Tuesday November 27

TRINIDAD 10

8:00AM – 12:30PM
NCAE Advocacy Boot Camp

NCAE is holding its first “Advocacy Boot Camp” at its 5th Annual Ag Labor Forum at the Tropicana Hotel in Las Vegas on November 27th beginning at 8 am.

This exciting opportunity will provide participants with background and skills to make them effective advocates in any political arena...from the school board to the board room to Congressional offices.

The “boot camp” will be limited in participant numbers so that up to 10 “recruits” will be afforded individual attention and assistance to master the advocacy process. Some advance preparation will be required to assure that all participants are ready to jumpstart their advocacy training. Interactive media, skills practice and active participation will be employed to really round out the advocacy training.

“Drill Sergeants” who will take the “boot camp” participants through their paces include:

Mark Looker of Looker Communications Consulting. Mark has a long background in public advocacy and communications. Mark has also managed the successful campaigns of numerous candidates for office including that of former House Majority Whip Tony Coelho.

Sara Neagu-Reed formerly worked in government relations with the National Corn Growers Association. She is now a legislative associate in the California Farm Bureau Federation Federal Policy Department.

Michael Marsh is the President and CEO of NCAE and a registered federal lobbyist.

Calisthenics and a 100-mile forced march through the Nevada desert are completely optional.

TRINIDAD FOYER

12:00PM Registration Opens

TRINIDAD 6

3:00PM – 6:00PM Executive Committee Meeting

Wednesday November 28

TRINIDAD 1

7:30AM Registration

7:45AM Breakfast - Trinidad 2

8:15AM Welcome
• Invocation – Michael Lalich, Low Country Labor, NCAE Treasurer
• Welcome – Joe Young, New England Apple Council, NCAE Chairman
• Introduction of Program – Michael Marsh, President and CEO, NCAE
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<tr>
<th>Time</th>
<th>Session</th>
<th>Speakers</th>
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<tr>
<td>8:45AM</td>
<td><strong>The View from Capitol Hill: Washington, DC Update Post Mid-Terms</strong></td>
<td>• Craig Regelbrugge – Senior Vice President, AmericanHort, Washington, DC</td>
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<td>9:30AM</td>
<td><strong>Break</strong></td>
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<tr>
<td>9:45AM</td>
<td><strong>NCAE Strategic Plan and Vision Forward</strong></td>
<td>• Michael Marsh, President and CEO, NCAE, Washington, DC</td>
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<td>10:15AM</td>
<td><strong>Utilizing Social Media as Part of Your Communications Strategy</strong></td>
<td>• Mark Looker, CEO, Looker Communications Consulting, LLC, Modesto, CA</td>
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<td>11:00AM</td>
<td><strong>The 2018 Tax Bill and Consequences to Farmers and Agribusinesses</strong></td>
<td>• Adam Kantrovich, PhD, Clemson University, Clemson, SC</td>
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<td>• Bob Wunderle, CPA, La Posada Tax Clinic, Twin Falls, ID</td>
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<tr>
<td>12:15PM</td>
<td><strong>Lunch - Trinidad 2</strong></td>
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<td>1:15PM</td>
<td><strong>Protecting Your Business Against Prohibited Fee Charging: Do’s, Don’t’s and Solutions</strong></td>
<td>• Samantha Portillo Fragoso, Associate, Hall Law Office, Washington, DC</td>
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<td>• Wendel Hall, Partner, Hall Law Office, Washington DC</td>
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<td>2:15PM</td>
<td><strong>Ethical Charter on Responsible Labor Practices</strong></td>
<td>• Tom Stenzel, President and CEO, United Fresh Produce Association, DC</td>
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<td>2:45PM</td>
<td><strong>Break</strong></td>
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<td>3:00PM</td>
<td><strong>A Sufficient and Thriving Workforce</strong></td>
<td>• John Erb, Vice President of Social and Environmental Impact, CA</td>
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<td>3:25PM</td>
<td><strong>Consumer Demand for Responsible Labor Practices</strong></td>
<td>• John Erb, Vice President of Social and Environmental Impact, CA</td>
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<td>• Maureen Torrey, Torrey Farms, Elba, NY</td>
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<td>• Chalmers Carr, Titan Farms, Ridge Spring, SC</td>
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<td>• Tracy Duda Chapman, DUDA, Oviedo, FL</td>
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<td>• Mike Carlton – FL Fruit &amp; Vegetable Association, Maitland, FL</td>
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<td>• Moderator - Tom Stenzel, President &amp; CEO, United Fresh Produce Association, DC</td>
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<td>4:00PM</td>
<td><strong>California and Washington Labor Update: A Legal World All Their Own</strong></td>
<td>• Mike Saqui, President/CEO, The Saqui Law Group, Sacramento, CA</td>
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<td>• Diane Butler, Partner, Davis Wright Tremaine, Seattle, WA</td>
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<td>5:30PM</td>
<td><strong>Wine Tasting Reception - Trinidad 3</strong></td>
<td>• Sponsored by Mercer Ranches &amp; DUDA</td>
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<tr>
<td>7:45AM</td>
<td>Breakfast - Trinidad 2</td>
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<td>8:15AM</td>
<td>Enhancing Community Relations for H-2A Housing</td>
<td>Mike Gempler – Washington Growers League, Yakima, WA</td>
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<td>9:00AM</td>
<td>Anatomy of a HR Lawsuit</td>
<td>Josh Viau – Of Counsel, Fisher &amp; Phillips, Atlanta, GA</td>
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<td>10:00AM</td>
<td>Break</td>
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<td>10:15AM</td>
<td>Legal Responses to Lingering HR and H-2A Questions</td>
<td>Chris Schulte – Associate, CJ Lake LLC, Washington, DC</td>
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<td>11:00AM</td>
<td>H-2A and Your Employee Benefits (via Videoconference)</td>
<td>Lorie Maring – Of Counsel, Fisher &amp; Phillips, Atlanta, GA</td>
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<td>12:00PM</td>
<td>Lunch - Trinidad 2</td>
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<td>1:00PM</td>
<td>Janus v. AFSCME: What It May Mean For the Private Sector</td>
<td>Josh Viau – Of Counsel, Fisher &amp; Phillips, Atlanta, GA</td>
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<td>1:45PM</td>
<td>Strategies and Benefits of Freedom of Information Act and State-law Equivalent Requests</td>
<td>Jeanne Malitz – Principal, Malitz Law, Inc., San Diego, CA</td>
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<td>Mike Saqui, President/CEO, The Saqui Law Group, Sacramento, CA</td>
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<td>2:30PM</td>
<td>Break</td>
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<td>2:45PM</td>
<td>Evidence Development for H-2A Reform</td>
<td>Troy Frostad – Manager, Underwood Fruit and Warehouse Company, Yakima, WA</td>
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<td>Ryan Ayres – Chief HR Officer, Mercer Ranches, Prosser, WA</td>
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<td>Chris Schulte – Associate, CJ Lake LLC, Washington, DC</td>
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<td>8:30AM</td>
<td><strong>H-2A 101</strong></td>
<td>Brian Pasternak – Director of Program Planning and Outreach, US DOL OFLC, Washington, DC</td>
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<td>9:00AM</td>
<td><strong>H-2A Workshop for Agents and Users</strong></td>
<td>Brian Pasternak – Director of Program Planning and Outreach, US DOL OFLC, Washington, DC</td>
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<td>Richard Longo – Deputy Regional Administrator, Wage &amp; Hour division, US DOL Western Region, San Francisco, CA</td>
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<td>11:00AM</td>
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<td>Aaron Luster – Nonimmigrant Visa Chief, Department of State, U.S. Consulate General, Monterrey, Mexico</td>
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<td>12:00PM</td>
<td><strong>Lunch - On Your Own</strong></td>
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<td><strong>ASHCA Farm Safety Seminar</strong></td>
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<td><strong>ASHCA Farm Safety Seminar</strong></td>
<td>Frank Gasperini – Principal, FGasperini Associates, LLC, Leesburg, VA</td>
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<td>Lupe Sandoval – California Farm Labor Contractor Association, Sacramento, CA</td>
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<td>Susan Quale – Sierra Cascade Nursery, Susanville, CA</td>
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<td>Vanessa Galvan – Zenith Agribusiness Solutions, Fresno, CA</td>
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<td>Jim Saunders – Saunders Brothers, Nursery and Fruit producer, VA</td>
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Addressing Safety Issues and Challenges of the Seasonal Workforce. Our panelists will discuss worker safety training and management issues including onboarding, employer responsibilities, transportation, equipment operation, and general work safety issues necessary to attract and retain a quality workforce, comply with regulations, and minimize worker’s compensation and liability issues while maintaining production quality and quantity.
**Ryan Ayres**  
Chief HR Officer  
Mercer Ranches and Mercer Wine Estates

Ryan Ayres is the Chief HR Officer for Mercer Ranches and Mercer Wine Estates, located in the Horse Heaven Hills in Prosser, Washington. Ryan has served in various accounting and human resource management positions over the past 15 years and is a graduate of Washington State University. He currently serves on NCAE’s H-2A Strategy Committee and has been using the H-2A Guest Worker Program since 2013.

**Diane M. Butler**  
Partner  
Davis Wright Tremaine

Diane M. Butler is a partner in the Seattle office of Davis Wright Tremaine, where she focuses on business immigration. She grew up on a farm in Wyoming and graduated from the University of Wyoming, worked on Capitol Hill, then worked in Shanghai for a Canadian law firm. She went on to receive her law degree from George Washington University. Diane is a Director for the American Immigration Lawyers Association (AILA) Board of Governors. She has an active H-2A and cross border practice and enjoys troubleshooting problem cases. In her spare time, she likes to play jazz on her accordion.

**Mike Carlton**  
Director of Labor Relations Division  
Florida Fruit & Vegetable Association

As Director of Florida Fruit & Vegetable Association’s Labor Relations Division, Mike Carlton’s primary responsibilities are representing the association in labor related legislative efforts on the federal level and coordinating members’ use of the H-2A guest worker program and assisting with compliance efforts with labor laws affecting agriculture.

An industry veteran, Carlton held numerous management positions at Florida Citrus Mutual in Lakeland for 26 years before joining FFVA in 2007, including serving as Director of production and labor affairs and Director of grower relations.

In addition to his duties at FFVA, Mike currently serves on the Board and Executive Committee of the National Council of Agricultural Employers in Washington DC and on the Executive Committee of the DC based Agricultural Coalition for Immigration Reform.
Chalmers R. Carr  
Owner/CEO  
Titan Farms

Chalmers Carr is the owner and operator of Titan Farms, the premier grower, packer and processor of peaches and vegetables in the Eastern United States. The farming operation consists of over 6,200 acres of peaches, 550 acres of bell pepper and 800 acres of broccoli employing over 800+ H-2A workers annually.

Realizing that access to a secure legal workforce would be integral to the future of specialty crop agriculture, Chalmers's true passion has become working with leadership in Washington to reform immigration and temporary worker programs. He believes in supporting the produce industry through service and governmental involvement. He currently serves on the American Farm Bureau Federation Labor Committee and now serves on the USDA Fruit and Vegetable Committee. Chalmers has testified before the House Judiciary Committee on Immigration, is a founding member of the Agriculture Workforce Coalition (AWC) and serves as president of USA FARMERS, a national H-2A employer association whose mission is to work with elected officials to ensure the agriculture industry has a secure source of workers for years to come.

Tracy Duda Chapman  
Sr. Vice President/Chief Legal & Administrative Officer  
A. Duda & Sons, Inc.

Mrs. Tracy Duda Chapman was appointed Senior Vice President/Chief Legal & Administrative Officer of A. Duda & Sons, Inc. in June 2016. In this role, Tracy is responsible for the Corporate Legal, Viera Legal, Human Resources, Safety, Purchasing and Fleet, Risk Management/Insurance and the Government Relations functions of DUDA. She also serves as Assistant Corporate Secretary. A fourth generation member of the Duda family, Mrs. Chapman joined DUDA in 1992 as Associate Counsel at the corporate headquarters in Oviedo, Florida. She was promoted to General Counsel in 2000. In 2005 she was appointed Corporate Vice President of Corporate Services, with oversight responsibility for Corporate Communications, Governmental Relations, Risk Management, Food Safety and Technical Services. In 2007, she was appointed a Senior Vice President of DUDA and Chief Executive Officer of The Viera Company, DUDA's real estate subsidiary and the developer of the master planned community of Viera in Brevard County, Florida. She held that position until being appointed to her current position.

Before joining DUDA, Mrs. Chapman practiced law in the real estate department of the Dean Mead law firm in Orlando. Mrs. Chapman holds a Bachelor’s degree in Finance from the University of Alabama in Tuscaloosa and a Juris Doctor from the University of Florida College of Law. She is a member of the Association of Corporate Counsel. Mrs. Chapman serves on the board of the Florida Land Council, The Florida Chamber of Commerce, Shands Teaching Hospital & Clinics, Inc. and the Florida Specialty Crop Foundation, Inc. She is a former Chairman of both the Florida Land Council and The Florida Chamber. Mrs. Chapman also serves on the Executive Committee of the National Council of Agricultural Employers and previously served on the Florida Fruit & Vegetable Association’s Labor Committee and Environmental and Pest Management Committee, and the Board of the Brevard Zoo. In 1999, Mrs. Chapman was appointed by Florida Governor Jeb Bush as a Commissioner on Florida’s Environmental Regulation Commission, and served two consecutive four-year terms. She is a graduate of the Wedgworth Leadership Institute for Agriculture and Natural Resources and is a Past President of its Alumni Association.
Tracy Duda Chapman  Continued

A Florida native, Mrs. Chapman was born in West Palm Beach, and attended high school in Oviedo, Florida. She and her husband, Marc, also an attorney, have two daughters, Amanda and Emma. The family lives in Oviedo and is active in St. Luke’s Lutheran Church.

John Erb  Vice President of Social and Environmental Impact
Driscoll’s

John started with Driscoll’s in 2011 and spent 3 years in regional operations before joining the Executive Leadership Team for the Americas as VP of Supply and Regional Operations for the US and since 2017 as the VP Social and Environmental Impact for Driscoll’s of the Americas focusing a great deal on ensuring a sufficient and thriving workforce. Before joining Driscoll’s in 2011 he spent 14 years in the vegetable seed industry with a strong focus on business development across the Americas. John has a Master of Science degree in Agriculture from the California Polytechnic University, San Luis Obispo and a Bachelor of Arts Degree in Latin American Studies from the University of California at Santa Barbara. John speaks Spanish and Portuguese fluently and has extensive international experience, including a 5 year stint in Brazil to establish a daughter company for a multinational Dutch seed company. A native of San Luis Obispo County, he lives in Pismo Beach, California and is blessed with his wonderful wife Joy and four children.

Troy Frostad  General Manager
Mid-Columbia AG SVS, LLC

Troy Frostad is the General Manager of Mid-Columbia AG SVS, LLC a farm labor contracting company supplying H2A labor for fruit growers in Washington and Oregon. Troy also serves as the Director of Human Resources for Underwood Fruit and Warehouse, Mt. Adams Orchards and The Dalles Fruit Company. Troy has served in multiple production operations management roles and was the Director of Quality Assurance at Independent Foods until January of 2013. Prior to Underwood Fruit, Troy worked 8 years for Con Agra Foods in Production, Operations Management and Quality Assurance. He is a member of the National Council of Agricultural Employers and is the chair of the H2A strategy committee and a United States Air Force veteran of 6 years having served in combat roles during Operation Desert Storm. Troy is also a certified mediator and board president for the dispute resolution center in Yakima Washington.
NCAE is proud to announce that we are offering Professional Development Credits for the Society For Human Resource Management for participation at this year’s Ag Employer Labor Forum.

Please see Nigel Bocanegra, Manager of Association Services at NCAE, (nigel@ncaeonline.org) to ensure you receive Activity IDs after attending the conference.

Speaker Bios

Vanessa Galvan  Corporate Ag Safety and Health Manager
Zenith Insurance Company

Frank Gasperini, Jr.  President & CEO
ASHCA

Frank Gasperini served as Executive Vice President/CEO of the National Council of Agricultural Employers (NCAE) located in Washington, DC from 2008 until the end of 2017. NCAE is the national trade association representing labor intensive agricultural employers in Washington, DC. Frank is still involved in the Agricultural Industry through his work as President & CEO of the Agricultural Safety & Health Council of America (ASHCA).

Frank’s background includes over 35 years of specialty and production agricultural sales, marketing, association management, and lobbying state and federal legislators and regulators on behalf of domestic agriculture. Frank is a regular contributor to several national and regional specialty agriculture trade publications and speaks at many in-person or other media forums on agricultural employer issues around the country.

Frank received Bachelor and Master of Science degrees in Agriculture from The Ohio State University and a Master of Business Administration from Keller Graduate School of Management in Chicago.

Mike Gempler  Executive Director
Washington Growers League

Mike Gempler is the Executive Director of the Washington Growers League in Yakima, WA. He has held the position since 1987. The Growers League is a voluntary membership industry organization that provides services and advocacy to its grower members on labor and employment issues, including safety, wage and hour, labor recruitment, H-2A, labor management and legal compliance. The League also owns and operates migrant farm employee housing in several locations in Washington State.

Mike has served on numerous government and industry advisory committees and boards. He is currently a member of the WA State Employment Security Advisory Committee, and serves as a board member of the National Council of Agricultural Employers. He received a BS in agriculture from the Ohio State University and an MS in agricultural economics from the University of Wyoming and is a graduate of the Washington Agriculture and Forestry Leadership Program.

SHRM Certification

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Speaker Bios

Wendel Hall    Partner
Hall Law Office, PLLC

Wendel Hall is an attorney who has been representing agricultural employers and agents in court and before DOL for almost a decade. His areas of expertise include Wage and Hour investigations and enforcement proceedings, H-2A, MSPA, FLSA, EEO law and policies, and other key areas. He regularly speaks to agricultural employers in seminars to help them avoid trouble in the first place. Formerly of CJ Lake, he recently opened his own firm, the Hall Law Office, PLLC.

Adam Kantrovich, Ph.D.
Extension Associate Professor & Director of Clemson University Income Tax School
Clemson University Cooperative Extension

Dr. Adam J. Kantrovich received his B.S. and M.S. from Southern Illinois University at Carbondale, a Ph.D. from Virginia Tech, and currently resides in Columbia, SC. Dr. Kantrovich has had experience working in commodity markets at the Chicago Mercantile Exchange, with the USDA-APHIS and in higher education. He currently is a member of the Agricultural Sciences Department and a member of the Clemson University Cooperative Extensions’ AgriBusiness Team at Sandhill Research and Education Center. Dr. Kantrovich specializes in Farm Management related topic areas including Farm Succession, Economic Intelligence, Agricultural Tax Management, Affordable Care Act and other policy related issues.

Michael Lalich    President
Low Country Labor

Michael Lalich is the President of Low Country Labor, a growing H-2A and B agency located in Charleston, SC. Michael is a longtime, active NCAE Member. Prior to starting Low Country Labor Company in 2004, Michael majored in Language and International Trade at Clemson University. Besides being an active NCAE Member, Michael is also involved with the South Carolina Ag Labor Advisory Board and the Language and International Trade Advisory Board at Clemson. Michael is continually engaged with all levels of government officials from the DOL, OFLC, USCIS, and DOS advocating on behalf of agricultural employers. He resides in Charleston, SC with his wife and two children.
Richard Longo  Deputy Regional Administrator, Western Region  U.S. Department of Labor  Wage and Hour Division

Richard Longo currently serves as the Deputy Regional Administrator for the Western Region of the U.S. Department of Labor’s Wage and Hour Division. Mr. Longo graduated from Fordham University in February of 1991 with a Bachelor’s Degree in Mathematics. He began his federal career with the IRS in 1995 where he served as a Revenue Officer in Brooklyn, NY. In 1997, Richard began his Wage and Hour career as a Wage and Hour Compliance Specialist in the White Plains, NY Area Office. He transferred to the Las Vegas Field Office in 2002. In 2004, he was promoted to Assistant District Director in St. Louis, MO where he served until 2006. Richard left federal service for 16 months to pursue a career in the private sector. He served as Director of Wage and Hour Compliance and Director of Policy for Wal-Mart Stores, Inc. In 2007, Richard returned to Wage and Hour as Assistant District Director in the San Francisco District before being promoted to Director of Enforcement of the Western Region in November of 2009. In November 2016, Richard was promoted to serve in his current role as Deputy Regional Administrator for the Western Region.

Mark Looker  Owner  Looker Communications Consulting

Mark Looker is owner of Looker Communications Consulting, a Modesto, California-based business specializing in providing communications services to agricultural organizations in the San Joaquin Valley.

Mark specializes in monitoring state and federal legislative and regulatory items of interest to the California agriculture industry with dissemination of timely information to targeted audiences. His main client is the Almond Board of California where he is a consulting member of the Board’s Reputation Management team.

Mark’s skill set includes providing strategic counsel in the areas of public relations, government relations, generating story ideas and writing stories on a broad range of agricultural issues. Other skills include providing content for websites as well as effective use of social media tools such as Twitter and Facebook to communicate with appropriate audiences.

Mark began his journalism career as a reporter with the Santa Ynez Valley News in 1977 and was editor of the Hilmar Times, a Merced County weekly newspaper, from 1978 -1982. In 1982 he joined the staff of Congressman Tony Coelho (D-Merced) and served as a field representative and then campaign manager until 1989. From 1990-92, he served as Administrative Assistant for the Stanislaus County office of Sen. Dan McCorquodale (D-Modesto). He established Looker Communications Consulting in 1993.

He is an active member of the Agricultural Relations Council and served for many years as an Advisory Board Member for the Agricultural Education and Communication Department and Journalism Department at Cal Poly State University, San Luis Obispo.

Mark is a 1976 graduate of Cal Poly State University, San Luis Obispo with a Bachelor of Science in Journalism, with a News Editorial concentration. He and his wife, Anne, reside in Modesto and have three children.
Aaron Luster  U.S. Consulate General Monterrey
Nonimmigrant Visa Chief

Aaron Luster has served in Monterrey, the world’s largest H-2 visa processing post, since August 2017. Before joining the Foreign Service, he was a Peace Corps Volunteer for two years in Poland and one year in Slovakia, where he met his wife, Sona. Since joining the Foreign Service, he has served in Krakow, Poland, Bishkek, Kyrgyzstan, Ljubljana, Slovenia, in addition to working for three years in the Consular Training Division at the Foreign Service Institute. His most recent assignment was back in Krakow, where he was the consular section chief. A native of Jonesboro, Arkansas, Aaron holds a B.A. in Political Science from Arkansas State University.

Jeanne Malitz  Principal
Malitzlaw, Inc.

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 is a member and former co-chair of AILA’s national Department of Labor Committee. 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 and has been nominated as a San Diego “Top Lawyer” for the years 2013 to the present.
Lorie Maring  Of Counsel  
Fisher & Phillips LLP  

Lorie Maring focuses her practice on helping employers navigate Employee Retirement Income Security Act (ERISA) and other state and federal laws impacting the design, implementation and ongoing compliance of their employee benefit plans and programs. 

She regularly advises clients on the Affordable Care Act, health and welfare benefits, qualified plans, executive compensation, Multiple Employer Welfare Arrangements (MEWAs) and multiemployer plan issues. 

Lorie also represents employers in managing Internal Revenue Service (IRS) and Department of Labor (DOL) audits, Health Insurance Portability and Accountability Act (HIPAA) compliance and fiduciary obligations. She serves clients in the public and private sector, including non-profit organizations and trade associations.

Michael Marsh  President & CEO  
National Council of Agricultural Employers  

Michael earned bachelor’s degrees in history and accounting from the University of Wyoming where he also studied law. He is a certified public accountant. 

Although Michael started his career in public accounting in Casper, Wyoming working for a CPA firm that had many farm and ranch clients, his career changed dramatically when he began to focus in the areas of forensic accounting and fraud investigation. In fact, it was a fraud he uncovered at the National Potato Promotion Board in Denver that ended up tying him inextricably to agriculture. He was subsequently hired to be the Director of Finance for the Almond Board of California and later became the CEO of the largest dairy producer trade association in the US at Western United Dairymen in Modesto. After consulting for a few years in the areas of litigation support and complex financial transactions in Federal District Court, Michael returned to his true passion advocating on behalf of America’s farmers and ranchers at NCAE.
Sara Neagu-Reed  Associate Director, Federal Policy  
California Farm Bureau Federation

Sara is currently the Associate Director in the Federal Policy Division at the California Farm Bureau Federation. In this capacity, Sara represents farmers at the federal level on a variety of issues, such as immigration, trade, transportation, biotech, organics and pests and diseases. Although Sara grew up in Oakland, her parents and grandparents were row crop producers in Romania and provided Sara with an appreciation for agriculture from a young age.

Sara previously served as a political appointee for the Obama Administration in Washington, DC. She spent her time at USDA working on legislative issues with the Secretary of Agriculture and Congress related to marketing regulatory programs. Sara played an instrumental role and provided technical assistance on S. 764, the National Bioengineered Food Disclosure Standard that was signed into law on July 29th, 2016. Prior to working at USDA, Sara spent time with the National Corn Growers Association and handled agriculture and labor issues for Congressman Swalwell.

Sara graduated from the University of San Francisco with honors in 2012 where she received her BA in Politics.

Brian D. Pasternak  Director of Policy, Regulations and Program Planning  
U.S. Department of Labor  
Office of Foreign Labor Certification

Brian Pasternak currently serves as the National Director of Policy, Regulations and Program Planning for the Office of Foreign Labor Certification in the Employment and Training Administration. As the National Director, Mr. Pasternak is responsible for the development and implementation of strategic program planning, procedures, and stakeholder engagement for all permanent and temporary visa programs administered by the Department of Labor. In this capacity, he also serves as a senior advisor to the Agency and Executive Secretariat staff on policy, legislative, and regulatory issues affecting the organization and operation of employment-based immigration programs, particularly the H-1B, H-2A and H-2B visa classifications. Mr. Pasternak has served the U.S. Department of Labor for the last 15 years.

Prior to joining the Federal service in May 2003, Mr. Pasternak spent 6 years working for the State of Maryland as a Senior Policy Advisor and Deputy Assistant Secretary for the Division of Employment and Training, Maryland Department of Labor, Licensing and Regulation, as well as a Senior Policy Analyst for the Maryland Governor’s Workforce Investment Board. His state level experience focused on program planning, policy development, and operational management of employment and job training programs, including foreign labor certification, through local one-stop career centers across the state.

He holds a Bachelor of Arts degree in History from the University of North Carolina at Wilmington, and a Master of Public Policy degree from the College of William & Mary with a concentration in labor economics.
NCAE has an established committee devoted to the needs of everyone involved with the H-2A program: growers, agents, attorneys, associations, etc. Participation in the committee allows members to keep informed of legislative and regulatory changes related to the H-2A visa program.

Our weekly call is hosted by chair of the committee Troy Frostad (Troy@maocorp.com) or co-chair of the committee Ryan Ayres (Ryana@mercerranches.com). Feel free to contact them to discuss if this member benefit is of value to your organization!

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**Samantha Portillo**  
Foreign Associate  
Hall Law Office, PLLC

Iris “Samantha” Portillo Fragoso is a licensed Mexican attorney helping seasonal employers of H-2 workers solve the problems arising from the program, Mexican law, and applicable international law. She graduated from Mexico’s most prestigious law school, Escuela Libre de Derecho, and upon graduation she was personally invited to clerk for a justice of the Supreme Court of Justice of the Nation. After that, Samantha served as Deputy Director of the Ministry of Public Administration in Mexico.

In 2016, Samantha won a competitive scholarship to Georgetown University. She then earned an LLM in International Legal Studies and a Certification in Human Rights, both from Georgetown University. Samantha worked for Catholic Charities Pro Bono Immigration Law Program, which received the American Immigration Lawyers Association’s DC Chapter Pro Bono Award for 2017-2018. After that, she joined the Hall Law Office as foreign Associate.

Samantha combines the best of Mexico with the best U.S. graduate legal education and makes that skill, caring, and capability available to help the H-2A employer communities with their legal problems.

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**Susan Quale**  
Vice President of Human Resources  
Sierra Cascade Nursery, Inc.

Susan Quale is the Vice President of Human Resources for Sierra-Cascade Nursery, Inc., a leading supplier of strawberry plants to commercial fruit growers. 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 administration of the H-2A Guest Worker program which entails managing food service, housing and transportation for all eligible employees of the company. Sierra-Cascade Nursery grows many crops in addition to strawberries and has multiple sites in California, Southern Oregon, Idaho and Nevada. The company employs in excess of 2,400 people at its peak and utilizes multiple H-2A contracts each year, housing and feeding over 1,300 employees. Susan has been with SCN for 22 years and is a Certified HR Professional.

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**Are You Interested in the H-2A Program?**

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Craig Regelbrugge  Senior Vice President
AmericanHort

Craig Regelbrugge serves as AmericanHort’s senior vice president, where he is responsible for industry advocacy and research programs. AmericanHort is the national trade organization representing the horticulture industry, including nursery and greenhouse growing, garden retail, landscape design and installation, and suppliers.

Regelbrugge serves in national leadership positions representing the horticulture industry on matters relating to the labor force, plant health, and trade. He co-chairs the Agriculture Coalition for Immigration Reform, a broad-based coalition seeking legislation to ensure a stable and legal agricultural workforce, and serves on the board of the National Immigration Forum Action Fund. He also chairs NCAE’s Immigration Committee. Craig is a longtime friend of NCAE and a WORKHORSE on Immigration.

Guadalupe (Lupe) Sandoval  Founder & Executive Director
California Farm Labor Contractor Assn.

Guadalupe (Lupe) Sandoval is the founder and executive director of the California Farm Labor Contractor Association. Mr. Sandoval was born into a family of immigrant farmworkers and experienced farm labor from an early age. Lupe studied at Modesto Jr. College, CSU Stanislaus, and the University of San Francisco. He has a BA in Political Science. For over 30 years, Mr. Sandoval has been a consultant and trainer for farmworkers and agricultural employers in his work for non-profit community clinics, UC-Davis, USI Insurance, and his own consulting firm.

Established in 2009, CFLCA is a membership organization committed to enhancing farm labor contractors’ capacity to provide safe, healthy, and compliant work environments for agricultural employees. CFLCA provides extensive educational programs for FLCs and their employees. CFLCA partners with many agricultural associations to advocate for FLCs in the legislative and regulatory process at the state and federal level.

Michael Saqui  President
The Saqui Law Group

Michael Saqui’s highly successful track record spanning almost three decades makes him a powerful partner to the clients he represents in all aspects of employer-employee relations.

Michael has fought and prevailed against many of the biggest and best financed labor organizations in the U.S. He has managed over 100 union avoidance campaigns in dozens of states, resulting in maintenance of union-free status. He has successfully tried hundreds of grievances and arbitrations involving just cause discipline, seniority, technological advances impacting bargaining units, and other contract interpretation
Michael Saqui  Continued

issues. Michael represents clients before the NLRB and other federal and state agencies and courts. He has also formulated and implemented preventive labor relations programs, trainings, procedures and union avoidance protocols for employers of all sizes and from virtually all industries.

Michael is one of the most sought after public speakers in California on labor and employment matters, and does extensive public speaking including seminars and in-house training, to counsel employers in developing proactive approaches to address employment and labor relations matters. He has also written numerous trend reports and management guides that help clients understand the legal climate and build strategies to undo vulnerabilities, enhance labor relations and manage crises when they arise.

Jim Saunders  Owner
Saunders Brothers Inc.

Jim Saunders, his dad, and three of his brothers own and operate Saunders Brothers, Inc., a diversified farm operation in Piney River, VA. Saunders Brothers was started in 1915 by Jim’s grandfather and four-great uncles. Today, the company operates a container nursery and a field nursery. They also grow peaches, apples, Asian pears, and cherries, and have a small herd of beef cattle. Their plants, fruit, and beef are merchandised to the public at their on-site farm market.

Jim and his wife Amy are the proud parents of five boys. In 2017 their two oldest sons, James and Andrew, graduated from Virginia Tech with degrees in Agricultural Business. James works in banking and Andrew in the farm supply business. Phillip and Jacob now attend the business school at Virginia Tech; Nathan, the youngest son, is a sophomore at Nelson County High School.

Jim graduated from Virginia Tech in 1985 with a degree in Animal Science. He is active at Clifford Baptist Church, serves as a leader in the local 4-H Livestock Club, Nelson County FFA, and youth sports. He also serves as the Secretary/Treasurer of the Nelson County Farm Bureau.

Jim is the Chief of Human Resources at Saunders Brothers and oversees the Farm Market. Saunders Brothers utilizes the H2A program to fulfill their seasonal labor needs. Jim oversees all of the labor safety training for Saunders Brother including: pesticide training, tractor safety, forklift safety, and vehicle safety. Saunders Brothers also gives tractor, forklift, van, and truck safe driving skills tests before any employee is allowed to operate that equipment. All other employees not operating that equipment are given safe tractor and forklift training at the beginning of each season.
Chris Schulte  Associate
CJ Lake LLC

Chris Schulte is an attorney in Washington, DC, practicing with the firm of CJ Lake, LLC since 2011. He advises and litigates on behalf of employers and associations on employment and business immigration law questions, including wage and hour, I-9, and the H-2A and H-2B non-immigrant visa program matters. He also works on public policy issues involving Congress and Federal agencies on agriculture, immigration, and health care subjects.

Keith Sonderling  Senior Policy Advisor
U.S. Department of Labor
Wage and Hour Division

Keith Sonderling joined the Wage and Hour Division as the Senior Policy Advisor in September 2017. In his role, he oversees all policy directives for the Agency, including nationwide enforcement, policy and regulatory work, compliance assistance, and stakeholder engagement. Prior to joining the Wage and Hour Division, Mr. Sonderling practiced Labor and Employment law in Florida.

Tom Stenzel  President and CEO
United Fresh Produce Association

Tom Stenzel is President and CEO of the United Fresh Produce Association, a position he has held since 1993. Tom is a frequent speaker on industry issues and has been recognized for his leadership frequently throughout his career. He was honored as the 2002 Produce Man of the Year by The Packer newspaper.

United Fresh is widely known for its work in shaping government policy that affects the produce industry, developing tools and services to assist member companies in addressing complex issues such as food safety and supply chain logistics, and bringing together companies throughout the supply chain to build business relationships that promote growth and profitability. The United FreshMKT and FreshTEC expos in Chicago provide an important platform for the industry to explore innovation and make connections across the total produce supply chain from grower to retail and restaurant customer.

Tom has testified numerous times before Congress, and works closely with leaders at the White House, USDA, FDA and other U.S. regulatory agencies. He also leads the United Fresh Start Foundation, the association’s charitable foundation focused on increasing children’s access to fresh fruits and vegetables. The Foundation and its partners have donated more than 5,000 salad bars to schools in all 50 states, and provides a community grants program to support after-school, weekend and summer programs increasing kids’ access to fresh produce.
**Tom Stenzel**  President and CEO

Tom is a member of the U.S. Chamber of Commerce Committee of 100 leading trade association CEOs, and the Key Industry Associations Committee of the American Society of Association Executives, from which he achieved the Certified Association Executive (CAE) designation in 1990. He is also an Advisory Board member of the International Food Protection Training Institute.

Tom served as President of the International Food Information Council (IFIC) from 1986-1993, and is a 1977 graduate of the University of Richmond. He is a native of Portsmouth, VA, and resides in Alexandria, VA.

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**Maureen Torrey**  Vice President

Torrey Farms

Maureen is a member of a 12th generation family farm located in Western New York which encompasses fresh market and processing vegetables, grain farm, and dairy operations. She also operates a trucking company with her husband Paul Marshall.

She has served and participates in numerous organizations. She is past chairperson of United Fresh, past director of the Produce Marketing Association, first chairperson of the USDA Fruit and Vegetable Advisory Committee, and former seven year Director of NY Federal Reserve - Buffalo. Currently she is a trustee at Genesee Community College. She serves as Director on the Executive Committee of the National Council of Agricultural Employers, Erie Niagara Insurance, Summit Insurance, NYS Vegetable Growers, Ag Affiliates, and NYS Agri Business Child Care Board; and numerous other community Organizations. She participates in many local, state and national conferences as a speaker and information education source every year.

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**Josh Viau**  Counsel

Fisher & Phillips LLP

Employers represented by Josh Viau consider him a valuable resource for avoiding disputes as well as a tireless advocate when disputes do arise.

Josh counsels and defends many agricultural employers in connection with the Fair Labor Standards Act (FLSA) the Migrant and Seasonal Agricultural Worker Protection Act (MSPA), the H-2A temporary foreign agricultural worker program, and other federal and state employment and discrimination laws. His work for employer clients includes defending claims and advising employers on day to day issues arising under state and federal statutes such as Title VII, the Family and Medical Leave Act (FMLA), the Americans with Disabilities Act (ADA), the Age Discrimination in Employment Act (ADEA), and the National Labor Relations Act (NLRA).

Josh works with a variety of national and local clients including employers in agriculture. Josh graduated from the Emory University School of Law and he is the former Chair of the Labor and Employment Law Section of the Georgia State Bar.
Josh Viau  Continued

Josh has been selected to the Best Lawyers in America since 2015 and was recognized as a Georgia Super Lawyer since 2015 and as a Georgia Super Lawyer – Rising Star from 2006 through 2014. A more detailed bio is available here: https://www.fisherphillips.com/attorneys-jviau

FisherPhillips has over 370 attorneys in 32 offices. Founded 75 years ago, it is one of the largest U.S. law firms to concentrate its practice exclusively upon representation of employers in labor and employment matters. The firm has offices in Atlanta, Baltimore, Boston, Charlotte, Chicago, Cleveland, Columbia, Columbus, Dallas, Denver, Fort Lauderdale, Gulfport, Houston, Irvine, Kansas City, Las Vegas, Los Angeles, Louisville, Memphis, New Jersey, New Orleans, Orlando, Philadelphia, Phoenix, Portland, Sacramento, San Diego, San Francisco, Tampa, and Washington, D.C.

Bob Wunderle  CPA
La Posada Tax Clinic

Bob has a Master’s Degree in Business Administration and has taught accounting as an adjunct professor for the University of Maryland and as a Graduate Teaching Associate at Arizona State University. After retiring from the Air Force, Bob embarked on a second career as a certified public accountant. In 2005, he established a Low Income Taxpayer Clinic at La Posada Ministries, a faith based charity in Twin Falls, Idaho, established to help immigrants and temporary foreign workers adapt to life in the United States. In 2009, when an H-2A worker sought tax help from La Posada’s Tax Clinic, Bob discovered that the IRS was not providing adequate guidance to employers on how to report H-2A workers’ income. As a consequence, income was often reported incorrectly or not at all. Most workers were not filing tax returns, and those who did, were being harmed by IRS processing errors. As a result of his advocacy on behalf of the workers, the IRS revised various forms, instructions and publications and significantly expanded the information on its web site to better inform employers and H-2A workers of their income tax reporting and filing responsibilities. To help tax practitioners better understand how to help H-2A and other temporary foreign workers, Bob wrote an article published in the National Association of Enrolled Agents Journal entitled–Serving Foreign Workers-What You Don’t Know Can Hurt Them. He also provides informational workshops for tax and legal professionals, agricultural employers, H-2A/B workers and social service agencies helping low income and non-English speaking populations.

Joe Young  Executive Director, Chairman of NCAE
New England Apple Council

Joseph Young grew up on his parents’ apple orchard in New Boston, NH. In January of 1993, after receiving his degree in business, he went to work for the New England Apple Council. In October of 2005, he was promoted to Executive Director. He is currently the Chairman for the National Council of Agricultural Employers. He is also the very proud father of 2 great kids: Hannah and Ben.
NCAE Membership Information

If you are not a member of NCAE, **Join Today** on our website (ncaeonline.org/join)!!

Use the Discount code LV2018 until March 1, 2019 and NCAE will send you a $50 Visa Gift Card to thank you for engaging on critical labor issues with our organization and our membership in 2019.

Are you already a member? Encourage someone to join – if they list you as a sponsor and use the Discount Code LV2018, you both will receive a $50 Visa Gift Card for your commitment to NCAE! Again, this offer is good until March 1, 2019.

### Overview of NCAE Membership Levels

<table>
<thead>
<tr>
<th>Membership Level</th>
<th>Annual Membership Fee</th>
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<tbody>
<tr>
<td><strong>LEADER</strong></td>
<td>$15,000.00/ calendar year</td>
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<tr>
<td>Membership level for leaders in the industry who are interested in being integral participants in setting and executing NCAE and national policy for agricultural employers.</td>
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</tr>
<tr>
<td><strong>PATRON</strong></td>
<td>$7,000/ calendar year</td>
</tr>
<tr>
<td>Appropriate participation level for national and large state/regional associations, growers and other employers with over 150 seasonal employees, labor brokers/providers, national/regional/large statewide commercial sponsors, and others with high interest and ability to offer major industry support.</td>
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</tr>
<tr>
<td><strong>BENEFACTOR</strong></td>
<td>$3,850.00/ calendar year</td>
</tr>
<tr>
<td>Appropriate Membership level for medium size growers/employers and local/partial state suppliers and sponsors.</td>
<td></td>
</tr>
<tr>
<td><strong>SUPPORTER</strong></td>
<td>$1,825/ calendar year</td>
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<tr>
<td>Minimum level for state and national associations to receive Subscriber benefits. H-2A agents and employers should consider this the base dues level.</td>
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</tr>
<tr>
<td><strong>SUBSCRIBER</strong></td>
<td>$600.00/ calendar year</td>
</tr>
<tr>
<td>Membership level for small growers/employers with less than 15-20 seasonal employees or associations with less than $250,000/yr. revenue.</td>
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</tbody>
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**All NCAE Membership Levels Receive:**

- **Weekly News Briefs** with federal legislative and regulatory updates critical to agricultural employers.
- **NCAE Action Calls** inform members about upcoming issues, facilitate contact with elected representatives, before unworkable laws or regulations are imposed.
- **NCAE Alert Memos** immediately apprise members of new laws and regulations and their impact on agricultural employers.

**Join us today!**

If you have questions, email Nigel (nigel@ncaeonline.org) or call the NCAE office 202-629-9320.
NCAE 2019 ANNUAL MEETING

Save the date for NCAE’s Annual Meeting in DC – February 5-7, 2019

At NCAE’s 55th Annual Meeting, Tuesday February 5th will be filled with political speakers and NCAE Membership Meetings. On Wednesday the 6th, you will have the opportunity to join NCAE members on the Hill to discuss with your representatives the issues affecting the ag employer community. Thursday the 7th is an optional session solely dedicated to the H-2A program.

Agendas and Registration will be available in the coming weeks at ncaeonline.org/register

If you have any interest in sponsoring the Annual Meeting or if you have any questions please contact Nigel@ncaeonline.org

NCAE’s 6th Annual Labor Forum will be held in Las Vegas December 6 – 8, 2019

Plan to join us in 2019 for another opportunity to learn from leaders in the ag industry including growers, labor lawyers, agents, HR professionals, and others whose expertise will be shared throughout this technical forum.

Save the date, tell your network, and meet us back in Las Vegas next year!
Russell Costanza Farms

3114 Dutch Lane, Sodus MI 49126
Business Phone: 269.277.1676
Fax: 269.363.4488
email: rcostanzafarms@icloud.com

Helping all types of agricultural employers since 1963
Executive Director Joe Young
603-497-2112
joe-young@neapples.org

Solve your labor needs with the H-2A Program

USA FARM LABOR, INC.

- Save time on Paperwork
- Connect to a network of experienced workers
- Receive expert advice on H-2A rules and regulations

Since 2003, we at USA Farm Labor, Inc. have been committed to serving farmers all over the country. Contact one of our specialists to learn how we can help you use the H-2A program to find and hire foreign workers easily!
Thank you to our Generous Sponsors of the 2018 Ag Employer Forum.

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