

2023 APMA FORUM

"Bridging the Gap from Compliance to Excellence"



JANUARY 18 - 20, 2023

Monterey Plaza Hotel

**42ND ANNUAL CONFERENCE FOR HUMAN RESOURCE, LABOR
AND SAFETY PROFESSIONALS IN AGRICULTURE**

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2023 FORUM SCHEDULE AT A GLANCE

	Wednesday, January 18, 2023			
9:00-12:00	H-2A Roundtable Discussion Moderator: Carmen Ponce - Tanimura & Antle; Panel: Lydia Hock - Labormex, Ruben Lugo - DOL, Jeanne Malitz - Malitz Law, Susan Quale - Sierra Cascade Nursery, Jason Resnick - Western Growers, David Singh - West Coast Tomato Growers			
12:15-1:30	Lunch and Surprise Interactive Activity Daniel Gallegos - Sunview Vineyards			
1:45-3:15	Wage & Hour Bootcamp – Prepare for 2023 David McLaughlin - Jacksons Lewis, Jonathan Siegel - Jacksons Lewis			
3:30-5:15	Software Showcase for Ag HR Moderators: Laura Penner - Braga Fresh Family Farms, Gladys Wotring - JG Boswell Company Panel: Member Software Companies			
5:30-7:00	President's Reception			
	Thursday, January 19, 2023			
7:15-7:45	Wellness Session: Start Your Day the Right Way!			
8:00-9:00	Welcome and Opening Remarks: Jason Resnick - Western Growers, APMA President Keynote Presentation – "Capitol Insights 2023": Matthew Allen - Western Growers, Louie Brown - Kahn, Soares & Conway			
	EMPLOYMENT LAW	MANAGEMENT	HEALTH & SAFETY	HR TRENDS
9:15-10:15	Arbitration Agreements, PAGA, Lawsuits: Avoiding Legal Landmines Seth Mehrten - Barsamian & Moody, Erica Rosasco - Rosasco Law Group	Joint Employer Compliance: What Growers & FLCs Need to Know Rebecca Hause-Schultz & Alden Parker - Fisher Phillips	Cal/OSHA Updates, Activity & Standard Surprises for 2023 William Krycia - Zenith Insurance Company	How to Network Like a Pro Teresa McQueen - Western Growers
10:30-11:30	W-2s or 1099s? Exempt or Non-exempt? What You Need to Know About (Mis)classifying Employees James Gumberg - Patane Gumberg Avila	AB 2183: Are You Ready for "Card Check"? Ron Barsamian - Barsamian & Moody	Driving an Impactful Safety Culture Ken Cooper - Western Growers Insurance Services	How to Implement & Maintain Effective Handbooks & Human Resources Policies Jasmine Shams - Epstein Becker Green, Jacqueline Rios - Fowler Packing
11:45-1:00	Networking Lunch			
1:15-2:15	Documentation Best Practices for HR, Payroll and Beyond Rebecca Hause-Schultz - Fisher Phillips, Laura Penner - Braga Fresh Family Farms	Preparing for Business & Farm Succession Dr. Adam Kantrovich - Clemson University Cooperative Extension	Understanding the Complex World of Cafeteria & Employer Reimbursement Plans David Nikssarian - Nikssarian Insurance Services	Building Your Brand for Engagement & Retention Lourdes Gonzalez - Gowan Company
2:30-3:30	Top 10 Ways to Get Sued Erica Rosasco & Kristlenne Vicuna - Rosasco Law Group	Using Field Data to Improve Labor Costs Harrison Steed - PickTrace	Better Benefits: Using Data to Drive Decisions Ed McClements - Western Growers Insurance Services	Unlocking Performance Management – The Key to Beating Lawsuits Chana Hauben - UnitedAg, Gerardo Hernandez - Littler Mendelson
3:45-5:00	Navigating California Leaves of Absence Charles Hamamjian & William Woolman - Sagaser, Watkins & Wieland	Defending Your Property Without Crossing the Line Carl Borden - CA Farm Bureau, Bryan Little - FELS	New & Emerging Trends in WC to Help You Lower Your MOD Christina Gomez - Pan American Insurance Services, Fred Martinez - Zenith Insurance Co., Michael Quinn - Alliant Insurance Services	I-9 Compliance – Limiting Liabilities & Getting Ready for an Audit Dax Deason - Deason Law
5:30-9:30	Reception & Annual Dinner Dance / HRPA Graduation			
	Friday, January 20, 2023			
8:30-11:30	2023 Labor & Employment Law Update Patrick Moody - Barsamian & Moody, Jason Resnick - Western Growers			
11:30	Thank You & Meeting Adjourned			

KEYNOTE SPEAKERS

KEYNOTE ADDRESS "CAPITOL INSIGHTS 2023"

MATTHEW ALLEN

Western Growers – Vice President, State Government Affairs

Matthew joined Western Growers in December 2011. He advocates on behalf of the membership on a wide array of issues including labor, taxes, air quality, land use, regulatory reform, and crop protection.

Matthew's previous experience includes serving as the External Relations Manager at the California Optometric Association, Field Representative for former Assembly member Roger Niello, and Supplier Manager at Intel Corporation. He also served in several positions at the California Restaurant Association including as Public Affairs Director where he created and developed the association's first ever public affairs department. In this role, Matthew was responsible for helping to shape, manage, and implement the overall political strategy for the association.

Born in Elk Grove and a member of a farm family, he received his B.A. and International M.B.A. from the University of San Diego.

LOUIE A. BROWN, JR.

Kahn, Soares & Conway, LLP – Partner

Louie A. Brown Jr. is a partner in the firm of Kahn, Soares & Conway, LLP. He manages the firm's Sacramento office and the Government Relations Group, representing clients before the California State Legislature and various state administrative agencies.

Louie specializes in providing clients with expert advice in maneuvering through California's complex legislative and regulatory process. He has written numerous laws and played key roles in negotiating legislation and regulation on a variety of topics, including agriculture, labor, law enforcement, natural resources and water.

In addition to his work with the firm, Louie is deeply committed to the success of Career Technical Education. He serves on the Cal Poly Agribusiness Department's Advisory Committee and the California FFA Foundation Board of Directors. He enjoys the outdoors and spending time with his family.

Louie earned his Bachelor of Science Degree from California Polytechnic State University in San Luis Obispo, California and his Juris Doctor from the McGeorge School of Law.

Louie and his wife, Kymberlee, reside in Elk Grove with their three kids.

This panel of experts will discuss H-2A program regulations, compliance, and updates, as well as share practical solutions. This presentation is designed for H-2A practitioners and anyone who is considering the program.

CARMEN A. PONCE (MODERATOR)

Tanimura & Antle – Vice President and General Counsel of Labor



Carmen Ponce is the Vice President and General Counsel of Labor at Tanimura & Antle (T&A). T&A employs over 7,000 employees a year and is headquartered in Salinas, California. T&A has agricultural operations in California and Arizona, and a hydroponics operation in Tennessee. It is an EMPLOYEE OWNED COMPANY with the distinction of being one of the largest privately owned growers, shippers and distributors of fresh vegetables in the United States. T&A has had an H-2A Program in the Yuma Imperial Region since 2007. Carmen graduated from Georgetown University Law Center with a dual degree – Master of Science in Foreign Service and Juris Doctor in 1990.

LYDIA HOCK

Labormex – Co-Founder



Lydia Hock is the co-founder of Labormex. Labormex is a leader in the H2 recruiting industry, processing over 25,000 workers annually. As a US based company since 2004, Labormex offers fully transparent and ethical practices to our members. With five offices in Mexico and over 80 employees, Labormex has scale not just in recruiting and consular processing, but also travel logistics and technology.

RUBEN LUGO

US Department of Labor, Wage and Hour Division, Western Region – Agriculture Enforcement Coordinator



Ruben Lugo started working as an investigator for Department of Labor Wage and Hour in 1995. Conducted federal labor investigations on various types of industries with a specialization in agriculture in Central California for 17 years. Promoted to Agricultural Enforcement Coordinator for Wage and Hour Western Region in 2010 overseeing agricultural enforcement and agricultural outreach activity in the states of CA, AZ, NV, ID, WA, OR, AK and HI. Has coordinated National and Regional agricultural enforcement initiatives. Has conducted advance agricultural enforcement training for investigators on a national and regional level. Manages the compliance status of Farm Labor Contractors and is the point of contact for any technical questions on the Migrant and Seasonal Agricultural Protection Act and the H-2A program for the Wage and Hour's Western Region.

JEANNE M. MALITZ

MalitzLaw, Inc. – Principal



Jeanne M. Malitz is the principal of Malitzlaw, Inc., a boutique law firm specializing in employment-based immigration matters. Malitzlaw, Inc. has a national presence representing employers on a wide variety of immigration-related matters with an emphasis on permanent labor certification and temporary labor certification for agricultural employers. Her practice also includes counseling on employment verification including E-Verify and I-9-related issues. Ms. Malitz actively participates in advocacy for immigration reform through national committee work on behalf of the American Immigration Lawyers' Association (AILA) and the National Council of Agricultural Employers (NCAE). She served as a member of AILA's national Department of Labor Committee for 15 years. Ms. Malitz also chaired the H-2A Committee for the NCAE. She frequently presents and writes on immigration-related topics.

Ms. Malitz received her B.A. degree from the University of San Diego (Magna Cum Laude, 1985) and her J.D. degree from the Boston University School of Law (1990). She was employed by several national and international law firms including: Gray Cary Ames & Frye and Morrison & Foerster. Ms. Malitz has been nominated as a San Diego "Top Lawyer" for the years 2013 to the present.

SUSAN QUALE

Sierra Cascade Nursery – Vice President of Human Resources

Susan Quale is the VP 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.

JASON RESNICK

Western Growers – Senior Vice President and General Counsel

Jason Resnick joined Western Growers in 2003 as a staff attorney. Today as Senior Vice President and General Counsel, he has responsibility for overseeing the organization's legal affairs and serves as Western Growers' corporate secretary. As a member of the Western Growers' executive team, Jason provides advice and counsel on various legal, business and policy matters. Jason also oversees Western Growers H-2A Services, which serves as a full-service H-2A agent exclusively for Western Growers members.

Jason is a frequent speaker and magazine contributor on employment law and ag labor issues. He is the current president of the Agricultural Personnel Management Association (APMA), is on the board of ag tech startup iFoodDS, and is a past co-chair of the Agribusiness Committee of the State Bar of California.

H. DAVID SINGH

West Coast Tomato Growers – Director of Human Resources

H. David Singh, a third generation farmer, began working for the family farm in 1991. The Singh family established its major Agri business in San Diego County in 1939. David is the Director of Human Resources for West Coast Tomato Growers, Inc., which is one of the largest producers of vine ripe tomatoes in the US. The Singh family was the first large scale user and pioneer of the H-2A program in California.

David's responsibilities include overseeing and coordinating all HR functions. These include benefits, compensation, health and safety, workers' compensation, labor law compliance, labor management, housing, including food service, and transportation. For over 20 years, David has administered the H-2A program developing a strong expertise in every aspect of the program both in the US and Mexico.

DANIEL M. GALLEGOS, SHRM-SCP, SPHR

Sunview Vineyards of California, Inc. and Affiliated Entities – HR Executive

Dan is proud that his first jobs were as a farmworker and potato processor. He now has over forty years of experience in human resources management in publicly and privately held corporations. He has worked with Sunview and its affiliated entities for over thirty (35) years and provides leadership for developing and executing human resource strategy in areas including talent management, change management, organizational and performance management, training and development, compensation, safety, and human resources technology. He is certified by the Society for Human Resource Management as a Senior Certified Professional and as a Senior Professional in Human Resources by the Human Resources Certification Institute. Dan graduated cum laude with a Bachelor of Science degree from CSU, Fresno and a Masters of Business Administration degree from CSU, Bakersfield where he received Beta Gamma Sigma and Financial Management Association honors.

1:45 – 3:15 PM

WAGE & HOUR BOOTCAMP – PREPARE FOR 2023

This seminar will focus on cutting-edge wage and hour issues impacting agriculture employers. We will review current agency and litigation trends. We will also review potential wage and hour hot spots for 2023. The seminar will include classic wage and hour mistakes by employers.

JONATHAN A. SIEGEL

Jackson Lewis P.C – Principal, Orange County

Jonathan A. Siegel is a principal in the Orange County, California, office of Jackson Lewis P.C. He has spent more than 25 years at Jackson Lewis representing employers in workplace law matters in California. In 2009, Jonathan was recognized as one of the Top 100 Labor Attorneys in America. In 2020 and 2021, Jonathan was recognized in Best Lawyers in America. Jonathan is also a member of the Board of Directors for APMA. Jonathan provides advice and counsel and training regarding labor and employment law with respect to various issues including wage and hour law, reduction in force, WARN Act, discipline, leave management, harassment and discrimination issues. Jonathan has represented management in union organizing drives and regularly defends employers in unfair labor practice proceedings as well as in collective bargaining and arbitrations. Jonathan regularly speaks on a variety of topics and has moderated numerous programs.

DAVID M. MCLAUGHLIN

Jackson Lewis P.C – Principal, Silicon Valley

David M. McLaughlin is a principal in the Silicon Valley, California, office of Jackson Lewis P.C. His practice focuses on representing employers in workplace law matters, including preventive advice and counseling. David is a litigator with a practical approach, advising clients who seek to avoid litigation, and vigorously advocating for clients who must resort to litigation. He is singularly focused on defining his clients' goals and then moving toward them. David has more than 31 years of trial, litigation, and dispute resolution experience. David's approach to litigation involves identifying his clients' need for litigation as a means to achieve their goals. He advises businesses and executives on b2b strategy, compensation, hiring and separation matters. His complex litigation experience includes resolving a variety of commercial matters in state and federal and before administrative agencies. He has won numerous jury and bench trials and binding arbitrations, as well as favorably resolving many disputes through mediation.

3:30 – 5:15 PM

SOFTWARE SHOWCASE FOR AG HR

Join us for a unique opportunity to learn about software available for the Ag industry to support your HR department's needs. This session will be led by two HR experts who will ask questions to help you make educated decisions.

MODERATORS:

LAURA PENERA, HRPA

Braga Fresh Family Farms – Director of Human Resources

Laura Penner has been with Braga Ranch and Al Pak Labor for over 20 years. She began processing payroll and worked her way into the Human Resources position. In her role, she is responsible for overseeing benefits, safety, workers' compensation, along with day-to-day HR operations of the business for nearly 600 employees. She is a graduate of the first APMA's Human Resource Professional in Agriculture (HRPA™) Certificate Program Class. Laura has been involved with APMA for nearly 16 years and currently serves on the Executive Board of Directors as Vice President of the association. She is an instructor for both, HRPA and Human Resource Series for Supervisors (HRSS) certificate programs and a frequent speaker at industry conferences.

3:30 – 5:15 PM

SOFTWARE SHOWCASE FOR AG HR cont.

GLADYS WOTRING

J.G. Boswell Company – Vice President of Human Resources

Gladys Wotring serves as the VP of Human Resources at J. G. Boswell Company, bringing over 20 years of HR Experience to the team. Prior to joining J. G. Boswell, she has worked at other successful operations in the ag sector such as The Wonderful Company and Del Monte Foods. Gladys is a Fresno State Agribusiness graduate that has lived in the central valley for 20 years. She has a passion for agriculture and employee development.



PANEL MEMBERS:

Please click on the logo to learn more about our members.



5:30 – 7:00 PM

PRESIDENT'S RECEPTION



Please join Jason Resnick, APMA President and the Board of Directors, for the Annual President's reception. Enjoy networking, hors d'oeuvres and music while connecting with new and old friends.

7:15 – 7:45 AM

WELLNESS SESSION

START YOUR DAY THE RIGHT WAY!

Start your day right – balanced and energized! Join International Association of Yoga Therapists (IAYT) instructor Beth Lefebvre for a 30 minute chair yoga practice that you can take anywhere...home, office, airport. During this session, Beth will guide you through meditation and breathing practices to clear your mind and balance your nervous system. Then she will lead you through a mini seated and standing movement sequence to open your energy channels to prepare your body and mind for a productive and happy day.



BETH LEFEBVRE

Certified Yoga, Bowen and Reiki Instructor

Beth offers personalized yoga therapy sessions, healing touch in the forms of Bowenwork and Reiki, healthy eating and lifestyle programs, and group yoga classes on the Monterey Peninsula.



This session is sponsored by APMA member, Ag Health Benefits Alliance. Please visit their website: <https://www.aghealthbenefits.org/>

8:00 – 9:00 AM

OPENING REMARKS & KEYNOTE "CAPITOL INSIGHTS 2023"



JASON RESNICK APMA PRESIDENT

*Western Growers
VP & General Counsel*

Please see page 7 for Jason's bio.



MATTHEW ALLEN KEYNOTE PRESENTER

*Western Growers
VP State Government Affairs*

Please see page 5 for Matthew's bio.



LOUIE BROWN KEYNOTE PRESENTER

*Kahn, Soares & Conway
Partner*

Please see page 5 for Louie's bio.

ARBITRATION AGREEMENTS, PAGA, LAWSUITS: AVOIDING LEGAL LANDMINES

In this breakout session, we'll talk about the most important things that California employers can do right now to better prepare themselves to defend against a lawsuit.

SETH G. MEHRTEN

Barsamian & Moody – Partner



Seth G. Mehrten is a partner at Barsamian & Moody. His practice involves all aspects of labor and employment law. He represents employers before the National Labor Relations Board, the Agricultural Labor Relations Board, the U.S. Department of Labor, Fair Employment and Housing Commission, Equal Employment Opportunity Commission, the California Labor Commissioner as well as various other state and federal administrative agencies.

Prior to joining the firm, Mr. Mehrten served as a deputy city attorney in the Office of the City Attorney, City of Fresno. While at the City of Fresno, Mr. Mehrten advised the Office of the Mayor and City Manager, members of the City Council, and various City-departments on a wide array of legal issues. Mr. Mehrten began his career as a member of the legal staff of California Teaching Fellows Foundation where he was ultimately promoted to the position of General Counsel. He has presented at national and state conferences on various issues such as corporate governance, managing boards of directors, and avoiding conflicts of interest.

Mr. Mehrten obtained his J.D. from San Joaquin College of Law, where he served as Managing Editor of the San Joaquin Agricultural Law Review. While in law school he was a law clerk for the Honorable Ernest J. LiCalsi of the Madera County Superior Court, and published an article on the constitutionality of laws restricting the interstate shipment of wine. Prior to attending law school, Mr. Mehrten earned his B.A. in Psychology from Fresno State.

ERICA L. ROSASCO

Rosasco Law Group – Owner



Erica Rosasco is the owner of Rosasco Law Group in Rocklin, California. She has received an "AV® Preeminent™" Rating by Martindale-Hubbell, which is the highest rating available from Martindale-Hubbell, the leading independent attorney rating entity. She also has been named for the last six years as a Super Lawyer of Northern California and as a Super Lawyer California Rising Star in 2012 & 2015, Sacramento Magazine's 2016-2017 and 2019-2022 Top Lawyers in Sacramento and a Who's Who Top Attorney for 2016 and 2018.

Ms. Rosasco represents employers in all aspects of employment and civil litigation. Ms. Rosasco litigates cases in the areas of employment law, sexual harassment, discrimination, retaliation, wrongful termination, wage and hour disputes, wage and hour class actions, Private Attorney General Act actions, business disputes, and breach of contract actions. She also provides advice and counsel to employers and businesses to avoid the high cost of litigation.

She is a board member for the California Farm Labor Contractors Association (CFLCA) and Agricultural Personnel Management Association (APMA) and the former Chair of the Sacramento Employment Advisory Council (SEAC).

Ms. Rosasco is from a cattle ranching family and grew up in the central valley. She is a married mother of one active eighth grader. In her spare time, she enjoys traveling, going to concerts and watching her daughter compete at hunter/jumper horse shows.

JOINT EMPLOYER COMPLIANCE: WHAT GROWERS AND FLCs NEED TO KNOW

Who is responsible for what and what happens if things go sideways? Please join us for a discussion on the FLC-Grower relationship, what it means to be a joint-employer, best practices for Grower/FLC relationships, and how to stay in compliance with applicable law.

REBECCA HAUSE-SCHULTZ

Fisher & Phillips, LLP – Attorney



A native of rural Calaveras County and a Future Farmers of America alumna, Rebecca Hause-Schultz draws on her deep roots in agriculture to defend farmers, food processors, manufacturers, and ag-tech businesses in employment litigation lawsuits and help avoid disputes. Rebecca litigates cases in federal and state courts, as well as state administrative agencies including the Division of Labor Standards Enforcement (DLSE) and Department of Fair Employment & Housing (DFEH), with a focus on wage and hour class actions and California Private Attorneys General Act (PAGA) claims. A key part of her practice involves teaming with clients to foresee potential concerns, institute best practices, and ensure compliance.

ALDEN J. PARKER

Fisher & Phillips LLP – Managing Partner



Alden Parker is the managing partner of the firm's Sacramento office and the co-chair of the Hospitality Industry Group. Alden represents employers in all facets of employment law matters. His clients are involved in a variety of food chain related industries. From growers, packers, and shippers to grocers, restaurants and hotels, Alden works tirelessly on behalf of employers from the farm to the fork. Alden has considerable experience defending employers in single plaintiff and Class/PAGA litigation. Those claims have involved the California Fair Employment and Housing Act (FEHA), California's wage and hour laws, Family and Medical Leave Act (FMLA), California Family Rights Act (CFRA), and the Age Discrimination in Employment Act (ADEA). Alden has also defended employers against whistleblowing and retaliation claims, including claims under the California Whistleblower Act and various provisions of the California Labor Code. Alden has extensive experience defending employers in federal and state court, as well as in investigations by the Equal Employment Opportunity Commission (EEOC), the California Department of Fair Employment and Housing (DFEH), United States Department of Labor (DOL), California's Agricultural Labor Relations Board (ALRB) and the National Labor Relations Board (NLRB). Alden has been recognized in Northern California Super Lawyers since 2013 and Northern California Top Lawyers since 2014.

CAL/OSHA UPDATES, ACTIVITY & STANDART SURPRISES FOR 2023

Join this session for a lively review of Cal/OSHA enforcement activity, proposed standards, and critical non-COVID elements that you most likely have missed and could regret!

WILLIAM (BILL) KRYCIA, MPH, CIH

Zenith Insurance Company – Senior Safety and Health Consultant



Bill has been involved with Occupational Safety and Health for over 37 years. Prior to coming to Zenith, Bill's career at Cal/OSHA spanned the range from field inspector to Regional Manager. While at Cal/OSHA Bill led the Region II Enforcement Unit; coordinated the Division's statewide Agriculture Safety and Health and Heat Injury Prevention efforts; conducted and reviewed inspections on all industries; and was the Division's past team Leader for Emergency Response. Bill continues to be involved externally as the External Advisory Board Chairperson for the NIOSH Western Center for Agricultural Health and Safety at UC Davis. Bill is also the Agricultural Safety Work Group Lead person for NIOSH/National Occupational Research Agenda (NORA), and on the Review Panel for CDC/NIOSH National Agricultural Centers.

He is an American Board of Industrial Hygiene Certified Industrial Hygienist (CIH) and a graduate of the University of Michigan School of Public Health, Ann Arbor, and holds a Master's in Public Health (MPH). Bill's areas of specialty include agricultural safety and health; heat illness prevention; training and outreach; compliance issues, and industrial hygiene.

9:15 – 10:15 AM

CONCURRENT SESSIONS cont.

HOW TO NETWORK LIKE A PRO

Learning how to network is one of the most important things you can do for your career development. It's a way to meet new people, make connections, and establish a network of trusted mentors, advisors and colleagues. But networking can be intimidating for first-timers. Not everyone's a natural schmoozer. In this session, Teresa McQueen will show you how to network like a pro so you feel confident in any situation.

TERESA McQUEEN

Western Growers – Corporate Counsel

Teresa McQueen is Corporate Counsel for Western Growers. In that capacity she provides advice and counsel to the organization on employment law matters and commercial trade practices. She also provides legal guidance to Western Growers members on employment law, human resources, and commercial agreements, as well as providing law-related educational opportunities and overseeing annual updates to the Western Growers Personnel Procedures Manual. Teresa is a skilled trial attorney, published author, certified business etiquette trainer, and an active member of the Orange County legal community.

Prior to joining Western Growers, Teresa founded and was principal attorney at SAFFIRE LEGAL, PC, an employment and risk management law firm, and before that was a named associate at the employment litigation firm of Pedersen ▪ McQueen.

Teresa is a recipient of the Orange County Bar Association's Harmon G. Scoville Award for exemplifying the highest standards of the legal profession and championing our constitutional system of justice. She has been chosen multiple times as a Southern California "Super Lawyer," named as a Super Lawyers Top Women Attorneys in Southern California, and a Super Lawyers Rising Star. Teresa is a recognized leader in the Orange County legal community, serving as a member of the Board of Directors for the Orange County Bar Association (OCBA) and in numerous volunteer leadership roles for the OCBA and California State Bar. Most recently Teresa co-chairs the OCBA's Education and Charitable Fund Golf Committees. Teresa is also the Executive Producer/Host of the podcast Workplace Perspective Raising The Bar At Workplaces Everywhere!™



10:30 – 11:30 AM

CONCURRENT SESSIONS

W-2S OR 1099S? EXEMPT OR NON-EXEMPT? WHAT YOU NEED TO KNOW ABOUT (MIS)CLASSIFYING EMPLOYEES

In today's post AB5 and Dynamex world, it is more critical than ever that employers and business owners understand the tests to correctly determine whether individuals performing services are independent contractors or employees and whether workers classified as 'salaried exempt' meet the legal criteria. This presentation will go through the various tests used to make these determinations and potential exemptions and offer tips as to how best to protect against misclassification claims.

JAMES GUMBERG

Patane Gumberg Avila, LLP – Partner

Jim is the consummate counselor – he is dedicated to his clients and makes himself available for both routine questions and the unexpected crisis. Jim often travels to visit clients to learn about their business or issues or to provide employment and labor law training for businesses management and employees. Jim has deep experience and helps clients navigate state and federal laws and regulations in an understandable and reassuring manner.

He graduated from the University of Florida (1987) B.A. Political Science, Santa Clara University (1991) J.D., with Honors. His practice areas include: Agriculture Law, Business Law, Civil Litigation, Contract Disputes, Corporate Formation, Corporate Management, Employment Litigation, Federal Litigation, Hospitality Issues, Mediation, Real Property, Union Issues, Wage & Hour Class Action, Workplace and Paystub Issues.



AB 2183: ARE YOU READY FOR "CARD CHECK"?

No...you are NOT ready for Card Check. This is an entirely new scheme allowing unions to become certified under the ALRA without giving employees the opportunity to vote in a secret ballot election. You are also NOT ready for brand new penalties of up to \$25,000 per violation of the ALRA in addition to paying backpay, or having to post a bond to appeal an ALRB decision to a real court. You need to know what you need to do.

RONALD H. BARSAMIAN

Barsamian & Moody – Shareholder



Ron Barsamian's legal practice of over 42 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 past President and Member 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 and Member of the Board of Directors of the Clovis Chamber of Commerce. He also served on the Board of Directors for the 21st Agricultural District (the Fresno Fair). Mr. Barsamian has authored various articles on agricultural labor and employment and lectures at industry seminars throughout California.

DRIVING AN IMPACTFUL SAFETY CULTURE

A positive safety culture in the work environment is critical to the success and effectiveness of any health and safety program. Organizations with a strong safety culture often experience:

- Increased employee productivity
- High employee engagement
- Lower turnover, and
- Decreased rates of injury or accident

In this session, we will look beyond specific safety policies and programs, and learn how to capture the mindsets and behaviors towards safety of all company stakeholders—employees, managers, and owners. Participants will learn risk management techniques and how technology can be leveraged to enhance the safety of team members.

KEN COOPER

Western Growers Insurance Services – Director, Risk Strategy



Ken has been in the insurance industry since 2003. He heads the expansion and implementation of comprehensive risk management strategies at WGIS with an emphasis on claims advocacy and consultation. As the lead for the Western Growers Risk Resources Team, Ken spearheads the development of innovative on-site and virtual solutions that are customized to meet the loss control and safety needs of Western Growers' members. He has represented clients as a claims consultant/advocate on various lines of coverage including, but not limited to, product recall, property, cargo/transit, and workers' compensation.

HOW TO IMPLEMENT AND MAINTAIN EFFECTIVE HANDBOOKS AND HUMAN RESOURCES POLICIES

This session will examine the common pitfalls associated with handbooks and discuss best practices for maintaining and implementing handbooks and policies to protect your company from a variety of claims.

JASMINE SHAMS

Epstein Becker Green – Associate



Jasmine advises businesses on a wide range of labor and employment issues, including general practices, termination and disciplinary decisions, wage and hour issues, and compliance with Title VII, FEHA, the FMLA, the FLSA, OSHA, the NLRA, the ALRA, and other federal, state, and local labor and employment laws. She is a frequent speaker on litigation avoidance, labor and employment trends, and sexual harassment and discrimination prevention. Her analytical approach to her clients' business and legal objectives allows her to develop and implement practical solutions to complex legal issues. Employers rely on Jasmine to defend them throughout all stages of litigation in federal and state courts and before arbitration panels and administrative agencies against claims involving:

- wrongful termination,
- harassment,
- discrimination and retaliation,
- prevailing wage liability,
- Cal/OSHA citation appeals,
- alter ego/single employer liability and joint employer liability, and
- wage and hour violations.

She also frequently assists clients with developing policies, employee handbooks, and separation agreements. She conducts workplace investigations, wage and hour audits, and employee trainings. In addition, Jasmine represents both unionized and non-unionized employers before the National Labor Relations Board (NLRB) and the California Agricultural Labor Relations Board (ALRB).

JACQUELINE RIOS, ESQ.

Fowler Packing – Director of Human Resources



Jacqueline Rios joined the APMA board in 2021. She is the Director of Human Resources for Fowler Packing Company and a labor and employment attorney. She has worked with agriculture companies for over 7 years and is passionate about educating employers about labor and employment law issues.



Please join us in the Cypress Ballroom for our Annual networking lunch.

DOCUMENTATION BEST PRACTICES FOR HR, PAYROLL & BEYOND

Who is responsible for what and what happens if things go sideways? Please join us for a discussion on the FLC-Grower relationship, what it means to be a joint-employer, best practices for Grower/FLC relationships, and how to stay in compliance with applicable law.



REBECCA HAUSE-SCHULTZ

*Fisher & Phillips, LLP
Attorney*

Please see page 12 for Rebecca's bio.



LAURA PENERA, HRPA

*Braga Fresh Family Farms
Director of Human Resources*

Please see page 8 for Laura's bio.

PREPARING FOR BUSINESS & FARM SUCCESSION

The Succession program will cover an overview of what a Succession Plan should contain including some of the documents required, steps to take prior to meeting with an attorney. The presentation will include the most up to date estate and gift tax according to present Internal Revenue Code which may play a role in the overall succession and estate plan. A list of resources that can be accessed to assist in succession and estate planning will also be provided through the presentation.



ADAM KANTROVICH, PH.D.

*Clemson University Cooperative Extension – Director of Clemson University
Extension Income Tax School, Extension Specialist of Agribusiness*

Dr. Adam J. Kantrovich received his B.S. and M.S. from Southern Illinois University at Carbondale, a Ph.D. from Virginia Tech. Dr. Kantrovich has experience working in the commodity markets at the Chicago Mercantile Exchange, with the USDA-APHIS and has been in higher education for over 25 years. He currently is an Extension Specialist of Agribusiness, the Director of the Clemson University Extension Income Tax School, and Asst. Director of the Clemson Extension Agribusiness Team. Dr. Kantrovich specializes in Farm Management related topic areas including Financial Analysis, Succession & Transition planning, Tax Management, The Affordable Care Act, labor and ag policy related issues, Farm Stress and Mental Health.



UNDERSTANDING THE COMPLEX WORLD OF CAFETERIA AND EMPLOYER REIMBURSEMENT PLANS

This class will allow the participants to understand the complicated world of Cafeteria Plans (POP, HSA, FSA, Limited FSA, and DCAP) and Employer Reimbursement Plans such as HRA, QSEHRA and ICHRA programs. While some of these programs have been available for a long time, the regulations have been updated or modified to apply to post-pandemic employment. Participants will receive practical information that they can take back to their company for immediate use. Although attendees should leave the class with a working knowledge of all programs, the primary focus will be the commonly used programs in our industry (POP, FSA, and DCAP).

DAVID NIKSSARIAN

Nikssarian Insurance Services, Inc. – President and CEO



David Nikssarian proudly serves with a commitment to excellence. He is President and CEO of Nikssarian Insurance Services, Inc., which he established with his wife and business partner, Mary, in 2003. Their agency is a large and well-respected family-owned and operated independent insurance broker specializing in group health benefits in the Central Coast.

He has been the instructor for APMA Human Resources Professional in Agriculture (HRPA) "105: Managing Employee Benefits" class since inception in 2011. He has also taught classes at APMA, AgSafe, and to employers on topics such as the PPACA, HIPAA/Cybersecurity, 1094C-1095C, and Eligibility Policies.

David is a licensed Life and Health Agent since 1982. He is the past President of the Central Coast Chapter of the National Association of Insurance and Financial Advisors (NAIFA).

David obtained his Bachelor of Arts in Political Science with an emphasis in Public Administration at California State University of Fresno, where he served as President of the Associated Students. He is an Eagle Scout, a past Scoutmaster and Cubmaster, and has been awarded the Santa Lucia District Award of Merit and the Silver Beaver Award from the Monterey Bay Area Council, Boy Scouts of America.

BUILDING YOUR BRAND FOR ENGAGEMENT AND RETENTION

Companies should recognize the importance of recruiting and retaining the best talent. It should define who you are, your vision, mission, core values, and ultimately your culture. During this workshop we will discuss the steps to build your brand as a strategy to improve employee recruitment and retention as well as employee satisfaction. We discuss areas such as company reputation, company culture, brand foundation, compensation and retention practices as well as authenticity and leadership.

LOURDES GONZALEZ

Gowan Company – Global Director of Human Resources



Lourdes earned her Bachelor of Science in Soil Management and Plant Protection at California Polytechnic State University SLO. She also earned a certificate of Industrial Hygiene Management and later an MBA with a Human Resources concentration at Columbia Southern University. She was the safety Director for Dole Fresh Vegetables and later filled various roles with Western Growers Association. In 2002, Lourdes began her position as Vice President of Agency Services at Pan American Underwriters. She contributes as a writer to various newsletters and magazines on topics related to human resources and safety and risk management. Lourdes is also a licensed Property & Casualty and Life & Health producer, holds a Commercial Lines Coverage Specialist (CLCS) certification, and holds an Agribusiness & Farm Insurance Specialist (AFIS) designation. Lourdes works as a Director of Human Resources for Gowan Company, a global, family-owned agriculture solutions business headquartered in Yuma, AZ, and operating over 45 entities in 19 countries.

TOP 10 WAYS TO GET SUED

Employers in California face unique challenges with a complex set of labor laws and ever changing court decisions.

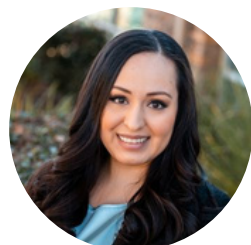
Employers are finding themselves staring down the barrel of a lawsuit more and more often. Most of these lawsuits are focused on a just a few reoccurring violations. This presentation will focus on the top ten violations you are most likely to be sued for.



ERICA ROSASCO

Rosasco Law Group – Owner

Please see page 11 for Erica's bio.



KRISTLENNE VICUÑA

Rosasco Law Group – Associate Attorney

Kristlenne Vicuña is an associate attorney at Rosasco Law Group. She represents employers in all aspects of employment and civil litigation. She litigates cases in the areas of employment law, sexual harassment, discrimination, retaliation, wrongful termination, wage and hour disputes, wage and hour class actions, Private Attorney General Act actions, business disputes, Cal OSHA investigations and appeals, Department of Labor Standards Enforcement investigations and claims, and breach of contract actions. She also provides advice and counsel to employers and businesses to avoid the high cost of litigation and regarding best practices.

Kristlenne obtained her Juris Doctor degree with Distinction and a concentration in Trial and Appellate Advocacy from University of the Pacific, McGeorge School of Law. Ms. Vicuña received her Bachelor of Science degree in Business Administration with a concentration in Business Law and a Pre-Law Minor from University of the Pacific. She can read, write, and speak Spanish. In her spare time, Kristlenne enjoys travel, attending music events, and visiting family.

USING FIELD DATA TO IMPROVE LABOR COSTS

Labor represents the largest cost center in any fresh produce business. As labor costs continue to rise, the industry is challenged to understand how to effectively manage these costs and drive a profitable growing operation.

Growers collect millions of data points a year, but many of us fall victim to data overload, and fail to use information effectively to drive change. By turning every field process into real-time data points, we will talk about how growers can operationalize labor data from various solutions and take action to increase productivity and reduce costs, while also ensuring compliance with labor laws.



HARRISON STEED

PickTrace – Founder & President

Harrison Steed is the co-founder of PickTrace, a workforce and harvest management enterprise platform for large-scale farms. Together with his co-founder and brother, Harrison's has grown PickTrace from a software tool for the family farm to a high-growth, venture-backed startup working with some of the largest produce growers in the world.

PickTrace is the only all-in-one labor management suite for agriculture with paperless hiring, time and productivity tracking, and employee paycards. PickTrace was founded by blueberry growers in Pauma Valley, California, and is the largest AgTech software company focused on labor management, and is uniquely positioned to continue delivering breakthrough technologies through its exceptional customer relationships and team of more than 60 individuals.

BETTER BENEFITS: USING DATA TO DRIVE DECISIONS

Health benefit plans continue to confound the HR minds and CFO budgets of many ag businesses. In this session, attendees will learn the critical importance of taking an analytical / data-driven approach to the management of your benefit plans. Our speaker – Ed McClements (past APMA President and ag-industry benefit expert since 1990) will lead us through the complex world of benefits and help you unlock the sources of insight you need to master your annual renewal process and help you build a strategic approach to your company's offer of health coverage (and related benefits). By the end of this presentation, you will gain some of the tools and instincts of the health insurance underwriter.

ED MCCLEMENTS JR., CLU, CHFC

Western Growers Insurance Services – Sr. Vice President, Large Group Benefits

Ed is well known throughout the agricultural industry in California since he's been asked to speak more than 50 times over the past 3 decades on a range of employee benefit topics. His knack for innovation and his incredible ability to quickly assess changing regulatory issues and prepare his clients and general audiences for the next "big thing" continues to keep him in high demand.

He's best known for helping the ag industry understand and adjust to the Affordable Care Act, where his insights on how to achieve legal compliance and maintain true affordability drove a new wave of benefit design throughout our industry. His most recent presentation to an APMA audience (in 2019) helped employers understand their responsibilities under the CalSavers law – and what they could install as an easier alternative to achieve compliance.

With over 32 years of service to the agricultural industry (and 46 years of total insurance industry experience) Ed is truly one of the most seasoned voices in the world of benefit planning for ag.

He's the youngest person ever given an insurance license by the State of CA (at age 14!).

He's a past Branch Manager for one of California's largest insurance brokerages and a past President of the Agricultural Personnel Management Association.

He spent 13 years as a top executive at United Ag and he's currently the Sr. VP of Large Group Sales at Western Growers Insurance Services. And that is in addition to also being the President of his own independent insurance agency.

His clients are all over CA... in Watsonville, Salinas, Visalia, Bakersfield, Paso Robles, and many cities in Ventura and Orange Counties. His offices are in Laguna Beach and in Irvine at the WGA headquarters.



UNLOCKING PERFORMANCE MANAGEMENT: THE KEY TO BEATING LAWSUITS

Companies are constantly struggling to find ways to deal with the litigation-heavy environment in California. However, the key to victory is not in the courtroom. Instead, the key to victory rests on the implementation of management strategies that will prevent lawsuits from reaching the courts altogether. This presentation will provide guidance on innovative management strategies, effective policies, and risk mitigation protocols that are proven to deliver victory for employers in their fight against lawsuits!

CHANA HAUBEN, MBA, SPHR, SHRM-SCP

UnitedAg – Vice President, Human Resources

Chana is responsible for establishing UnitedAg's HR structure, best practices and processes, as well as talent acquisition, management and development. She also leads the regional HR Roundtable sessions, which are provided as a service for UnitedAg members. With more than 20 years of experience in human resources management and related fields, including extensive experience in compensation management, recruiting and retention, she is extremely well-suited for the role of stewarding UnitedAg's talent.



UNLOCKING PERFORMANCE MANAGEMENT: THE KEY TO BEATING LAWSUITS CONT.

GERARDO V. HERNANDEZ

Littler – Shareholder



Gerardo V. Hernandez defends employers in both judicial and administrative proceedings and has significant experience in all stages of litigation. He regularly represents clients against claims under state and federal law involving wage and hour compliance, discrimination and harassment, unfair labor practices, and the California Private Attorney General Act (PAGA).

Gerardo has defended business owners in labor and employment matters, and wage and hour claims at both the state and federal level. Additionally, Gerardo has advised on Union decertifications with the National Labor Relations Board and the California Agricultural Labor Relations Board, as well as Occupational Safety and Health Administration citation appeals, discrimination charges filed by the U.S. Equal Employment Opportunity Commission, and unlawful labor practice charges against employers. He also served as lead counsel in numerous debt collection actions, where he collected hundreds of thousands of dollars on behalf of his clients. Early in his career, Gerardo gained valuable legal experience during internships which included civil discovery requests, general corporate compliance issues, mergers and acquisitions, and client management.

Having grown up in an entrepreneurial family, Gerardo is dedicated to providing legal assistance to employers, particularly in the Hispanic business community. He is committed to working with business owners to sustain and further their business ventures.

3:45 – 5:00 PM

CONCURRENT SESSIONS

I-9 COMPLIANCE: LIMITING LIABILITIES AND GETTING READY FOR AN AUDIT

The ag industry is subject to intense government regulation regarding form I-9 and related employer hiring practices, and violations can be very costly. This session will explore legal requirements for maintaining proper compliance with I-9s to avoid potential penalties and lawsuits.

DAX DEASON

Deason Law, PC – Founder and Managing Attorney



Born in El Paso, Texas, Dax Deason is the founder and managing attorney of Deason Law, PC. Throughout his career, Mr. Deason has been dedicated to providing effective legal representation to U.S. companies, multinational corporations, investors, and individuals with their immigration, employment, and litigation matters. Mr. Deason's primary practice area is devoted to corporate immigration and employment law, which typically involves helping companies to sponsor work visas for key foreign nationals, defending companies during government regulatory audits, litigating administrative lawsuits before various labor and immigration agencies, providing training to management and assisting investors to launch new enterprises. He has also helped corporate clients to manage a high-volume of visa matters who operate in the information technology, outsourcing, food manufacturing, oil & gas, and life science industries. He also guides companies through the process of sponsoring permanent residency for professional employees, managers, skilled employees and foreign labor under the H-2A and H-2B visa programs. His Spanish fluency and familiarity with Latin American cultures provide an added benefit when representing clientele.

LIVE AND LET LEAVE: NAVIGATING CALIFORNIA LEAVES OF ABSENCE

This session will provide an overview of the many mandatory Leave Laws in California, including FMLA/CFRA, Worker's Compensation, PDL, PFL, PSL, ADA, School and Child Care Activities and more.

CHARLES P. HAMAMJIAN

Sagaser, Watkins & Wieland – Partner

Charles Hamamjian is a partner and litigation attorney at Sagaser, Watkins & Wieland. Mr. Hamamjian represents employers in complex civil litigation matters, agricultural labor relations, administrative proceedings in front of the California Labor Commissioner, California OSHA, the Department of Fair Employment and Housing, the Equal Employment Opportunity Commission, and other State and Federal agencies. Mr. Hamamjian also advises clients on compliance with California and Federal employment laws.

Mr. Hamamjian is a Fresno native and attended California State University, Fresno, earning a Bachelor of Science in Business Administration with an emphasis in Entrepreneurship. Mr. Hamamjian earned his Juris Doctorate at the San Joaquin College of Law and was admitted to the California State Bar in 2014.

WILLIAM M. WOOLMAN

Sagaser, Watkins & Wieland – Partner

William Woolman has litigated a wide breadth of civil cases in State and Federal Court for ten years. His areas of expertise include: contract disputes, bankruptcy-creditor matters, OSHA disputes, and wage and hour matters. A substantial portion of his practice now involves advising businesses regarding contractual, bankruptcy, and employment issues prior to litigation.

Mr. Woolman is admitted to practice before all of the United States District Courts of California; United States Ninth Circuit Court of Appeals; and all of the California State Courts.

DEFENDING YOUR PROPERTY WITHOUT CROSSING THE LINE

How do you respond when agency investigators, CRLA, or political appointees show up and want to come onto your property? What do you have to let them do, and what can you legally do to keep them out? This presentation will cover the most common situations so you are prepared to defend your property when it happens.

CARL G. BORDEN

California Farm Bureau Federation – Senior Counsel

A California native, Carl Borden graduated from the University of California at Santa Barbara in 1975 with a Bachelor of Arts degree in Environmental Studies. He earned his law degree from Golden Gate University School of Law and was admitted to the California State Bar in 1979. Carl has been employed by CFBF as Senior Counsel in Legal Services Division. He covers areas of law such as labor and employment, federal and California political campaign finance and lobbying, corporate governance, intellectual property, business transactions, taxation, and property rights.

C. BRYAN LITTLE

Farm Employers Labor Service – Chief Operating Officer

C. 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 California Farm Bureau Federation, representing members on legislative, congressional and regulatory issues involving immigration and labor policy. Bryan served with the U.S. Department of Labor from December 2001 to May 2008, first as a Congressional Relations Officer, later as Deputy Assistant Secretary for Occupational Safety and Health. Prior to joining DOL, Little 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.

3:45 – 5:00 PM

CONCURRENT SESSIONS cont.

NEW AND EMERGING TRENDS IN WORKERS' COMPENSATION TO HELP YOU LOWER YOUR EX MOD

Join this panel of experts to hear the emerging trends in Workers' Compensation and strategies to lower your Ex Mod.



CHRISTINA GOMEZ, AFIS, CPDM, SIP

Relation Insurance Services – Senior Client Advocate/Claims Consultant

Christina started as a claims adjuster in 2001. In 2014 she became a Senior Claims Consultant and most recently took on the role of Senior Client Advocate. She is making a difference by coordinating with Sales, and Producer Support to promote and educate Clients on available resources, and assisting and educating Employers with managing their workers' compensation claims. She obtained her Agribusiness and Farm Insurance Specialist (AFIS) certificate, Certified Professional Disability Management (CPDM) designation and her Self Insured Plan (SIP) designation. These designations bring additional knowledge to the claims management process. Christina is also a presenter at Fresno City College for the Farm Labor Contractor continuing education program.



FRED MARTINEZ, MBA, AFIS (MODERATOR)

Zenith Insurance Company – Assistant Vice President, Marketing

Fred Martinez is the Assistant Vice President Marketing for Zenith Insurance Company for California's Central Coast region. He has worked in the workers' compensation insurance industry for over 20 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.



MICHAEL QUINN C.S.I.A., CRIS

Alliant Insurance Services, Inc. – Workers' Compensation Claims Consultant

Michael offers extensive Workers Compensation claims experience. He began his career in the insurance industry in 1994.

Prior to joining Alliant, Michael excelled as a Team Manager and Claims Manager for a national third party administrator where he specialized in managing programs for large self-insured accounts.

Michael is knowledgeable in numerous aspects of claim management including technical oversight, administration of benefits, preparation for state audits, reserving and case closure.

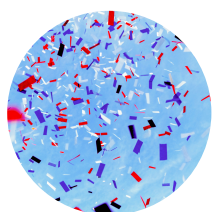
Michael has been a key participant in claim reviews, training and mentoring. He is recognized for providing the highest standards of quality and service to clients and offering creative solutions to their needs.

Michael offers twenty three (28) years of multi-line experience to Alliant.

Michael earned his self-insured certification from the State of California Self Insurance Plans (SIP), his CRIS designation, and holds a Bachelor of Science degree from State University of New York.

5:30 – 9:30 PM

ANNUAL DINNER DANCE



Please join us in the Cypress Ballroom for our Annual Dinner Dance and HRP A Graduation Ceremony.

8:30 – 11:30 AM

2023 LABOR AND EMPLOYMENT LAW UPDATE

The 2023 Labor and Employment Law Update is a perfect way to complete your Forum experience. Pat Moody and Jason Resnick will cover the latest and greatest in up to the minute labor and employment law issues. This will be a fast-paced session with a whole host of invaluable information to help you excel in 2023 and beyond.

PATRICK S. MOODY

Barsamian & Moody – Shareholder



Patrick S. Moody is a shareholder of Barsamian & Moody, and has achieved Martindale-Hubbell's highest attorney rating of AV. Mr. Moody has over 25 years of experience providing employers with practical solutions and advice for complying with the full range of statutes and regulations relating to labor and employment law. He has successfully tried numerous cases in both state and federal trial and appellate courts, before most state and federal administrative agencies, and in labor grievance arbitrations. That litigation experience includes representing employers facing major class actions alleging cutting-edge issues in harassment, discrimination and wage and hour claims. Mr. Moody also advises clients on ways to remain union-free, as well as successfully defeating union organizing campaigns.

JASON RESNICK

Western Growers – Senior Vice President and General Counsel



Please see page 7 for Jason's bio.

11:30 AM

THANK YOU AND MEETING ADJORNED

NETWORKING ACTIVITIES

WEDNESDAY

January 18, 2023



12:15 – 1:30 PM

LUNCH AND
SURPRISE
INTERACTIVE
ACTIVITY



5:30 – 7:00 PM

PRESIDENT'S
RECEPTION

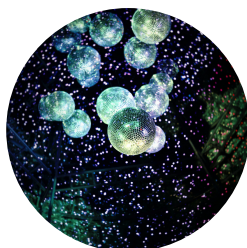
THURSDAY

January 19, 2023



11:45 AM – 1:00 PM

NETWORKING
LUNCH



5:30 – 9:30 PM

RECEPTION
ANNUAL DINNER
DANCE
HRPA GRADUATION

EVENT INFORMATION

REGISTRATION

<http://agpersonnel.org/events/forum/>



We are delighted to welcome our members once again to the Monterey Plaza Hotel on the beautiful Monterey Coast for the 42nd Annual APMA Forum. APMA's Forum is recognized as one of the premier educational and networking events for human resource and safety professionals in the agricultural industry.

Please [click here to register online](#). For questions, please call the APMA office at 831.422.8023 or email apma20@pacbell.net.

Conference rates*:

Individual - \$675/person

Company discount (3 or more)- \$650/person

Non-member - \$775/person

*Walk-in registration will be \$775/person for members and \$875/person for non-members.

RECERTIFICATION



HRPA™ graduates will receive 2-year credit for attending the full conference.

APMA is also recognized by the Society for Human Resource Management (SHRM) to offer Professional Development Credits (PDCs) for the SHRM-CP™ or SHRM-SCP™.

HOTEL

Monterey Plaza Hotel

400 CANNERY ROW, MONTEREY, CA 93940-1489

WWW.MONTEREYPLAZAHOTEL.COM

Please join us at this beautiful oceanfront venue located in the heart of the historic Cannery Row and great proximity to many Monterey Bay area attractions!

APMA's negotiated hotel rate of \$199/night. Please note that room availability is limited and we suggest securing your reservation in advance.

Please make your reservations directly with the Monterey Plaza Hotel [online](#) by following the hyperlink or by calling 1-800-334-3999 and mentioning "APMA Group".



2023 APMA FORUM

JANUARY 18 - 20, 2023 - MONTEREY PLAZA HOTEL



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Salinas, CA 93901
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