



Riverside County

AGRICULTURE

The official publication of Riverside County Farm Bureau, Inc.

A private, nonprofit organization serving farmers throughout Riverside County since 1917

Riverside County Farm Bureau introduces Rachael Johnson as the new Executive Director



President Richard Schmid is pleased to welcome Rachael (Scott) Johnson back to the Riverside County Farm Bureau (RCFB) family. She officially assumed duties December 11, 2017 and hit the ground running, so some of you may have already met her at various meetings and functions around the county. Rachael brings with her a substantial background and understanding of local issues, programs and needs, which is enhanced by many years working at numerous Farm Bureau levels.

While she was growing up, Rachael's family raised and trained quarter horses in Nevada and Texas. Although she participated in 4-H and FFA, she had no idea her future would find her choosing a career in agriculture advocacy. She found her calling – farmers, ranchers, and ag-related businesses have benefited from her tireless energy and experience.

In 1997, Robert (Bob) Eli Perkins hired Rachael to fill the Office Manager position at RCFB. After a few years, Bob encouraged her to apply for Executive Director at the San Bernardino County Farm Bureau; several years later she pursued and was selected to the position of Region I Field Representative for the California Farm Bureau Federation (CFBF). In this roll, she served as the liaison between twelve county farm bureaus and CFBF, traveling regularly up and down and across the State of California. From Salinas to El Centro, she fielded questions, helped County offices solve concerns, and learned about the many and varied problems and solutions that could be applied across the agriculture-member spectrum.

This experience with Agricultural issues on a county, statewide and national basis, often involved traveling to Sacramento and Washington, D.C. to lobby legislators and regulators with Farm Bureau Directors.

Rachael graduated from the University of Redlands and was nominated by her peers to be part of the Whitehead Leadership Society that highlights academic excellence within the University of Redlands School of Business. She is also a graduate of the 2007 Leadership Farm Bureau program and was part of local Young Farmers and Ranchers Committee's. Rachael is a native of Orange County and currently resides in Redlands with her husband Chris Johnson and their two children Jacquelyn and Ian.

Her enthusiasm in advocating for Ag brings a renewed excitement to our County, and we look forward to a long and rewarding process.

"We are elated that she along with Stephanie Bell, Riverside County Farm Bureau's Office Manager, will make a dynamic team bringing lots of experience and carrying on the tradition of excellence in service to our members that we have worked hard to provide for so many years." - President Schmid.

Inside this Issue...

ACP/HLB	2
New CA Laws for Employers.....	3
New CFBF Region I Field Rep.....	5
FFA looking for projects to Fund?	8
Joyce Jong named Citrus Hero	10
Calendar	12

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Welcome New Members

We would like to "Thank You" for becoming part of the Farm Bureau Family.

HLB (Citrus greening disease) confirmations

The number of trees in Southern California confirmed to be infected with HLB has risen to 347, distributed across 16 communities in four counties. So far, all are in residential plantings, not in commercial groves. As HLB detections increase and spread closer to commercial citrus, it is a good time to consider removing citrus trees that are uncared for or not worth the resources required to protect them from ACP and HLB. The distribution of HLB confirmations, updated weekly, can be found on <https://citrusinsider.org/maps/>.



UC Riverside and the Citrus Research Board partner to provide:

UC Riverside Citrus Day for the Industry

Tuesday, February 6, 2018

Registration starts at 7:00 am.

Main program begins at 8:30 am. Laws and Regulations session starts at 7:30 am.

UCR Agricultural Operations, Riverside, California

For information: (951) 827-5906

Please join us for the 7th Annual Citrus Field Day designed for citrus growers and citrus industry representatives. Pending approval, we will be offering 5 hours of California Continuing Education Credit for Pest Control Advisers (PCA).

Tentative schedule for presentations and field tours:

- 7:30 am **Update on New Pesticide Regulations** – Ruben Arroyo, Riverside County Ag Commissioner (1 hr. CE credit – Laws and Regulations)
- 8:30 am **Updates: Citrus Research Board** (Melinda Klein) and **California Citrus Pest and Disease Prevention Committee** (Nick Condos) **Introductions: BSL3 Facility** (Ben Quillian and Le'Kneith Smith), **UCR Prof. Public Policy** (Bruce Babcock), and **Riverside County Ag Commissioner** (Ruben Arroyo)
- 9:00 am **Panel Discussion on Huanglongbing of citrus** Marylou Polek (USDA-ARS), Tracy Kahn, Peggy Mauk, Mike Roose, Georgios Vidalakis and Beth Grafton-Cardwell (UC Riverside), Ruben Arroyo and Nick Condos. Moderator will be Tom Delfino (1 hr. CE credit – other)
- 10:00 am BREAK/Poster sessions
- 10:30 am **Desert lemon trial and the new multi-location lemon trial** Glenn Wright (Univ. of Arizona)
- 11:00 am **Management of Asian Citrus Psyllid** – Beth Grafton-Cardwell (1 hr. CE credit – other)
- 12:00 pm Lunch/Poster session
- 1:00 pm **Field Discussions** (2 hr. CE credit – other):
 - Ant Control Strategies** (Mark Hoddle)
 - Development of field tools for HLB management and breeding for resistance** (Chandrika Ramadugu)
 - Display and opportunity to provide feedback on unreleased hybrids, new irradiated selections and introductions** (Mike Roose and Tracy Kahn)
- 3:00 pm **Adjourn**

Lunch is included with registration: \$35. Deadline: January 30, 2018. There will be no walk-in registrations. We will email directions and updates to all who have registered.

Space is limited so please register early!

Register at: <https://form.jotform.com/80016278039152>

New California Laws All Employers Must Be Aware Of

By: The Saqui Law Group

As the clock struck midnight on **January 1, 2018**, people around the country were celebrating with grand hopes of prospering in the New Year. California employers should be prepared to take on the ever-changing employment landscape. Three key employee-friendly laws – AB-1008, AB-168, and SB-63 – were passed by the California Legislature and went into effect on January 1, 2018. In addition to these laws, recreational, adult-use cannabis became legal for purchase. Thus, it is crucial that all employers be aware of how these new laws will impact their businesses.

Under AB-1008, commonly referred to as “Ban the Box,” it is now unlawful for California employers with **at least 5 employees** to:

- ◆ Include on any employment application questions that seek the disclosure of an applicant’s conviction history;
- ◆ Inquire into or consider the conviction history of an applicant **before the applicant receives a conditional offer of employment**; and
- ◆ Consider or disseminate information to others about an applicant’s arrests not resulting in a conviction, referral to or participation in a diversion program, or convictions that have been sealed, dismissed, expunged, or eradicated by statute when conducting a criminal background check in connection with an employment application.

Once the conditional offer of employment has been made and the criminal history obtained, the employer **cannot** deny an applicant a position solely, or in part, because of conviction history until the employer performs an “individualized assessment” of the employee’s conviction history compared with the job duties of the position. The “individualized assessment” must justify denying the applicant the position by linking relevant **CONT. ON PAGE 4.....**



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.....**CONT. FROM PAGE 3.** conviction history with specific job duties of the position sought. This assessment is not required to be in writing.

After the individualized assessment is made, the employer must provide a “preliminary decision” in writing to the employee that informs them that their conviction history has disqualified them from employment. The applicant will then have 5 business days to appeal the employer’s decision to the employer directly. The employer may still deny the applicant’s employment after receiving the applicant’s appeal. The “final decision” must be made in writing.

In both the preliminary and final decisions, the employer is not required to justify or explain its decision to the applicant.

Under AB-168’s “Prohibition of Salary Inquiries law,” employers are prohibited from asking job applicants to disclose their salary history at any point during the application and/or interview process. The new law does not prohibit employers from asking applicants about their salary demands so long as the employer avoids asking about the applicants’ salary history. Additionally, employees are allowed to voluntarily disclose that information. However, if an employee does voluntarily disclose their salary information, the employer will be prohibited from relying on the salary information in determining whether to offer the job and at what salary. Finally, employers will be required to provide job applicants with a pay scale for the position the applicant is applying for upon request. That means if you do not have a current pay scale for positions that you plan on hiring for, you need to develop one.

Under SB 63’s “The New Parent Leave Act,” employees of smaller employers are required to offer the parental leave benefits previously offered only to employees of larger employers through the California Family Rights Act (“CFRA”). Under CFRA, employers with 50 or more employees within a 75-mile radius are required to provide eligible employees up to 12 weeks of unpaid parental leave to bond with a new child. The New Parent Leave Act provides those same benefits to eligible employees of companies with 20-49 employees within a 75-mile radius.

Unique to The New Parent Leave Act is that the California Department of Fair Employment and Housing (“DFEH”) is required to create a pilot mediation program that allows employers who are faced with a DFEH complaint alleging they violated The New Parent Leave Act to request, within 60 days of receiving a right-to-sue notice, that all parties participate in the department’s Mediation Division Program. A request for mediation would serve to bar an employee from filing a lawsuit until mediation is complete. This provision will sunset on January 1, 2020.

Lastly, with recreational “adult-use” marijuana became legalized beginning on January 1, 2018, many employers are worried about whether they can still enforce their drug-free workplace policies. Chill out! Just like with alcohol, employers still have the right to maintain a drug-free workplace. Further, employers are not required to permit or accommodate the use of cannabis in the workplace. However, because this is California, there is, of course, a caveat. If an employee says they have a condition for which they use medical marijuana or if medical marijuana is prescribed, employers must still engage in the interactive process to determine if some other accommodation can be made.

Employers should immediately review and revamp all application materials to comply with the “Ban the Box” and “Prohibition of Salary Inquiries” laws. Employers must also train human resources or hiring personnel to avoid asking questions to applicants regarding criminal convictions and previous salaries.

Additionally, this is also a good time for employers to remember that it is not illegal to enforce valid workplace policies, though employers must enforce those policies on a consistent basis. This applies both to policies regarding hiring employees with convictions under “Ban the Box” and to policies dealing with employees who use cannabis against company policy. Failure to apply these policies consistently with all applicants and/or employees may subject employers to various discrimination claims.

California Farm Bureau Federation Hires New Region I Field Representative

Courtesy of Brian Watson, CFBF Marketing & Member Relations Manager

Sacramento, January 24, 2018 - California Farm Bureau Federation has announced that Megan Marques has been hired for the position of Field Representative for Region 1. Some of you may recognize Megan's name; she previously worked for CFBF from 2008-2010 in Marketing & Member Relations and Political Affairs. Megan will begin work on February 20, 2018. Megan is currently the Administrative Services Manager for Cal Poly's dean of the College of Agriculture, Food and Environmental Services. A position she has held since 2015. Megan lives in San Luis Obispo and will continue to be based out of there in her position as Field Representative.

Megan has her Bachelor of Science in Agricultural Science from Cal Poly and is currently finishing up her Master of Public Policy at Cal Poly. Megan's family has owned and operated a farm supply store in Los Banos for the past 40 years and agriculture is near and dear to Megan's heart.

We are very fortunate to have Megan rejoin the Farm Bureau family and happy to have her join the Marketing & Member Relations team. Please join us in welcoming Megan to Farm Bureau.

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1st Annual Desert Agriculture and Natural Resources Symposium

February 28, 2018

UCR Palm Desert Auditorium
75080 Frank Sinatra Drive, Palm Desert, CA

(Lunch available on-site between sessions for a nominal fee)



Morning Session:
(FREE – no registration required)
8:00 AM – 11:30 AM



Learn about desert research and education activities from UC experts and about services and programs offered by other desert non-profits.

Afternoon Session: 12:15-5:30pm (\$40 if pre-registered by Feb. 23):

Attend one of three workshops sponsored by UC ANR and CAPCA specifically oriented to the desert agriculture industry:



- Crop Production/Irrigation (3.5 DPR, 5 CCA, 2 ISA, 3.5 CCN Pro CEUs approved)
- Landscape/Turf Management (5 DPR, 5 CCA, 4 ISA, 5 CCN Pro CEUs approved; GCSAA points and IA CEUs pending). Talks by UC researchers Akif Eskalan, Mark Hoddle, Chris McDonald and Janet Hartin
- Livestock Production (No CEUs)

Everyone Attending the Afternoon Session Must Register on the CAPCA Website; Topics and Speakers are Listed: <https://capca.com/events/palm-desert-capca-ed-uc-anr-desert-agriculture-landscape-symposium/>



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Tractor Supply, FFA Looking for FFA Projects to Fund Grants for Growing applications open through Feb. 14

BRENTWOOD, Tenn. (January 10, 2018) – Local FFA chapters in search of funding for their next animal science lab, community garden or other noteworthy agricultural project, take note.

Tractor Supply Company, the largest rural lifestyle retailer in the United States, will soon launch its third annual Grants for Growing campaign—a competitive grant program designed to support local FFA chapters across the country that want to make a difference in their communities through sustainable agriculture-focused projects.

To qualify for a grant, FFA advisors must visit <http://www.FFA.org/grantsforgrowing> and submit an application by Monday, February 14, 2018. The submission process requires entrants to provide a detailed proposal, including how they will start, maintain or expand on a project that will benefit their communities.

Grants, which are awarded to chapters in the spring, have a minimum value of \$500 and a maximum value of \$5,000.

Since 2016, Grants for Growing has raised more than \$1.4 million for the National FFA Organization, including a record setting \$731,000 in 2017. In total, the initiative has funded 692 grants supporting projects involving 69,134 students.

Notable 2017 grant recipients include a hydroponic vegetable garden from the Hart County FFA and the King City FFA chapter's Agriculture Day, where sixth graders were given the opportunity to learn more about technology in agriculture.

"FFA is well known for its civic-centered initiatives, and Grants for Growing is Tractor Supply's way of supporting the students who are striving to make their communities better, more sustainable places," said Jessica Holmes, marketing manager at Tractor Supply Company. "Whether it's a project focused around greenhouse development, public landscaping or livestock, by applying for a grant FFA advisors help increase their students' ability to make long-term community impacts."

To support the program, Tractor Supply will host a 10-day in-store fundraising period February 16–25, which will give customers the opportunity to donate at checkout. All in-store donations will remain within the state they are donated.

For more details about the program, visit <https://www.FFA.org/grantsforgrowing>.

About Tractor Supply Company

Founded in 1938, Tractor Supply Company is the largest rural lifestyle retail store chain in the United States. As of September 30, 2017, the Company operated 1,665 Tractor Supply stores in 49 states and an e-commerce website at www.tractorsupply.com. Tractor Supply stores are focused on supplying the lifestyle needs of recreational farmers and ranchers and others who enjoy the rural lifestyle, as well as tradesmen and small businesses. Stores are located primarily in towns outlying major metropolitan markets and in rural communities. The Company offers the following comprehensive selection of merchandise: (1) equine, livestock, pet and small animal products, including items necessary for their health, care, growth and containment; (2) hardware, truck, towing and tool products; (3) seasonal products, including heating, lawn and garden items, power equipment, gifts and toys; (4) work/recreational clothing and footwear; and (5) maintenance products for agricultural and rural use.

Tractor Supply Company also owns and operates Petsense, a small-box pet specialty supply retailer focused on meeting the needs of pet owners, primarily in small and mid-size communities, and offering a variety of pet products and services. At September 30, 2017, the Company operated 162 Petsense stores in 26 states. For more information on Petsense, visit www.petsense.com.

About National FFA Organization

The National FFA Organization is a national youth organization of 653,359 student members as part of 8,568 local FFA chapters in all 50 states, Puerto Rico and the U.S. Virgin Islands. The organization is supported by 344,239 alumni members in 2,051 local FFA Alumni chapters throughout the U.S. The FFA mission is to make a positive difference in the lives of students by developing their potential for premier leadership, personal growth and career success through agricultural education. The National FFA Organization operates under a federal charter granted by the 81st United States Congress and it is an integral part of public instruction in agriculture. The U.S. Department of Education provides leadership and helps set direction for FFA as a service to state and local agricultural education programs. For more, visit the National FFA Organization online at FFA.org and on Facebook, Twitter and the official National FFA Organization blog.

About National FFA Foundation

The National FFA Foundation builds partnerships with industry, education, government, other foundations and individuals to secure financial resources that recognize FFA member achievements, develop student leaders and support the future of agricultural education. Governed by a 19-member board of trustees composed of educators, business leaders, individual donors and FFA Alumni, the foundation is a separately registered nonprofit organization. About 82 percent of every dollar received by the foundation supports FFA members and agricultural education opportunities. For more, visit FFA.org/Give.

New 'My Little Ag Me' and Fair Display Kit Available on My American Farm Platform

The American Farm Bureau Foundation for Agriculture has released a new "My Little Ag Me" game and a new agricultural literacy display resource, the My American Farm Fair Display Kit.

The new version of My Little Ag Me features five new agriculture careers and two expansion levels to encourage deeper learning. It's geared towards students in grades 3-5 and can be played online at www.myamericanfarm.org.

"While playing My Little Ag Me, students will be exposed to careers from all nine of the agriculture career focus areas," said Christy Lilja, acting executive director of the Foundation. "Along with the game, we've also created a volunteer guide for those in the agriculture industry interested in sharing about their careers with students in multiple school settings. This volunteer guide includes presentation outlines, PowerPoint templates and additional activities to support the My Little Ag Me game," she said.

The My American Farm Display Kit is a new resource for volunteers to use at fairs and events to set up a professional, accurate and easy-to-use agricultural literacy display. The kit includes four large banners that bring learners into a life-size corn field, dairy parlor, farmers' market and machine shed. Each of the banners provides an interactive approach to learning about a specific part of agriculture. The kit includes activity cards that align with the theme of each banner, a welcome poster and a set-up guide to create a complete agricultural literacy experience area. Banners are available to order or download graphics for local printing at www.myamericanfarm.org.

The My American Farm educational resource is a special project of the American Farm Bureau Foundation for Agriculture. The site and resources are made possible through the generous support of title sponsor, DuPont Pioneer. To take advantage of the free My American Farm resources, games and activities, visit <http://myamericanfarm.org> or http://www.myamericanfarm.org/fairs_events/gaming_area.

Purple Plow Challenge: Growing Your Community Runs Through May 1

Growing Your Community is the American Farm Bureau Foundation for Agriculture's latest Purple Plow challenge. The interactive challenge, which runs through May 1, asks students to research, design, construct, test and report on a solution to combating food insecurity in their communities. The top three entries will win a 3-D printer and Visa gift card to help buy supplies for future maker challenges. In addition, all teams who complete the spring challenge by the deadline will be entered into a drawing for one of eight \$500 grants.

The Purple Plow challenge is a great project for a multitude of groups with students in fifth to eighth grade, including maker spaces, after-school programs, in-school lessons, 4-H clubs, library learning, scout troops and more.

"Purple Plow projects provide students a way to learn by doing. Each challenge encourages students to explore agricultural topics through hands-on learning," said Julia Recko, director of education outreach at the Foundation.

The Foundation's Purple Plow contest runs seasonally throughout the year. All challenges are written by teachers, align to national learning standards and are reviewed by industry experts. The resources are made possible through the generous support of title sponsor DuPont Pioneer.

"We're committed to supporting student exploration in agricultural sciences through initiatives such as the Purple Plow Challenge, which allows students to address food insecurity in their local communities," said Ronda Hamm, DuPont Pioneer global academic relations leader.

Visit www.purpleplow.org for more information on challenges. Follow along on Twitter and Instagram: @ThePurplePlow.

COACHELLA VALLEY FARMERS EDUCATIONAL MEETING

FEBRUARY 14, 2018

12:00 – 1:15 p.m.

C.V. Mosquito & Vector Control District
43420 Trader Place, Indio

12:00 – 12:10 “MOSQUITO BREEDING SOURCES IN THE COACHELLA VALLEY” Olde Avalos, Field Supervisor, Coachella Valley Mosquito & Vector Control District

12:10 – 12:15 “UPDATE ON CURRENT GRANT PROGRAMS & POSSIBLE CHANGES” Angela Fasano, Water Management Specialist, Coachella Valley Water District

12:15 – 1:15 “UPDATE ON PINK HIBISCUS MEALYBUG” Tom Perring, Professor of Entomology UCR

1 Hour Continuing Education Credit for this Meeting

*Our Sponsors provide: lunch, water and continuing education credit
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Coachella Valley Water District
UCCE Riverside County
Riverside County Agricultural Commissioners' Office*

Please R.S.V.P. with Wendy @ 760-342-6437 or email to: wensmith@ucanr.edu before February 13th.
If you call after we cannot provide lunch. We need an accurate count to order food!
If you registered and cannot attend, please let us know!

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Riverside's Agricultural Business Development Coordinator Named Citrus Hero

By IE Business Daily on January 7, 2018

Riverside's agricultural business development coordinator has been recognized for her efforts in fighting the Asian citrus psyllid, which carries a disease often fatal to citrus trees.



Joyce Jong received an award from the Citrus Pest & Disease Prevention Program, a state agency that works with cities and local officials to protect California's citrus crop, according to a statement on the city's website.

The Asian Citrus Psyllid, which was discovered in some Riverside citrus trees last summer, spreads huanglongbing, or HLB. Also known as citrus greening disease, HLB has caused major damage to citrus trees in other parts of the country.

Jong set up community meetings, shared information with residents and officials in the citrus industry and worked with the media, all to help educate the community on the dangers of HLB, according to the statement.



SAVE THE DATE!

2018 RIVERSIDE COUNTY AGEXPO

March 14, 2018 • 7:30am - 4:00pm
Riverside County Fairgrounds • 82-503 Hwy 111 • Indio, CA • 92201

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- Labor & Legislation
- Exports & Imports

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<https://2018AgExpo.eventbrite.com>

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March 14, 2018 • 7:30am - 4:00pm
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CLICK HERE to purchase your Sponsorship Package, or visit <https://2018agexpo.eventbrite.com>. Sponsorship Packages are listed under the 'Tickets' Registration. Thank you for your support!

URBAN IRRIGATION & PERMACULTURE *WORKSHOP*

Basic irrigation with a deeper look into permaculture design concepts

SATURDAY, FEBRUARY 10TH 2018
12PM TO 2PM - LUNCH INCLUDED!



WHERE:

Huerta del Valle - Jurupa Valley
7701 Mission Boulevard
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FEATURING:

Permaculture Design Concepts
Water Efficient Irrigation
Irrigation for Community Gardens

SPEAKERS:

Anita Matlock - Irrigation Specialist,
San Bernardino County Master Gardeners
Daniel Francis - Permaculture Designer
& Consultant



For more information, please contact Susie Kirschner | Inland Empire RCD | skirschner@iercd.org | (909) 283-7787

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Anita Matlock - Especialista en Irrigación,
San Bernardino County Master Gardeners
Daniel Francis - Diseñador y Consultor de
Permacultura



Para obtener más información, póngase en contacto Susie Kirschner | Inland Empire RCD | skirschner@iercd.org | (909) 283-7787

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www.RiversideCFB.com

A private, nonprofit organization serving farmers throughout Riverside County since 1917



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Food and Farm News

Courtesy of CFBF

Leafy greens may slow cognitive decline

Aging lovers of leafy greens may benefit from brains that behave as much as 11 years younger, according to a study recently published in the journal Neurology. Researchers found consumption of at least one serving daily of green leafy vegetables such as kale, spinach and lettuce was associated with slower cognitive decline in participants, ages 58 to 99.

Agricultural losses mount from Thomas Fire

The first estimate of agricultural losses from the huge Southern California wildfire totals more than \$171 million. The Ventura County agricultural commissioner reports the Thomas Fire damaged more than 70,000 acres of cropland and rangeland. Damage to buildings and equipment accounted for two-thirds of the initial monetary losses. Among crops, avocados and lemons absorbed the worst damage.

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CALENDAR OF EVENTS

✳️ **PLEASE NOTE: February 13, 2018 - RCFB Board of Director meeting at Russo's Italian Kitchen in Banning – 5:30 pm.**

✳️ Feb. 16-25th - Riverside County Date Festival, Riverside County Fairgrounds, Indio Jr. Livestock Auction, Saturday, Feb. 24th at 10:00 a.m.

✳️ Feb. 21st - Coachella Valley Irrigated Lands Group Meeting, Coachella.

✳️ Feb. 28th - DesertAG Day, UCR Palm Desert Auditorium, 8:00 am – 11:30 am.

✳️ Mar. 5 - 7th - Sacramento, California Farm Bureau Federation Issue Advisory Committees, Leadership Conference, and Legislative Vists.

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