



April 28, 2026

For Immediate Release

Contact: John Hollay, President and CEO
(202) 629-9320

NCAE to Host “Preventing Paperwork Pitfalls: Essential I-9 Compliance for Agricultural Employers”

(Arlington, VA) The National Council of Agricultural Employers (NCAE) is pleased to announce a new educational webinar, **“Preventing Paperwork Pitfalls: Essential I-9 Compliance for Agricultural Employers.”** This event is designed to equip agricultural employers with the essential knowledge and practical tools needed for I-9 compliance so they can avoid common pitfalls and implement best practices for their agricultural operation.

"Properly filling out and maintaining I-9 forms is a critical compliance area for all agricultural employers, yet it remains a common source of audits and penalties," said [John Hollay, NCAE's President and CEO](#). "We are thrilled to pair together expert legal acumen with day-to-day operational know-how to help our members confidently navigate these requirements."

The interactive webinar will be led by [Ryan Ayres of FirstFruits Farms](#) and [Cynthia Yarbrough of Fisher Phillips](#). John Hollay will facilitate the discussion. The webinar will take place on **May 14th from 2:00 to 2:30 PM ET**.

Ryan is the Director of Human Resources for the largest Opal apple grower, FirstFruits Farms, and the owner of Desert Management Services, providing growers with assistance and guidance for each step of the H-2A process. Ryan has served in

various consulting, accounting, and human resource leadership roles over the past 20 years and currently serves as NCAE's H-2A Committee Chairman and Executive Committee Vice Chairman.

Cynthia is an Immigration partner in the Fisher Phillips Atlanta office and a member of the firm's Immigration Practice Group. Her practice focuses on business immigration, representing domestic and multinational employers before the U.S. Citizenship and Immigration Services, the U.S. Department of Labor (USDOL) and the U.S. Department of State.

This webinar is announced following a recent update from U.S. Citizenship and Immigration Services (USCIS) that lowered the threshold and increased fines on common I-9 infractions. With penalties now ranging from \$288 to \$2,861 per violation, agricultural employers must be more vigilant than ever. Under this new penalty system, seemingly minor administrative oversights are now classified as substantive errors that can trigger severe financial consequences.

Participants will be eligible to receive a half (.5) Professional Development Credit from the Society for Human Resource Management upon completion of the webinar. Additional information about the webinar, including registration details, is available on the NCAE website at ncaeonline.org. To claim SHRM credit or for more information about the webinar or to register, please contact [Susan Lester](#), NCAE's Director of External Affairs and Operations.

About NCAE

Founded in 1964, NCAE is the only national association focusing exclusively on agricultural labor issues from the agricultural employer's viewpoint.