

**CALIFORNIA FARM LABOR
CONTRACTOR ASSOCIATION**



**2025
ANNUAL
REPORT**

www.CalFLCA.org

916-389-1246

Messages From the CFLCA Leadership

Greetings CFLCA Members and FLC Community –

As we reflect on our 16 years of service to the farm labor contracting industry, here at the California Farm Labor Contractor Association we are busier than ever. This year has been one of expansion in our ability to better represent our member's interests while creating new programs, services, and providing first-rate resources – not just to meet compliance obligations, but to establish and maintain best industry practices.

Our Executive Director, Kimberly, has been traveling extensively meeting with members, industry groups, regulators, and elected officials. We've expanded capacity, bringing on Timothy Morland, our first ever Services & Policy Analyst, and the Advocacy Committee is laying the groundwork for long-term strategy and already planning our Sacramento Advocacy Day for 2026. Our Scholarship Committee continues working to support higher education opportunities for the children of farmworkers and this past year was excited to issue enhanced awards for scholars pursuing ag related careers. I could go on and on if it weren't for character counts.

As we turn the calendar to 2026, CFLCA has more opportunities in the works for you to participate and engage with the Association to support your business and champion the industry. If you haven't already heard from staff on how we can best help you and your business, give them a call or send them an email. Reach out to any of us on the Board of Directors. Invite your grower clients and FLC colleagues to join CFLCA, engage, and support our industry. As FLCs it's important we all work together in a unified voice to strengthen and advocate for our industry.

There's strength in numbers, and while times are tough across the agricultural industry in California, now more than ever we all need to show up and actively participate. Whether the issue is federal, state, or local, CFLCA is here to educate and advocate so you can do what you do best – provide a safe and productive workforce that delivers food to the world.

Jeff Wenger, AgIS Capital
CFLCA President 2025-2027

Dear CFLCA Membership --

Amidst the many challenges and volatility this past year, we are grateful for our growing network of members and partners working to support our communities and industry. Coming into 2026, we consider what we have accomplished- providing employers with knowledge and resources to safeguard their businesses, employees, and livelihoods. From education on rights and responsibilities, to compliance tools, and resources to support and communicate with workers, CFLCA continues exploring avenues to further help the ag labor industry understand and comply with evolving regulations and promote safer, healthier, and more prosperous workplaces.

Our mission to enhance the FLC community through engagement, education, and advocacy is more important than ever. In the coming months we will be calling on you to engage, educate, and advocate by sharing your story. The ag labor industry is of vital importance and it is essential we make our voices heard to educate policy makers on the realities of agriculture in California and the impacts regulation and legislation have on our food costs and accessibility.

CFLCA exists to serve and represent you. We invite your feedback, questions, and suggestions as we are eager to continue growing with you in this new year. Please don't hesitate to reach out!

Kimberly Clark
CFLCA Executive Director

WHO WE ARE

Established in 2009, the California Farm Labor Contractor Association (CFLCA) is the sole organization serving the ag labor industry and the FLCs who provide 40% of the state's agricultural labor which feeds our families, state, and nation. With a strong focus on education, we equip FLC and Grower members with the tools to navigate complex regulations and implement best practices to foster safe, compliant, and prosperous operations.

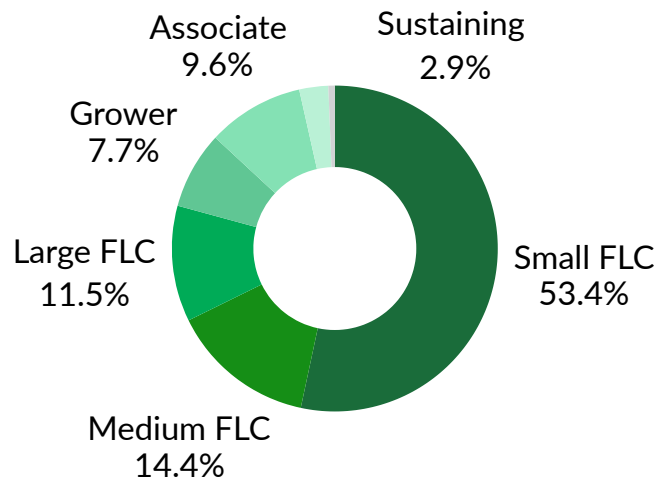
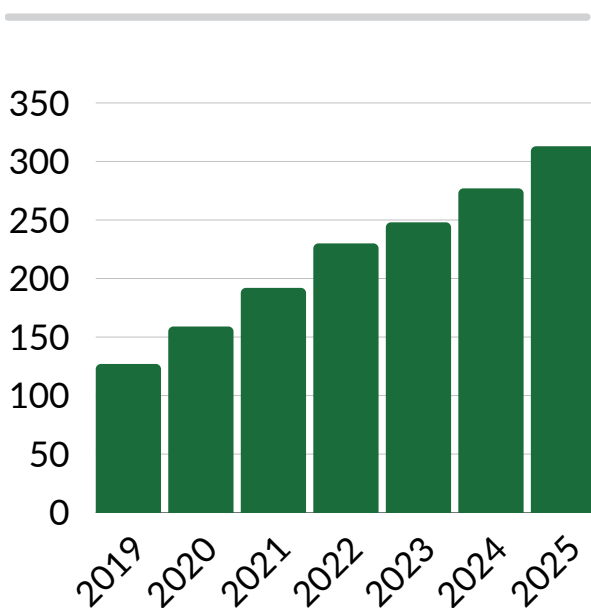
As the administrative burdens of compliance continue growing, CFLCA is dedicated to empowering the ag labor community to make their voices heard on the issues impacting this essential industry. Together with our members and partners, we are committed to strengthening the farm labor contracting industry and ensuring its success delivering the vital services that keep healthy food on our tables.



MEMBERSHIP IN REVIEW

313

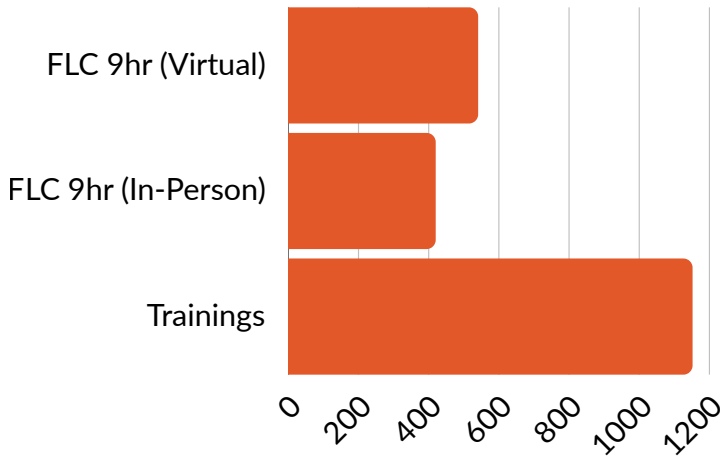
MEMBERS IN 2025



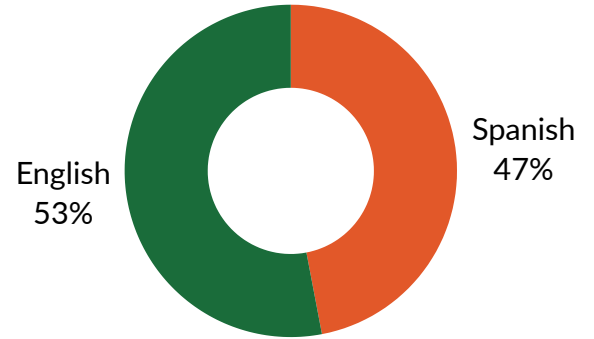
Membership grew by 13% in 2025

CFLCA PROGRAMS

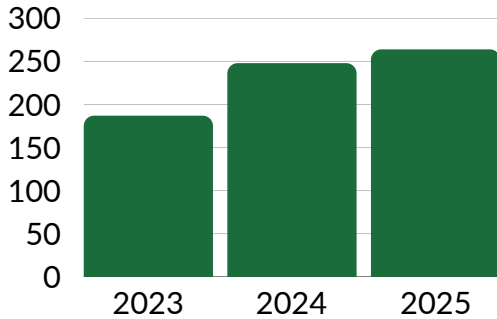
Program Participation



Languages Served



Ag Labor Forum



89

COMPLIANCE BINDERS

423

FLC EXAM STUDY SUPPORT



MEMBER QUESTIONS & LICENSING SUPPORT

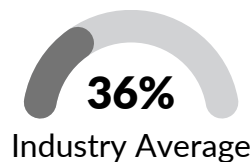
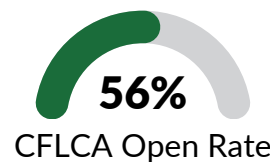
News Bulletins

118

BULLETINS & NEWS ALERTS

4,000

WEEKLY RECIPIENTS





In 2025 we continued our engagement with regulatory agencies, state legislators, and meeting with our federal representatives in Washington D.C. in April. But we've just started to scratch the surface when it comes to advocating for our industry. To further support these efforts, we brought on a Services & Policy Analyst to ensure members' voices are represented clearly and effectively at every level of government and to advance initiatives that support workforce stability, safety, and compliance.

This year we launched the CFLCA Advocacy Committee, comprised of Members and tasked with guiding the Association's efforts to strategically advocate and improve communication, from building stronger relationships with public service leaders, to promoting legislation that makes our businesses better, to giving a voice to our farm workers and labor contractors. Needless to say, we are experiencing exciting times for our industry, we will continue to make progress this year and I look forward to sharing more details soon.

- Oscar Ramos, CFLCA Advocacy Committee Chair

40

MEETINGS & PRESENTATIONS WITH REGULATORS & LEGISLATIVE LEADERS



AMPLIFYING INDUSTRY VOICES

Connected researchers with ag employers on pesticide safety, housing, heat interventions, and other issues

11

NEWS & MEDIA INTERVIEWS

8

POSITION LETTERS

MEET THE CFLCA TEAM



Kimberly Clark
Executive Director



Jajaira Lermas
Programs Manager



Tim Morland
Services & Policy Analyst

GABRIEL GOMEZ-SANDOVAL MEMORIAL FARMWORKER SCHOLARSHIP

13

SCHOLARS SUPPORTED IN 2025

5

HIGHER AWARDS FOR AG STUDIES

\$16,850

RAISED IN 2025



Thanks to the support of our generous donors, since 2016 CFLCA has awarded over \$355,000 in scholarships to the children of farmworkers employed by California farm labor contractors. CFLCA member company applicants receive preference and accounted for 85% of award winners in 2025.

As we endeavor to support the ag industry and the growth and development of the next generation, students pursuing careers related to agriculture (mechanics, soil science, and beyond) are eligible for greater scholarships. We were excited to see applicants pursuing ag related studies this past year, and pleased to provide enhanced scholarships to several of them.

Applications will open in spring of 2026- be sure to read the newsletter for updates and to share the opportunity with your employees!

- Bill Krycia, CFLCA Scholarship Committee Chair

Support the scholarship fund

Scan the QR code to donate or contact us for in-kind donations



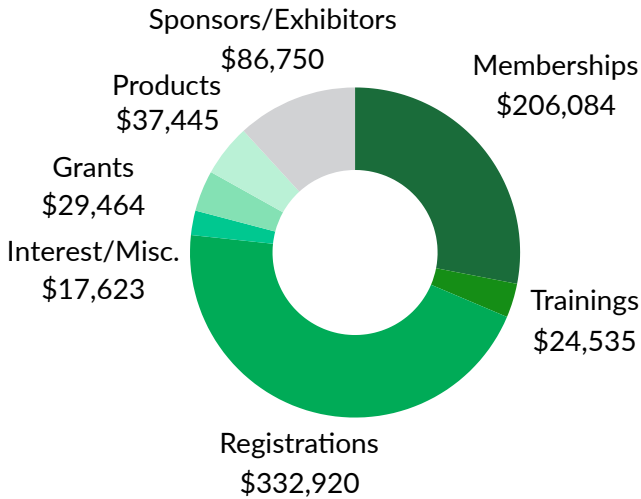
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Tax ID #68-0295431

“ I feel honored and grateful to be selected as a recipient of the Gabriel Gomez-Sandoval Memorial Scholarship. Thank you for your generosity in funding this scholarship for students like me. This scholarship is not just a financial award; it's a contribution to my future.

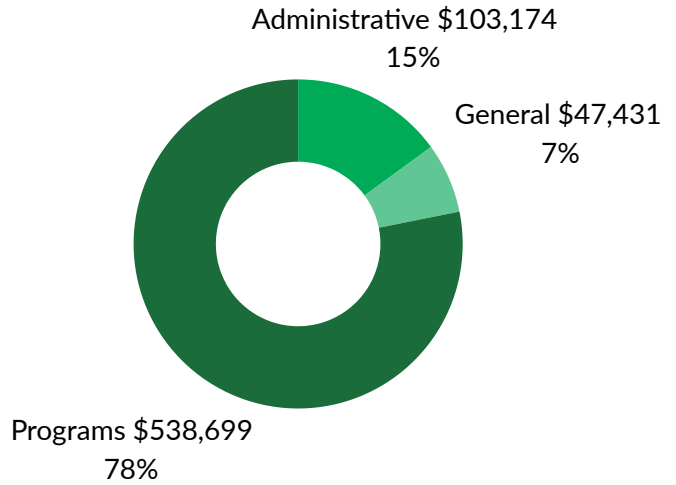
When I migrated to this country as a young teen, I was challenged to learn a new language and to integrate into a new culture, but I was also provided with so many opportunities to pursue an education. Today, I work with students, and I am blessed to provide support in their academic journey. I am committed to working hard to learn as much as I can through my program and continue giving back to my community and contributing to society in a positive way. Once again, thank you for your support and for investing in my future.

Sincerely, Luisa Avila Magdaleno

2024-2025 Fiscal Year Income



2024-2025 Fiscal Year Expenses



2024-2025 Fiscal Year Financial Statement

Assets

Cash & Cash Equivalent	\$498,900
Other Assets	\$782,492
Total Assets	\$1,281,392

Liabilities & Equity

Total Liabilities	\$132,297
Equity	\$1,193,253
Total Liabilities & Equity	\$1,325,550

2025/2026 CFLCA Board of Directors

Executive Committee

- President -- Jeff Wenger, *AgIS Capital*
- Vice President -- Blanca Wright, *AgStaff Solutions*
- Treasurer -- Peter Nissen, *Nissen Vineyard Services*
- Secretary -- Goretta Calvo, *AgSocio*
- Immediate Past President - Oscar Ramos, *OFR*

Directors

- Greg Anderson, *Acrisure*
- Julia Belliard, *Ag Personnel Management Association*
- Salvador Dominguez, *Total Labor Force*
- Mike Garza, *Fruit Harvest Family*
- Javier Hernandez, *Relation Insurance Services*
- Chuck Herrin, *Sunrise Farm Labor*
- Bill Krycia, *Cal/OSHA [Retired]*
- Kimberly Naffziger, *The Zenith*
- Erica Rosasco, *Rosasco Law Group*
- Jesse Sandoval, *AG1 Packing and Harvest*

Thank you 2025 CFLCA sponsors

for your support and helping us bring programs, services,
& resources to our members and the ag labor industry.

Platinum Sponsors



Gold Sponsors



California Farm Labor Contractor Association

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