monica Goodale holds a Doctorate in Education specializing in Organizational Leadership from Pepperdine, where she serves as an Adjunct Professor and guest lecturer. Her professional career spans both, military and civilian experiences, and she was profiled by the research group, Bersin & Associates, as a "Best Practice Leader." Monica regularly speaks and teaches at professional conferences, including ASTD, ISPI, and APQC. Monica was invited to lead a pre-conference workshop on designing leadership development programs at the 2014 ASTD International Conference and Expo.

Most recently she has been working with the California AG Community – including the APMA and American Pistachio Growers. Monica has also supervised dozens of doctoral dissertations related to the development of leadership, organizational development issues, and bridging school-to-business needs. She is known for transforming traditional training and development teams into competitive assets, and for aligning learning efforts to directly support an organization's business goals. Since 2011, Monica has been leading the national learning and development function for a specialty workers' compensation insurance firm.

Alison Heller-Ono MSPT, CDA, CPDM, CIE and CPE

President/CEO - Worksite International, Inc.

Presenter for F: "Enhancing Harvest Production Using Ergonomics Science"

As a Physical Therapist, Professional Ergonomist and Disability Manager, Alison has sought to keep healthy employees while helping injured reach their maximum potential at work and at home. Her 27 years of experience as a licensed Physical Therapist gives her an edge in helping employers better understand work-related musculoskeletal disorders and identify the root cause of these injuries through biometrical analysis. Alison is dually credentialed as a Certified Industrial Ergonomist (CIE) and Certified Professional Ergonomist (CPE) for the last 18 years contributing to her expertise and understanding of ergonomics in the workplace. Her drive and energy is unique in the marketplace having worked hard to validate the Worksite International Ergonomics Process since it was created in 1994. Ms. Heller-Ono expertise in the application of ergonomics in WC and disability management is evident as a Certified Disability Analyst (CDA) and Certified Professional Disability Manager (CPDM) demonstrating her commitment to helping employers with workers who require accommodation. As a Certified Management Consultant (CMC), Ms. Heller-Ono has sealed her professional uniqueness by becoming the only PT/Ergonomist/Disability Manager to achieve this pinnacle in the management consulting industry.

Greg Hirokawa, Ph.D., QME

Clinical Psychologist

Presenter for Workshop K: "Workplace Violence Assessment and Prevention. A Psychologist's Perspective."

Greg Hirokawa, Ph.D. is a licensed clinical psychologist with over twenty years of experience in working with violent mental disordered offenders for the California Department of Corrections and Rehabilitation (CDC-R). Dr. Hirokawa also evaluates veterans for Compensation and Pension, does Qualified Medical Exams (QME) on injured workers, Independent Medical Exams (IME), disability exams, and immigration evaluations.

William J. Krycia, MPH, CIH

Senior Safety Engineer – Department of Industrial Relations, Cal/OSHA Division

Co-Panelist for Safety Roundtable: "Issues and Outlook for 2016 and Beyond"

Presenter for Workshop C: "Cal/OSHA – Emerging Enforcement Topics for 2016"

William J. Krycia's career spans over 30 years with the Department of Industrial Relations - Division of Occupational Safety and Health. He obtained a Master's degree in Public Health from the University of Michigan, Ann Arbor. He is also a Certified Industrial Hygienist with the American Board of Industrial Hygiene. Currently he serves as a Senior Safety Engineer coordinating the Division's Agricultural Safety and Health Unit, as well as the Heat Illness Prevention Units.

C. Bryan Little

Chief Operating Officer – Farm Employers Labor Service

Presenter for Workshop A: "Union Activity: Do's and Don'ts"

Bryan Little, a labor-affairs specialist with extensive experience in both, government and agriculture, is the Chief Operating Officer of Farm Employers Labor Service. Bryan also serves as Director of Labor Affairs for the California Farm Bureau Federation, representing members on legislative, congressional and regulatory issues involving immigration and labor policy. Bryan formerly served with the U.S. Department of Labor, as Deputy Assistant Secretary for Occupational Safety and Health. Prior to joining OSHA, he was Senior Director for Governmental Affairs for American Farm Bureau Federation in Washington, D.C. Bryan earned a Bachelor's Degree in political science and public administration from James Madison University in Harrisonburg, VA.

Fred Martinez, MBA, AFIS

Marketing/Client Services Director - Zenith Insurance Company

Co-Presenter for Workshop G: "Workers' Compensation: Are you Leading or Lagging?"

Fred Martinez is the Marketing/Client Services Director for Zenith Insurance Company for California's Central Coast region. He has worked in the workers' compensation insurance industry for 17 years. Throughout that time he has worked in claims as an investigator, examiner, and customer service manager. He consults with clients and insurance agencies on implementing best practices for claims while managing a marketing territory from south of San Jose to Santa Maria. He has a bachelor's degree in Economics, an MBA and is an AFIS designee.

Patrick S. Moody, Esq.

Shareholder - Barsamian & Moody

Presenter for HSPA Session "Managing Leaves of Absence: Navigating the Bermuda Triangle"

Co-Presenter for "2016 Labor & Employment Law Update"

Patrick S. Moody is a shareholder with Barsamian & Moody, a law firm solely dedicated to representing employers. Mr. Moody provides the firm's management clientele with solutions and advice for complying with the numerous statutes and regulations relating to labor and employment law, as well as the intricacies of handling union organizing campaigns and working within the confines of collective bargaining agreements. He has represented employers before most state and federal administrative agencies, in judicial and labor grievance arbitrations, as well as in both state and federal trial and appellate courts. Mr. Moody earned his undergraduate degree from the University of Florida, and his J.D. degree, with honors, from the California Western School of Law, where he served as a Staff Writer and was on the Executive Board of the California Western Law Review and the California Western International Law Journal. He was admitted to the California State Bar in 1991, and is also admitted to practice before all United States District Courts in CA, and the Ninth Circuit Court of Appeal. He is the Secretary/

Treasurer of the Board of Directors of the Agricultural Personnel Management Association. Mr. Moody frequently speaks on many different topics related to labor and employment law, regularly contributes articles to a wide variety of publications, and is the author of several regularly published columns on topics relevant to employers.

Kimberly Naffziger

Vice President and Agricultural Specialist - Zenith Insurance Company

Moderator for Safety Roundtable: "Issues and Outlook for 2016 and Beyond"

Kimberly Naffziger is a Vice President and Agricultural Specialist with Zenith Insurance Company. A California native, Kimberly has been involved with the agricultural industry for most of her life. Her background includes serving as Program Development Specialist at California State University, Fresno's Center for Agricultural Business from 1990 to 2008. In her role at the University she conducted applied research and was involved in the dissemination of information through educational outreach programs for the agricultural industry. In 1997, she assumed the role as Executive Director for AgSafe, a non-profit organization dedicated to reducing injuries, illnesses and fatalities in agriculture. During her tenure at both, the University and at AgSafe, she has played an integral part in the development of educational programs for the agricultural industry including the California Agricultural Safety Certificate Program; the Farm Labor Contractor's Education Institute; the Motor Vehicle Education Program for Spanish speaking workers; and the Supervisor Development Program to name a few. Kimberly has a Bachelor of Science Degree in Agricultural Business from California State University, Fresno.

Marissa Petersen

Client Services Manager - Zenith Insurance Company

Co-Presenter for Workshop G: "Workers' Compensation: Are you Leading or Lagging?"

Marissa Peterson is a Client Service Manager with Zenith Insurance Company. She works with clients and agencies in the Northern California area and helps them with improving their claims results, implementing proper claims practices and sharing industry knowledge. Prior to this role she was a claims examiner with Zenith. Marissa has a bachelor's degree in Psychology from San Diego State University.

Carmen A. Ponce, Esq.

Vice President and General Counsel - Labor

Co-Panelist for Labor Roundtable "The H-2A Program: Compliance and Best Practices"

Carmen A. Ponce has been practicing law for 25 years, commencing with an emphasis on international trade with exposure to litigation. She has specialized in labor and employment law for the past 23 years. Carmen joined Tanimura & Antle 20 years ago as Deputy General Counsel and became the first female Vice President for T&A two years later, where she oversaw the Human Resources Department.

Carmen has demonstrated her civic participation by serving on boards during the past 20 years, these include the following organizations: The Women's Crisis Center, The Center for Community Advocacy, The Leadership Council for CSUMB, The Agribusiness Committee for The California State Bar, and The First Tee of Monterey County. She is also a member of The Western Growers' Association Labor Committee.

She enriches her life with her new daughter and her trusted four legged companion.

Susan Quale, PHR

Vice President of Human Resources - Sierra Cascade Nursery, Inc.

Co-Panelist for Labor Roundtable "The H-2A Program: Compliance and Best Practices"

Susan Quale is the Vice President of Human Resources for Sierra-Cascade Nursery, Inc., a leading supplier of strawberry plants to commercial fruit growers. Her responsibilities include the oversight and coordination of all HR functions, including benefits and compensation, health and safety, workers' compensation, labor law compliance, labor management including food service, housing and transportation for the company including administration of the H-2A program. Sierra-Cascade Nursery grows many crops in addition to the strawberries and has multiple sites in California and Southern Oregon. The company employs in excess of 2400 people at its peak and utilizes multiple H-2A contracts each year, housing and feeding over 1200 employees. Susan has been with SCN for 18 years and is a Certified HR Professional.

Anthony P. Raimondo, Esq.

President - Raimondo & Associates

Presenter for Workshop E: "Joint Employment and Independent Contractor Liability"

Anthony P. Raimondo is the President of Raimondo & Associates, Fresno-based firm that conducts a practice concentrating in labor relations and employment law, including management representation in counter-organizing campaigns, unfair labor practice defense, grievance and arbitration defense, and collective bargaining negotiations. The firm defends employers in state and federal courts in actions ranging from harassment and discrimination to wage and hour disputes. The firm advocates for employers in administrative agency proceedings and investigations including the National Labor Relations Board, the Agricultural Labor Relations Board, the California Labor Commissioner, U.S. Department of Labor, Cal/OSHA, EEOC, and others.

Mr. Raimondo has been representing employers since 2001 when he left the Fresno County Public Defender to enter private practice. He has assisted employers with strategic planning in labor relations, and has counseled employers in day to day workplace issues to avoid litigation. Mr. Raimondo has successfully turned back organizing campaigns from some of America's most aggressive unions, and has negotiated favorable contracts for unionized employers. Mr. Raimondo has assisted clients with government investigations and audits, and regularly defends wage claims before the California Labor Commissioner.

Mr. Raimondo is the primary labor and employment resource for California's Western United Dairymen, and regularly publishes articles in industry newsletters. Mr. Raimondo is admitted to practice in the State of California and U.S. District Court, Eastern District of California and Northern District of California.

Katy Raytis, Esq.

Attorney - Worklogic HR Legal Solutions

Co-Moderator for HR Roundtable: "From Bidi Bidi Bom Bom to Hotline Bling: Are you Keeping Up the Transformation in the Workplace"

Katy Raytis focuses her employment law practice on employer representation and counseling for matters related to harassment, discrimination, wage and hour, wrongful termination, and other compliance issues. She has extensive experience handling administrative claims and has actively participated in litigating a variety of employment-related lawsuits. Katy's counseling practice includes policy development as well as practical advice on implementation, enforcement, and troubleshooting.

Jason Resnick, Esq.

Vice President and General Counsel - Western Growers

Moderator for Labor Roundtable "The H-2A Program: Compliance and Best Practices"

Co-Presenter for Workshop L: "Is H-2A for You?"

Co-Presenter for "2016 Labor & Employment Law Update"

Jason Resnick provides legal guidance to Western Growers' corporate entities, senior management and membership. He also has primary staff

responsibility for the Western Growers Labor Committee. Jason is a frequent speaker and magazine contributor on employment and labor law matters and other legal issues affecting the California and Arizona agriculture industries. He is a past co-chair of the Agribusiness Committee of the State Bar of California and he currently sits on the Board of Directors of the Agricultural Personnel Management Association (APMA). His litigation experience includes trying jury and bench trials, administrative proceedings before state and federal agencies, and drafting appellate briefs to the California Supreme Court and state and federal courts of appeal. Jason earned his Bachelor of Arts degree from the University of California, Irvine and his Juris Doctor degree from the University of the Pacific, McGeorge School of Law.

Paul Riley, MBA, CSP

Global Safety Manager - Church of Jesus Christ of Latter-day Saints

Presenter for Workshop O: "Onboarding Employees for Safety"

Paul Riley is a Certified Safety Professional with over 23 years of experience in Occupational Safety and Health. He received his Bachelor's degree in Environmental & Occupational Safety & Health from Brigham Young University and his Master's degree in Business Administration (MBA) from Western Governors University. He has worked in the Safety and Health profession in several different industries. He has worked in mining, agriculture, insurance, government, and construction. Mr. Riley is currently the Global Safety Manager for the Church of Jesus Christ of Latter-day Saints (Church). The Church and its affiliated businesses own and operate several non-profit and for-profit agricultural operations around the world. These operations include cattle, nuts, raisins, corn, potatoes, olive oil, oranges, and apples, as well as other crops. Mr. Riley has been with the Church for over 11 years now and is responsible for working with all Church departments and affiliated businesses worldwide. Mr. Riley has served as President of the Utah Chapter of the American Society of Safety Engineers (ASSE). ASSE has organized several practice specialty and special interest groups over the years. While serving as the chair of ASSE's National Management Practice Specialty in 2008, Paul was instrumental in organizing a new practice specialty group called the Human Resource Branch. The HR Branch was created to help provide HR professionals with a venue to meet with other safety professionals and to provide them support for their safety responsibilities.

Guadalupe (Lupe) Sandoval

Managing Director - California Farm Labor Contractor Association

Co-Panelist for Safety Roundtable: "Issues and Outlook for 2016 and Beyond"

Guadalupe (Lupe) Sandoval is the founding Managing Director for the California Farm Labor Contractor Association and also heads Sandoval Bilingual Safety Solutions. The son of Mexican immigrants, he is a former farmworker, and has over 25 years of experience in the field of workplace health and safety, and personnel management. Mr. Sandoval has presented at many conferences at the national, state, and local levels. He is an OSHA authorized trainer, as well as an approved trainer of trainers by California's Department of Pesticide Regulation. He is a past president of the San Joaquin Human Resource Association, and has achieved the designation of Professional in Human Resources. He has held positions on the board of directors for AgSafe, the San Joaquin Safety Council, and also for the Safety Center, Inc. Mr. Sandoval earned his Bachelor of Arts degree after completing studies at California State University, Stanislaus, and the University of San Francisco. He has also completed graduate work in the field of Public Administration. He lives in Sacramento with his wife Donna Paul, a consultant in the field of public health.

Shawna Speake

Sales and Service Director - Reliable Business Technology

Presenter for Workshop J: "Innovation, Technology and the Future of Agriculture"

Shawna Speake and the team at Reliable Business Technology provide labor management software, time clocks and mobile applications for agriculture, field to facility. With a BS in Business and Finance, Shawna delivers solutions that include compliance with the Affordable Care Act, Paid Sick Leave, non-productive time and wage and hour requirements. She completed the APMA certification program, Human Resource Professional in Agriculture.

Denise Spars

Director of Human Resources - Tejon Ranch

Presenter for Workshop B: "Recruitment Do's and Don'ts"

Denise Spars has been in the human resources field for over 20 years. She has been the HR Director for Tejon Ranch for the past 6 years. Denise received her Advanced Human Resource Certification from Cornell University and is currently pursuing a Finance Certification from Cornell University. She serves on the board of Directors of the Agricultural Personnel Management Association as the Valley Area Director.

S. Brett Sutton, Esq.

Owner - Sutton Hague Law Corporation, P.C.

Co-Presenter for Workshop M: "Staying Ahead of the Curve: The Next Wave of Wage & Hour Issues for California Employers"

Mr. Sutton is the owner of Sutton Hague Law Corporation, P.C. with offices in Nevada and California. With 26 years in the legal profession, he brings extensive experience in counseling clients on labor and employment law matters and aggressively representing clients in litigation of employment law cases before federal and state courts and administrative agencies in both Nevada and California. He has trained thousands of individuals in a wide variety of employment law matters, including wage and hour law. For many years, he has been one of the few California attorneys selected to serve as a Contributing Editor to the leading treatise on California Employment Litigation. He also has been named by his peers as a Northern California Super Lawyer for the last five consecutive years and received the highest rating possible for legal ability and ethics from Martindale Hubbell (AV rated). In 2014 he received an award from the Nevada Restaurant Association for his legal advocacy on behalf of the industry. Brett's clients include national and international agricultural, dairy and food processing companies.

Brett obtained his undergraduate degree at Pepperdine University in 1986 where he graduated summa cum laude and Valedictorian of his class. He then obtained his law degree from Pepperdine University School of Law in 1989, graduating cum laude, and serving on the school's Law Review. Brett is admitted to practice law in both California and Nevada.

Karen Timmins, MAM, SPHR

Presenter: Karen Timmins, SPHR, SHRM-SCP ~ Senior Vice President Human Resources – Western Growers

Presenter for Workshop N: "Succession Planning and Talent Development"

Karen Timmins has been directly involved in strategic and tactical management effecting workplace performance and sound human resources practices since 1990. Karen is a graduate of Southern Illinois University Carbondale (SIUC) with a BS degree from the College of Education & Human Services in Workforce Education and Development. In addition, she earned a graduate degree in management from the University of Redlands. Karen holds both senior human resources professional certifications from the Society of Human Resources Management and the HR Certification Institute respectively. In 2008, Karen received her first limited license to teach the Choice and the Choice at Work courses from the Arbinger Institute. Since teaching this philosophy to Western Growers employees and member companies alike she has earned a few more certifications from the Institute including: Core at Work, Developing and Implementing the Outward Mindset and Transforming Conflict. Since joining Western Growers in 2003 as VP of HR, Karen and her staff are responsible for recruiting, the "pay-for-performance" management system, career development/succession planning, employee relations, benefits management including 401(k), employment law compliance, safety, payroll processing, compensation management, training/development and field office facilities management.

2016 WORKSHOP DESCRIPTIONS

Wednesday, January 27, 2016

HRPA Session/Bonus Session: Managing Leaves of Absence - Navigating the Bermuda Triangle

Presenter: Patrick Moody

This comprehensive seminar will cover compliance with the often conflicting rules and regulations concerning employee leave laws, and discuss how to properly integrate the always tricky scenarios of Return to Work (RTW) program and issues. It will also include a review of the most recent amendments to the Family and Medical Leave Act (FMLA) and Americans with Disabilities Act (ADA).

Labor Roundtable: The H-2A Program - Compliance and Best Practices

Moderator: Jason Resnick; Panelists: Carmen Ponce & Susan Quale

This 90-minute breakout session will help attendees understand the complexities surrounding H-2A program compliance. Participants will learn best practices to ensure accurate calculation of pay, avoiding corresponding worker issues, avoiding allegations of U.S. worker discrimination and more. Anyone considering using or now using the H-2A program will benefit from this session.

Safety Roundtable: Issues and Outlook for 2016 and Beyond

Moderator: Kimberly Naffziger; Panelists: William Krycia & Guadalupe Sandoval

Join industry experts in a lively discussion on emerging safety issues and their perspectives on what we can expect moving forward. From new regulations, to future technology, and the changing liability between growers and FLC's, there will be a lot to talk about. Don't miss this opportunity to learn from others and share your thoughts on the ever changing landscape of safety and your business.

HR Roundtable: From Bidi Bidi Bom Bom to Hotline Bling: Are you Keeping Up the Transformation in the Workplace

Moderators: Daniel Gallegos & Katy Raytis

Start your Forum experience by discussing critical issues in this entertaining and educational session while growing your professional network when engaging other participants. The session will require your active participation in discussing the most pressing issues facing the management of human resources in agriculture. Topics will include the accounting and paying of non-productive time, class action lawsuit trends, paid sick leave issues, the influence of minimum wage increases on your company's compensation program, farm labor contracting compliance and joint employer liability, post termination actions by former employees, coping with generational changes in the workplace, the Affordable Care Act impact on Ag employers, employee engagement and talent management strategies, labor demand and supply, maintaining work-life balance in your career, the good, bad and ugly of technology in the workplace, resources for your HR Tool Box, and much more. Participation prizes will be awarded so you don't want to miss this session!

Thursday, January 28, 2016

A: Union Activity: Do's and Don'ts

Presenter: Bryan Little

The UFW has filed a "Notice of Intent to Take Access" to your farm. Or they've filed a "Notice of Intent to Organize." What's that? What are you required to do? What are you required to not do? Bryan Little of the Farm Employers Labor Service will walk you through the basic requirements for agricultural employers dealing with a labor union, what are the "dos" and "don'ts" and how you can legally inform your workers that you'd like to remain union free, how they will benefit from that too, and how to do that without violating employees' rights under state and federal law.

B: Recruitment Do's & Don'ts

Presenter: Denise Spars

This presentation will be focused on theory of recruitment versus what really happens in recruiting. One of the most important tasks you will have as an HR practitioner is the recruitment process. This process affects the future of your organization like no other— it can be argued that the recruitment process is the single most important and most multi-faceted task required of an HR. Don't be overwhelmed by the process, have a plan. We will discuss the differences in hiring labor and hiring executives, and everything in between.

C: Cal/OSHA – Emerging Enforcement Topics for 2016

Presenter: William Krycia

From Valley Fever to night work to ATV safety and more, come hear what is on Cal/OSHA's radar for the coming year.

D: Corporate Social Responsibility and Worker Welfare Update

Presenter: John Erb

This presentation will discuss the emerging industry trends in corporate social responsibility and its applications in the food supply chain including employee welfare, environment, fair trade, health and safety, and labor and human rights.

E: Joint Employment and Independent Contractor Liability

Presenter: Anthony Raimondo

The joint employer doctrine is a plaintiff lawyer's dream. It allows the lawyer to add deep pockets to the lawsuit and get richer settlements. Failure to take proper steps and protect your company may lead to a finding of joint liability, which could be especially costly.

F: Enhancing Harvest Production Using Ergonomics Science

Presenter: Alison Heller-Ono

The risk of repetitive motion injuries in agricultural production out in the field and in the salad packing plant is very real. With Americans consuming billions of dollars in packaged salads, your employees are more productive than ever. Yet, good ergonomics in the field and on the salad plant floor remains a challenge. You can't really raise the ground to reduce stooped labor, so is stretching the only option for injury prevention? We'll take a look at the most significant ergonomic risk factors in harvest production in the field and other high risk agricultural areas while exploring how key strategies like engineering changes in harvest machines, task specific stretching, tool design and participatory ergonomics can open the door to innovation in agriculture through ergonomics science to enhance and improve your harvest production.

G: Workers' Compensation: Are you Leading or Lagging?**Presenters: Vanessa Galvan, Fred Martinez & Marissa Petersen**

Join us in a discussion on current issues impacting workers' compensation and tools to help improve your results. The presentation will provide ideas to help you implement workers' compensation best practices and effective risk control prevention strategies.

H: Who Are California Farmworkers and How is This Changing**Presenter: Dr. Susan Gabbard**

Both demand for farmworkers and the supply of farm workers have changed in recent years and many employers report having a harder time finding workers. Drawing on data from USDA and the National Agricultural Workers Survey, Dr. Gabbard discusses current patterns and trends, including some reversals of past trends in terms of the supply of farmworkers and farmworkers' characteristics and work patterns.

I: Non-Productive Time and Coping With AB 1513**Presenter: Ronald Barsamian**

A review and round-table discussion of implementing the new rules for going forward with non-productive time and for implementing and taking advantage of the resolution provisions under AB 1513 (2015) which take effect on January 1, 2016. Discussion will include issues in recording and accounting for non-productive time, how to determine what is productive versus non-productive time, and in reviewing past years of compliance or non-compliance and the application of the 4% alternative.

J: Innovation, Technology and the Future of Agriculture**Presenters: Minou Barabi, Shawna Speake**

Regulatory and administrative burdens bind business and create compliance challenges for companies of all sizes. Attend this session and explore how technology world is evolving, what is available now from recordkeeping to processes' automation, and strategic alliances that will be significant for the future of our industry.

K: Workplace Violence Assessment and Prevention. A Psychologist's Perspective.**Presenter: Dr. Greg Hirokawa**

Dr. Hirokawa will discuss violence risk factors, signs and symptoms of mental disorder, and ways to minimize workplace violence citing evidence-based research and case examples.

L: Is H-2A for You?**Presenters: Dax Deason and Jason Resnick**

Is H-2A for you? That is the question every grower and contractor should be asking if they have not already explored the only visa program for agricultural workers. In this session we will discuss the pros and cons of using H-2A and help attendees make informed decisions about their labor availability options.

M: Staying Ahead of the Curve: The Next Wave of Wage & Hour Issues for California Employers**Presenters: S. Brett Sutton & Wesley Carlson**

Wage and Hour Law in California is complex and ever changing. What are the issues that will create the next wave of wage and hour lawsuits, especially class action lawsuits, on the horizon?

N: Succession Planning and Talent Development**Presenter: Karen Timmins**

Some call it succession planning, Western Growers (WG) refers to this practice as talent development. Learn how WG pays particular attention to their high performing/high potential employees and places those identified on a path to grow into sustaining leadership roles.

During this breakout session you will learn how: core competencies, subject matter expertise, leadership qualities, compensation management and a deeply-held belief in the philosophy and teachings of the Arbinger Institute, is all considered for those participating in the official "Talent Development Program".

O: Onboarding Employees for Safety**Presenter: Paul Riley**

Safety is an essential element of your onboarding process. It helps in creating the right safety culture and commitment for your new hire. This session will discuss how long the safety portion should take, what topics are essential to address, the best way to present the materials, and much more. Come learn how onboarding for safety can help your employees get off to a safe start.

P: Effective Leadership Keeps Workers' Compensation Costs Down - A Model**Presenter: Monica Goodale**

At Zenith, we believe effective leadership is the key to creating and sustaining a positive organizational culture, which in turn contributes to a safety culture, which in turn keeps workers' compensation costs down and productivity up.

We know from experience that some leaders understand this linkage intuitively – therefore don't need data – while others deny the linkage, typically citing a "lack of data." The goal of this session is to provide a model and some tools for participants' use to more effectively advise the leaders in their respective organizations.

We have developed a very simple model and will provide examples of both qualitative and quantitative data for each element of the model. Discussion and debate about the data will be encouraged. Participants in the session will then be able to assess their own organization's efforts against the model.

Friday, January 29, 2016

2016 Labor and Employment Law Update**Presenters: Patrick Moody & Jason Resnick**

Be sure to finish off the Forum right, with Pat Moody and Jason Resnick, as they cover the latest and greatest in up to the minute labor and employment law issues. They will cover recent cases that you need to know about, and get you up to speed on all the laws that are going into effect this year. This will be a fast-paced session with a whole host of invaluable information to help you excel in 2016 and beyond.

2016 FORUM SCHEDULE

Wednesday, January 27, 2016

TIME	Human Resource Professional in Agriculture (HRPA) Session (ELECTIVE CLASS/BONUS SESSION):
9:00-12:00	Managing Leaves of Absence: Navigating the Bermuda Triangle - Patrick Moody
1:00-2:30	Labor Roundtable: "The H-2A Program: Compliance and Best Practices" - Jason Resnick (Moderator) Panelists: Carmen Ponce & Susan Quale CONCURRENT SESSION Safety Roundtable: "Issues and Outlook for 2016 and Beyond" - Kimberly Naffziger (Moderator) Panelists: William Krycia & Guadalupe Sandoval
2:30-3:00	Break and Vendor Stations
3:00-5:00	HR Roundtable: "From Bidi Bidi Bom Bom to Hotline Bling: Are you Keeping Up the Transformation in the Workplace?" - Dan Gallegos & Katy Raytis
5:30-7:00	President's Reception

Thursday, January 28, 2016

8:00-9:00	Opening Remarks: Joseph Mallobox, APMA President and Corporate HR for Taylor Fresh Foods Keynote: William Gould, Chairman - Agricultural Labor Relations Board			
9:00-9:15	Break			
Concurrent Sessions	LABOR & EMPLOYMENT	MANAGEMENT	HEALTH & SAFETY	GENERAL
9:15-10:30	A. Union Activity: Do's and Don'ts - Bryan Little	B. Recruitment Do's & Don'ts - Denise Spars	C. Cal/OSHA – Emerging Enforcement Topics for 2016 - William Krycia	D. Corporate Social Responsibility and Worker Welfare Update- John Erb
10:30-10:45	Break			
10:45-12:00	E. Joint Employment and Independent Contractor Liability - Anthony Raimondo	F. Enhancing Harvest Production Using Ergonomics Science - Alison Heller-Ono	G. Workers' Compensation: Are you Leading or Lagging? - Vanessa Galvan, Fred Martinez, Marissa Petersen	H. Who Are California Farmworkers and How is This Changing - Susan Gabbard
12:15-1:45	Lunch and Luncheon Keynote: Carl Casale, President & CEO - CHS Inc.			
2:00-3:15	I. Non-Productive Time and Coping With AB 1513 - Ronald Barsamian	J. Innovation, Technology & the Future of Agriculture - Minou Barabi & Shawna Speake	K. Workplace Violence Assessment and Prevention. A Psychologist's Perspective. - Dr. Hirokawa	L. Is H-2A for You? - Dax Deason & Jason Resnick
3:15-3:30	Break			
3:30-5:00	M. Staying Ahead of the Curve: The Next Wave of Wage & Hour Issues for California Employers - S. Brett Sutton & Wesley Carlson	N. Succession Planning and Talent Development - Karen Timmins	O. Onboarding Employees for Safety - Paul Riley	P. Effective Leadership Keeps Workers' Compensation Costs Down - A Model - Monica Goodale
6:00-11:00	35th Annual Dinner Keynote: A. G. Kawamura, Former Secretary of the CA Dept. of Food and Ag. 6th Annual HRPA Graduation Ceremony			

Friday, January 29, 2016

8:00-9:00	Closing Remarks: Joseph Mallobox, APMA President and Corporate HR for Taylor Fresh Foods Friday Keynote: Dale Easdon, COO - Taylor Farms
9:00-9:15	Break
9:15-12:00	2016 Labor & Employment Law Update: Patrick Moody & Jason Resnick

APMA

Agricultural Personnel Management Association

36th Annual Forum - Monterey, California
January 27-29, 2016

REGISTRATION FORM

Please complete this form and Workshop Selections form (next page) and mail both to:
APMA, 512 Pajaro Street, Suite 7, Salinas, CA 93901
Or Fax to: **(831) 422-7318** or Email: apma20@pacbell.net
You can also register and pay online at www.agpersonnel.org
For more information, please call the APMA office at **(831) 422-8023**.

Name: _____ Email: _____

Name 2: _____ Email: _____

Name 3: _____ Email: _____

Company: _____

Address: _____

Phone: _____ Fax: _____

REGISTRATION FEES

Full conference registration includes all three days (all Workshops, President's Reception, Thursday Lunch & Dinner/ Graduation Ceremony).

APMA Members* (Register and pay by **January 5, 2016**).....\$395.00 x _____
Register and pay after January 5, 2016.....\$445.00 x _____ \$ _____

Non-Member Registration (By **January 5, 2016**).....\$495.00 x _____
Non-Member Registration (After January 5, 2016).....\$545.00 x _____ \$ _____

Please select networking activities that you will attend (cost included in full conference registration):

President's Reception (Wed. Jan. 27, 2016, 5:30—7:00 P.M.) Yes No

Thursday Lunch and Keynote (Jan. 28, 2016, 12:15—1:45 P.M.) Yes No

Thursday Dinner/Graduation (Jan. 28, 2016, 6:00—11:00 P.M.) Yes No

Additional Guest(s):

President's Reception Guest\$55.00 x _____ \$ _____

Thursday Dinner Guest\$95.00 x _____ \$ _____

TOTAL REGISTRATION FEES:..... \$ _____

***Company Discount** for 3 or more attendees from the same company (members only): \$375.00/person if you register and pay by January 5, 2016. Registration after January 5th will be \$425.00/person with the company discount. Your check and registration form must be postmarked no later than **January 5, 2016** for early registration rates. We apologize but due to financial commitments, no refunds after January 5, 2016.

APMA's negotiated hotel rate of \$165/night (inland view) and \$250 (ocean view) will end on Jan. 5, 2016. Please call the Monterey Plaza Hotel directly to make your reservation at 800-334-3999 and mention "APMA Forum" or "APMA Group".



2016 FORUM WORKSHOP SELECTIONS

Name: _____ Company: _____

WEDNESDAY, JANUARY 27, 2016

9:00 A.M. – 12:00 P.M.

*HRPA Certificate Program Elective/Bonus Session: **Managing Leaves of Absence** - Patrick Moody* Yes No

CONCURRENT SESSIONS (please select one session - Labor or Safety Roundtable):

1:00 P.M. – 2:30 P.M.

LABOR ROUNDTABLE: "The H-2A Program: Compliance and Best Practices "

Moderator: Jason Resnick **Panelists:** Carmen Ponce & Susan Quale Yes No

SAFETY ROUNDTABLE: "Issues and Outlook for 2016 and Beyond"

Moderator: Kimberly Naffziger **Panelists:** William Krycia & Guadalupe Sandoval Yes No

3:00 P.M. – 5:00 P.M.

HR ROUNDTABLE: "From Bidi Bidi Bom Bom to Hotline Bling: Are You Keeping Up the Transformation in the

Workplace?" - Daniel Gallegos & Katy Raytis Yes No

THURSDAY, JANUARY 28, 2016

8:00 A.M. – 9:00 A.M.

Opening Remarks and Keynote - Joseph Mallobox & William Gould (ALRB) Yes No

9:15 A.M. - 10:30 A.M.

CONCURRENT SESSIONS (please select one session - A, B, C or D):

A: Union Activity: Do's and Don'ts - Bryan Little A

B: Recruitment Do's and Don'ts - Denise Spars B

C: Cal/OSHA - Emerging Enforcement Topics for 2016 - William Krycia C

D: Corporate Social Responsibility and Worker Welfare Update - John Erb D

10:45 A.M. – 12:00 P.M.

CONCURRENT SESSIONS (please select one session - E, F, G or H):

E: Joint Employment & Independent Contractor Liability - Anthony Raimondo E

F: Enhancing Harvest Production Using Ergonomics Science - Alison Heller-Ono F

G: WC: Are You Leading or Lagging? - Vanessa Galvan, Fred Martinez, Marissa Peterson G

H: Who Are California Farmworkers and How is This Changing - Susan Gabbard H

12:15 P.M. - 1:45 P.M. Lunch & Keynote - Carl Casale (CHS Inc.) Yes No

2:00 P.M. – 3:15 P.M.

CONCURRENT SESSIONS (please select one session - I, J, K or L):

I: Non-Productive Time and Coping With AB 1513 - Ronald Barsamian I

J: Innovation, Technology & The Future of Agriculture - Minou Barabi & Shawna Speake J

K: Workplace Violence Assessment and Prevention - Dr. Hirokawa K

L: Is H-2A for You? - Dax Deason and Jason Resnick L

3:30 P.M. – 5:00 P.M.

CONCURRENT SESSIONS (please select one session - M, N, O or P):

M: Staying Ahead of the Curve: The Next Wave of Wage & Hour Issues for California Employers - S. Brett Sutton & Wesley Carlson M

N: Succession Planning and Talent Development - Karen Timmins N

O: Onboarding Employees for Safety - Paul Riley O

P: Effective Leadership Keeps WC Costs Down—A Model - Monica Goodale P

6:00 P.M. – 11:00 P.M.

36th Annual APMA Dinner, Keynote by A.G. Kawamura and 6th HRP A Graduation Ceremony Yes No

FRIDAY, JANUARY 29, 2016

8:00 A.M. - 9:00 A.M.

Closing Remarks and Special Keynote - Joseph Mallobox & Dale Easdon (Taylor Farms) Yes No

9:15 A.M. - 12:00 P.M.

2016 Labor and Employment Law Update - Patrick Moody & Jason Resnick Yes No

Please fax your workshop selections (831) 422-7318 or mail to: APMA, 512 Pajaro Street, Suite 7, Salinas, CA 93901.



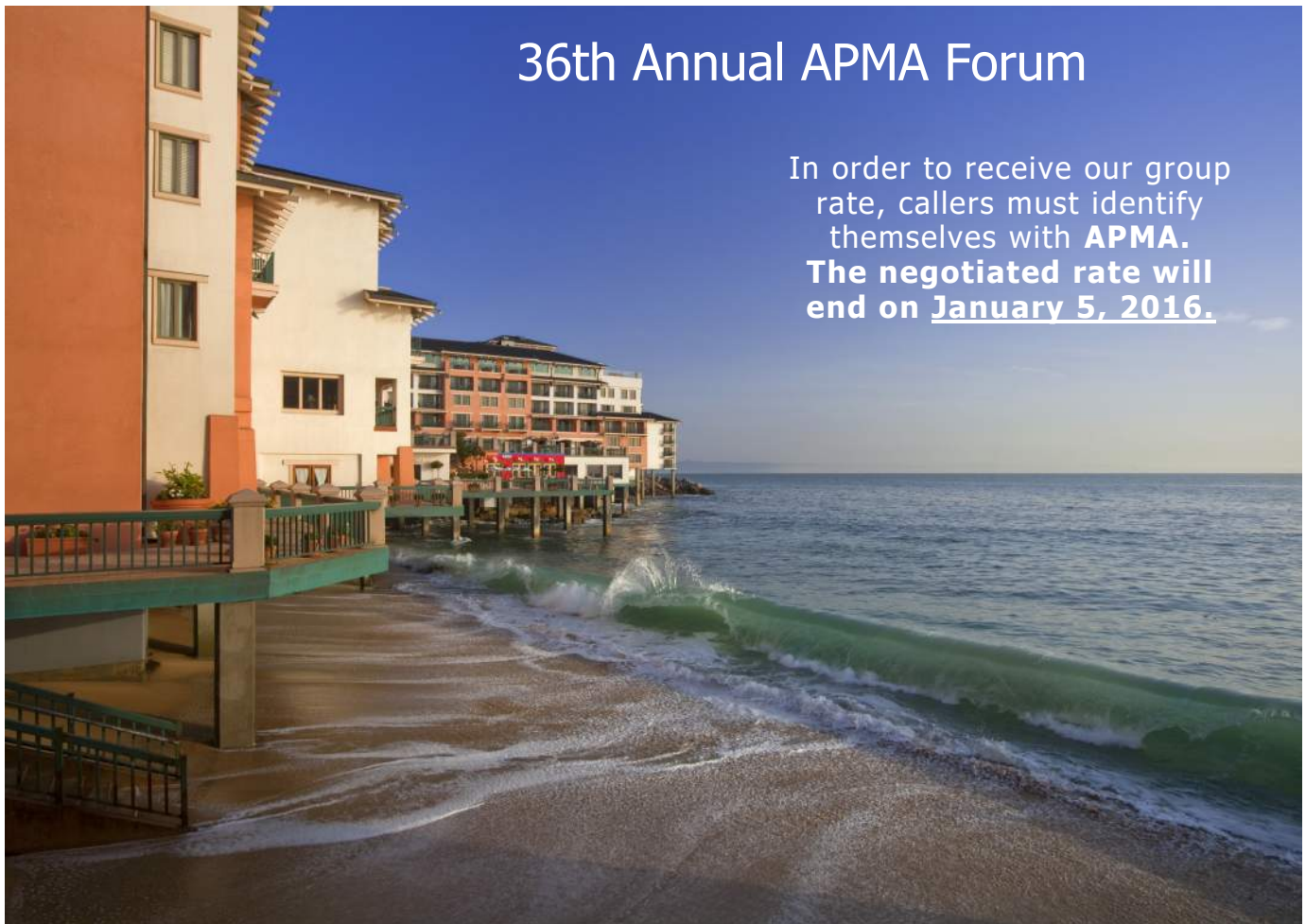
HOTEL INFORMATION

Monterey Plaza Hotel

400 Cannery Row, Monterey, CA 93940-1489
www.montereyplazahotel.com

Join us at this beautiful ocean front venue located in the heart of the historic Cannery Row and near many Monterey Bay area attractions!

APMA negotiated rate is **\$165** per night (inland view) and **\$250** per night (ocean view) for the Forum attendees. These rates are based on availability and will end on January 5, 2016. Please make your reservations directly with the Monterey Plaza Hotel by calling **800-334-3999**.



36th Annual APMA Forum

In order to receive our group rate, callers must identify themselves with **APMA**.
The negotiated rate will end on January 5, 2016.

RECERTIFICATION CREDITS

The 2016 Forum program has been submitted for **13 general recertification credit hours toward PHR, SPHR and GPHR** recertification through the HR Certification Institute. Please inquire at the registration desk on specific information for the HRCI.





512 Pajaro Street, Suite 7
Salinas, California 93901

36th Annual APMA Forum

Monterey Plaza Hotel
Monterey, California
January 27-29, 2016

www.agpersonnel.org