

The Harvest

CULTIVATING KNOWLEDGE, GROWING COMMUNITY

Winter Edition

YOUR UNITEDAG CONNECTION TO HEALTH, AG, AND COMMUNITY

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Editor's Note

Welcome to the very first edition of The Harvest Quarterly! We are thrilled to launch this new publication as a dedicated space for UnitedAg members, partners, vendors, and prospects to share insights, stories, and innovations that impact the agricultural community.

The Harvest Quarterly is designed to highlight the latest trends in agriculture, healthcare, leadership, and member-focused initiatives—offering a platform where ideas grow and connections flourish. Whether you have a story of innovation, a best practice to share, or a unique perspective on the challenges and opportunities in our industry, we want to hear from you.

This newsletter is more than just a publication; it's a conversation. We invite you to contribute articles, share experiences, and celebrate successes that inspire our community. Together, we can foster collaboration, learning, and engagement across our network.

Thank you for joining us on this journey. We look forward to your stories, your insights, and your continued partnership in cultivating a stronger, healthier, and more connected agricultural community.



MARIBEL OCHOA
EDITOR-IN-CHIEF



VOTED TOP WORKPLACE – TWO YEARS RUNNING

By Maribel Ochoa
Photography by Christian Rivera

We're proud to share that UnitedAg has been named a **2025 Orange County Top Workplace** by The Orange County Register for the second consecutive year. This recognition is especially meaningful because it is based entirely on confidential feedback from our employees through an independent survey administered by Energage, a leader in workplace culture research.

The survey measures key elements of organizational health—including feeling respected and supported, opportunities for growth, leadership trust, and overall engagement. Earning this award once is a significant achievement; earning it twice in a row is a testament to the dedication, passion, and collaborative spirit of the entire UnitedAg team.

“Our team is the heart of everything we do, and this award reflects our commitment to creating a culture where every voice is valued,” said Kirti Mutatkar, UnitedAg CEO. **“We are honored to be recognized again and incredibly proud of the people who make UnitedAg such a special place to work.”**

At UnitedAg, we believe that supporting those who feed the world starts with building a strong, empowered team. From opportunities for professional development to our hands-on approach in serving members, our culture is rooted in teamwork, innovation, and heart.

We extend our gratitude to our employees for their honest feedback, their hard work, and their unwavering commitment to our mission. Their passion continues to drive us forward—and ensures we can deliver exceptional service to our member community.



Eric Bream
Bream Family Farms



Richard Plato
Christopher Ranch



Santiago Martin, Jr.
*Trilogy Personnel &
Land Mgmt., Inc.*



Sarah Gargan-Baxter
Kaweah Pump



Marylù Ramirez
GoodFarms



Gary Thiara
*Empire Farming
Company, LLC*



Matt Bastone
*Plantel
Nurseries, Inc.*



Alex Van Wingerden
*Westland Floral Co.
Carpinteria, Inc.*



Mary Parreira
RPAC, LLC

2026-2027 BOARD OF DIRECTORS

By Maribel Ochoa

UnitedAg is proud to announce its newly elected Board of Directors for the 2026–2027 term. This group of dedicated leaders brings extensive experience in agriculture, business, and community advocacy, guiding UnitedAg as it continues to provide innovative health benefit solutions and resources to the agricultural community.

The Board plays a critical role in shaping the organization's strategic direction, supporting member-focused programs, and ensuring that UnitedAg remains a trusted partner for agricultural employers and their employees across California and Arizona.

"We are thrilled to welcome this accomplished group of leaders to UnitedAg's Board," said Kirti Mutatkar, CEO. ***"Their expertise, vision, and commitment to the agricultural community will help us advance our mission of supporting those who feed the world, while also strengthening our impact on member health and well-being."***

The 2026–2027 Board of Directors includes leaders from a variety of sectors within agriculture, reflecting the diversity and strength of the communities UnitedAg serves. Their guidance will be instrumental in driving innovation, fostering collaboration, and ensuring UnitedAg continues to meet the evolving needs of its members.

For more information on UnitedAg's Board of Directors and initiatives, visit unitedag.org/leadership.



REMEMBERING ALEX DROLLINGER

UnitedAg is deeply saddened to share the loss of our beloved Alex Drollinger. Alex leaves behind a remarkable legacy—one defined by leadership, heart, and an unwavering commitment to the agricultural community he proudly served. His impact on UnitedAg and the many individuals whose lives he touched will continue to be felt for years to come.

Alex joined UnitedAg in 2002 and dedicated more than two decades to advancing our mission as the Regional Vice President of Sales for Northern California. He was instrumental in shaping the region's growth and strengthening relationships with our service representatives, members, and partners. His leadership drove key sales achievements and expanded UnitedAg's presence throughout Northern California.

Beyond his professional excellence, Alex will be remembered for his character. He brought tenacity, perseverance, and a genuine care for the people around him—qualities that inspired both his colleagues and the members he served. His passion for supporting the agricultural community left a lasting imprint on all who had the privilege of working with him.

To honor Alex's legacy, and in partnership with the AEF Foundation and the Drollinger family, UnitedAg is proud to establish the Alex Drollinger Memorial Scholarship Award.

This annual scholarship, funded through generous donations made in his memory, will carry forward Alex's spirit of service and dedication.

Beginning this year, a \$5,000 scholarship will be awarded annually to a student who exemplifies the qualities that defined Alex's life and leadership: tenacity, perseverance, and determination. This award reflects the values Alex brought to his work every day and his deep commitment to supporting the next generation of agricultural leaders.

Alex's legacy lives on through the lives he touched, the community he strengthened, and now, through this meaningful scholarship in his honor. We are grateful to celebrate his contributions and ensure his impact continues for years to come.

We extend our heartfelt gratitude to the individuals and organizations who have graciously contributed in support of the Alex Drollinger Memorial Scholarship Award. Your generosity not only honors Alex's memory but also helps empower future leaders who embody the values he championed throughout his career.

Visit unitedag.org/aef to make a contribution and help continue his legacy.



WOMENAG LEADERSHIP ACADEMY

Since its founding in 2017, the UnitedAg WomenAg Leadership Academy has been a dedicated space for women in agriculture to connect, share experiences, and grow as leaders. More than just a leadership program, the Academy emphasizes empathy, understanding, and collaboration—key qualities that help leaders inspire teams, build strong relationships, and drive positive change in their organizations and communities. With over 80 graduates, the Academy has already cultivated a network of women leaders who approach leadership with both skill and heart.

The Academy offers two tailored programs designed to support women at different stages of their leadership journey: **the Foundation Academy and the Master Class Academy.**

WomenAg Foundation Academy

The Foundation Academy focuses on emerging leaders or those seeking to strengthen their leadership skills. Participants explore essential topics such as self-awareness, communication, and emotional intelligence, all within a supportive, judgment-free environment. Through interactive workshops and peer discussions, participants learn to listen actively, lead with empathy, and create inclusive environments that empower their teams and colleagues.

WomenAg Master Class Academy

The Master Class Academy is designed for experienced leaders who are ready to refine their impact and lead with deeper purpose.

This advanced program emphasizes strategic thinking, authentic leadership, and empathetic decision-making, helping participants navigate complex challenges while fostering trust, collaboration, and resilience among their teams.

Engaging Learning Experiences

Both academies feature webinars, small-group chats, and interactive workshops, offering participants the tools and experiences they need to lead with empathy and influence. By connecting with peers who share similar challenges and goals, participants build a network of support that extends far beyond the classroom, nurturing relationships that strengthen the agricultural community as a whole.

With over 80 graduates already leading with empathy across the industry, the WomenAg Leadership Academy continues to empower women to cultivate compassionate, confident, and effective leadership—leaders who understand people, inspire teams, and drive meaningful change.

Lead with heart. Grow with purpose. Apply to the WomenAg Leadership Academy by January 31! To learn more and apply, visit: unitedag.org/womenag

For questions, please contact Bridget Sanchez at bsanchez@unitedag.org.



SALINAS CLINIC

By Maribel Ochoa

Photography by Letty Sloma

UnitedAg proudly celebrated the grand opening of its new Health & Wellness Clinic in Salinas with a ribbon-cutting ceremony on October 30th, held in partnership with the Salinas Valley Chamber of Commerce. The event brought together community leaders, partners, and guests to commemorate an important step in expanding access to quality healthcare for the agricultural community.

The Salinas clinic offers comprehensive services including primary care, occupational health, wellness programs, and preventive screenings. Designed with intention, the clinic's ambiance and decor reflect the culture, heritage, and values of the community it serves—creating a welcoming and familiar space for patients and their families.

Guests enjoyed guided tours of the facility, met the dedicated care team, and learned more about UnitedAg's continued commitment to delivering innovative, accessible healthcare solutions tailored to the unique needs of agriculture.

The Salinas Health & Wellness Center is the latest addition to UnitedAg's growing network of clinics, reinforcing its mission to support healthier individuals, stronger workplaces, and a thriving agricultural industry.

For more information about UnitedAg clinics visit: unitedag.org/wellness

MEMBERSHIP OFFICE

By Maribel Ochoa
Photographs by Letty Sloma

New Membership Office in Salinas

UnitedAg is proud to announce the opening of its new Membership Office in Salinas, reinforcing its long-standing commitment to serving and supporting the agricultural community of the Central Coast.

Designed with both purpose and people in mind, the Salinas Membership Office offers an inviting, modern environment that reflects the community UnitedAg serves. The space is intentionally flexible and multi-purpose—providing a welcoming setting for one-on-one meetings with members while also serving as a gathering place for educational workshops, leadership programming, and networking events.

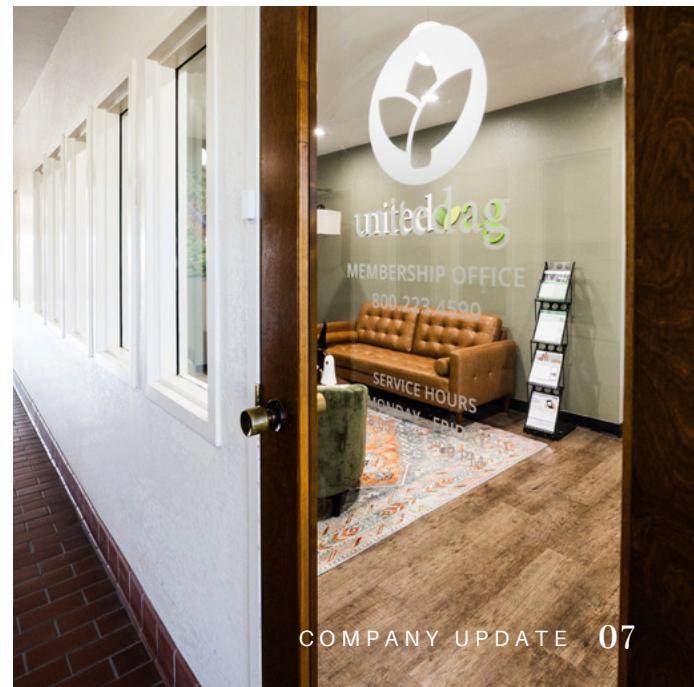
The office layout encourages connection and collaboration, creating opportunities for meaningful conversations and shared learning. From personalized member consultations to larger community-focused events, the Salinas office is built to adapt to the evolving needs of growers,

employers, and partners across the region.

Beyond functionality, the space embodies UnitedAg's commitment to accessibility and engagement. By establishing a dedicated membership presence in Salinas, UnitedAg is strengthening its ability to meet members where they are—offering hands-on support, resources, and education in a setting that feels approachable and community-centered.

The new Salinas Membership Office represents more than a physical location; it is a hub for collaboration, education, and relationship-building.

UnitedAg looks forward to welcoming members and community partners into the space and continuing to foster meaningful connections that support the health, sustainability, and success of agriculture in the Central Coast region.



CHICO RIBBON CUTTING EVENT

By Maribel Ochoa

UnitedAg is proud to announce a ribbon cutting celebration for its Chico Health & Wellness Clinic, marking an important milestone for the organization and the agricultural community it serves. The event will take place on Thursday, January 22, from 10:30 a.m. to 12:00 p.m., in collaboration with the Chico Chamber of Commerce.

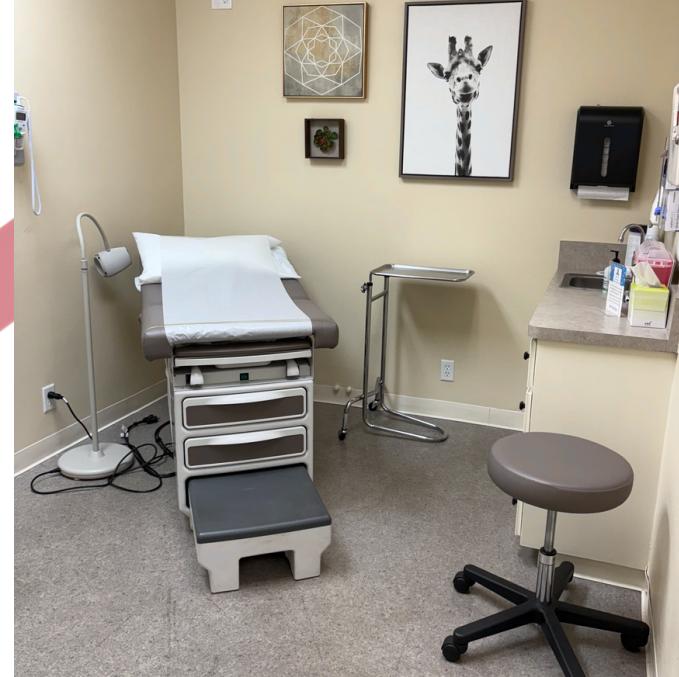
The ribbon cutting commemorates the clinic's expanded operations, including new Monday through Friday hours, allowing the Chico Clinic to now serve members five days a week. This expansion reflects UnitedAg's continued investment in accessible, high-quality healthcare and its commitment to meeting the evolving needs of employers, employees, and families throughout the North State.

"This ribbon cutting is more than a ceremonial moment—it represents growth, collaboration, and our dedication to being a trusted healthcare partner in the Chico community," said UnitedAg leadership. "By expanding our hours, we're increasing access to care and reinforcing our long-term presence in the region."

Hosted in partnership with the Chico Chamber of Commerce, the event underscores the importance of strong community relationships and local collaboration. Chamber-led ribbon cuttings serve as a formal welcome and celebration of business growth, recognizing organizations that contribute to the economic and social vitality of the region.

Attendees are invited to tour the clinic, connect with UnitedAg team members, and learn more about the services available to members. Food, refreshments, and UnitedAg-branded swag will be provided, creating a welcoming environment for networking and community connection.

Community members, employers, and partners are encouraged to attend and help celebrate this exciting milestone. To confirm your attendance, please email: membership@unitedag.org.



Advocacy: Year End Legal Update

By Jayson Welter, General Counsel, UnitedAg



Each year UnitedAg's Advocacy Committee sets its legislative priorities with input from our membership. This year, we continued to focus on healthcare, PAGA, water, pesticides, labor and wage issues at the state level and to monitor immigration and H-2A regulations at the federal level. Additionally, this year we organized a legislative day early in the year to further our advocacy efforts.

It was another interesting year in Sacramento, but this year was a bit different because it was the first of a two-year session. This means, bills that didn't pass this year could be held over to continue their development next year.

This year there were 2397 bills introduced, compared to 2124 bills introduced last year. 917 bills made it to the Governor's desk with him signing 794 and vetoing 123 of them, a veto percentage of 13% compared to 18% last year.

Last year, there were a number of bills that were amended or dramatically changed at the last minute. Feedback of that process was quite negative and this year the legislature responded favorably.

After several years of Senator Caballero trying to establish a target for water storage in the California Water Plan, she succeeded this year with the Governor signing SB 72. The Bill requires long-term water supply targets be established and strategies to meet those targets.

The Plan is to be established by 2028 and be updated every five years thereafter. Finally, the Plan establishes an interim planning target of 9,000,000 acre-feet of additional water,

water conservation, or water storage capacity to be achieved by 2040. SB 601 (Allen) proposed to expand water discharge permitting in California, but it went far beyond federal protection and created significant regulatory, legal, and economic burdens. It also would have added new water quality permit requirements for dischargers, created a new category of waters under the highly litigated term "nexus waters," and contained a private right of action. The bill was held by the author but could be reintroduced next year.

Similarly, AB 1331 (Elhawary) sought to regulate and limit surveillance technology but did so with broad language that would have effectively banned most forms of monitoring, even those essential for workplace safety, compliance and property protection. After significant feedback and opposition, the bill was held by the author but could be reintroduced next year.

There were a number of bills this year where there was a long process of amendments and feedback with the drafters. A great example of this is AB 1264 (Gabriel) which established Ultra Processed Food standards. Initially, the bill would have been catastrophic for agriculture and would have labeled many fresh agricultural products as ultra processed despite being minimally processed. With a lot of coordination though several agricultural advocacy groups, the legislation was passed, but with agriculturally friendly amendments. The goal of establishing processing standards while not imposing unrealistic labels on California's agricultural economy was a success.

AB 732 (Macedo) addressed the problem of abandoned or neglected farmland posing a nuisance to other farmers. This law creates civil penalties to encourage these lands to be maintained to avoid harboring pests and disease that can threaten healthy crops. Additionally, SB 279 (McNerney) expanded the ability of agriculture to compose on-site up to 200 cubic yards of material at a time. This will hopefully reduce the cost of managing agricultural waste material.

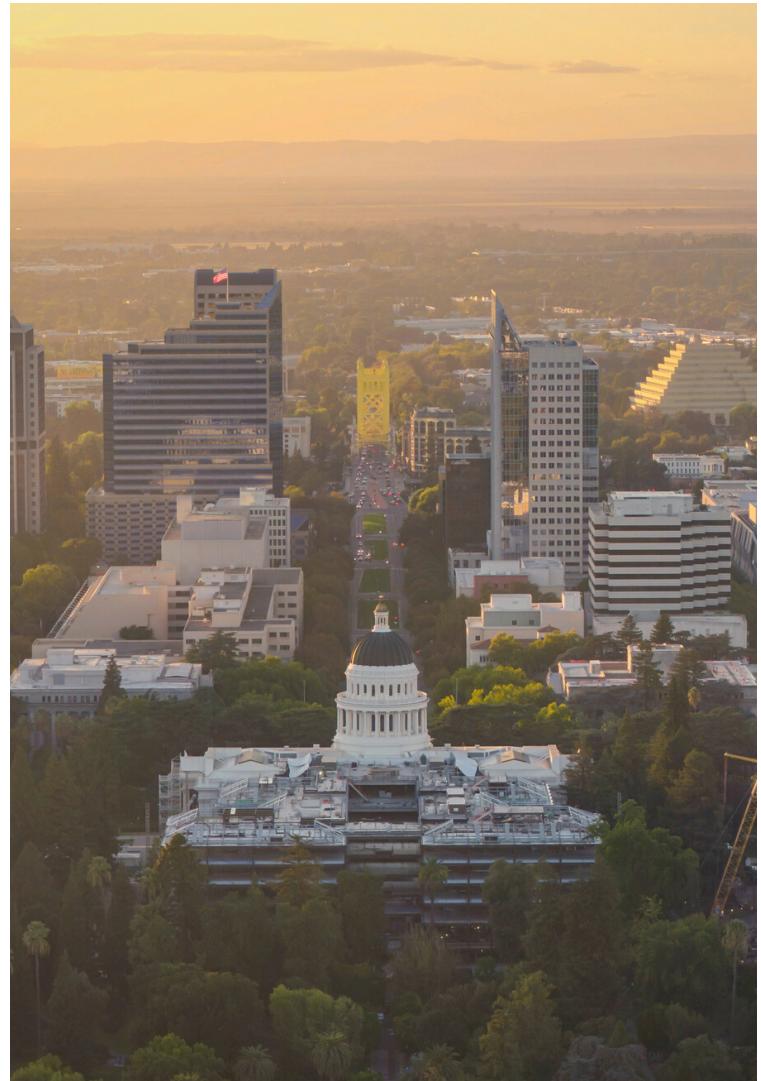
Advocacy: Year End Legal Update - Continued

At the end of session, the unity and strength of the agricultural voice in Sacramento was heard when Senator Hurtado, the Senate Agriculture Committee Chairperson, proposed SB 295. This bill would have prohibited a person from distributing a pricing algorithm or making recommendations based on the use of a pricing algorithm that uses, incorporates, or was trained with, competitor data. Agriculture was specifically included in the bill. Much of agriculture also uses public consolidated data in pricing which this bill would have prohibited. Despite several attempts to modify the bill, the author refused resulting in a strong opposition campaign by our advocacy partners. The bill was ultimately defeated in a 12-24 vote.

We were quite concerned that the Cap and Trade program and Greenhouse Gas Reduction Fund were in jeopardy this year. Late in the legislative session, AB 1207 (Irwin) was passed to continue the Cap and Trade program and SB 840 (Limon) extended the Greenhouse Gas Reduction Fund. These programs fund a number of different agricultural improvement programs which many of our Members access to offset the expenses of implementing new technologies.

Last, a healthcare related bill that we provided feedback on and suggested amendments was SB 306 (Becker) which addressed Health Care Prior Authorizations. This bill passed, but with several amendments that were suggested to address our concerns of using prior authorization to engage with patients proactively. UnitedAg uses prior authorization as a valuable tool to identify patients that need case management, care coordination, support services or other higher-level services to ensure they receive best care possible for their condition.

Without using prior authorization to alert us to these conditions, we may not be aware until a provider submits a claim which could delay these support services for months. The amendments allow UnitedAg to continue to use prior authorizations for this purpose while still achieving the author's goals which was to reduce unnecessary prior authorizations.



UnitedAg continues its longstanding relationships with terrific advocacy partners such as the National Council of Agricultural Employers, the Agricultural Council of California, Kahn, Soares & Conway and the Alliance of California Farmers and Ranchers and the Alliance of California Farmers and Ranchers Community Fund. Through these organizations and our own efforts, we have been a voice for agriculture and made strides to support healthcare in our communities.

We encourage everyone to be educated and involved in the legislative process next year. If you have any questions or would like to get involved in advocacy, please reach out to Jayson Welter who leads our advocacy efforts.

Smith Rx: New Pharmacy Benefits Partner

By Maribel Ochoa



UnitedAg is pleased to announce a new partnership with SmithRx, a next-generation pharmacy benefits manager (PBM), bringing enhanced transparency, innovative tools, and expanded pharmacy access to UnitedAg members beginning January 1.

This strategic collaboration reinforces UnitedAg's commitment to delivering high-value, member-first healthcare solutions tailored to the agricultural community. Through SmithRx, members will gain access to modern pharmacy benefits designed to lower costs, simplify the prescription experience, and improve health outcomes starting with the new plan year.

Innovative Tools and Member-Focused Resources

SmithRx is recognized for its technology-driven approach to pharmacy benefits, offering members and employers clear visibility into prescription costs and utilization. Through this partnership, UnitedAg members will benefit from:

- Transparent pricing models designed to reduce unnecessary pharmacy spend
- Advanced clinical programs that support medication adherence and improved outcomes
- Real-time prescription insights to help members and providers make informed decisions
- Member-friendly digital tools that simplify prescription management and access to care

Smith Rx: New Pharmacy Benefits Partner - Continued

These resources empower members to better understand their pharmacy benefits while supporting employers with actionable data and cost-saving opportunities.

Expanded Access and Convenience

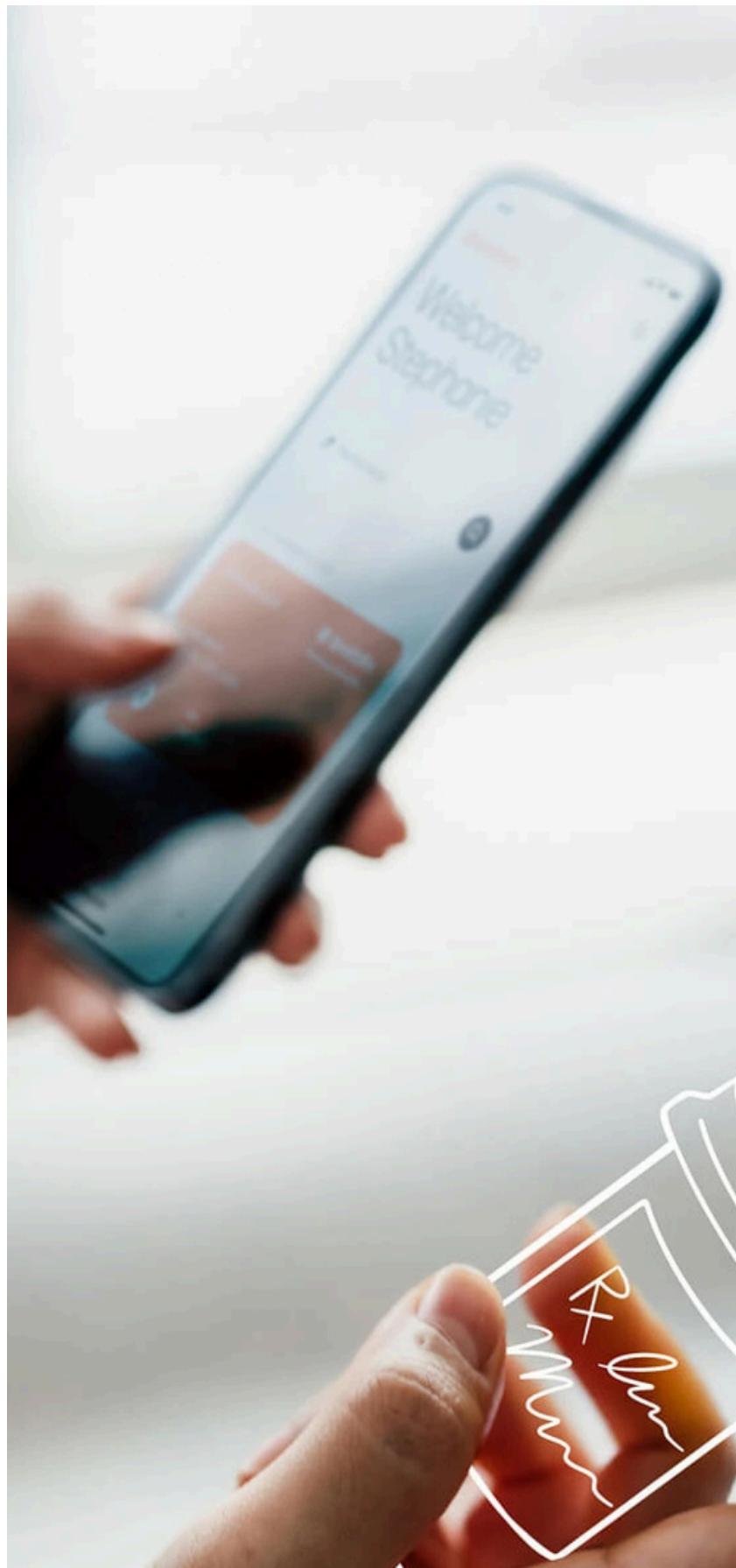
Members will continue to enjoy broad pharmacy access, including national retail pharmacy networks and convenient home delivery options. SmithRx's model prioritizes access and affordability, ensuring members can obtain the medications they need—when and where they need them—effective January 1.

About SmithRx

Founded with a mission to fix a broken pharmacy benefits system, SmithRx has quickly established itself as an industry leader in transparent, clinically driven pharmacy benefit management. The company has earned recognition for:

- Challenging traditional PBM models by prioritizing clarity, accountability, and alignment
- Leveraging data and analytics to drive smarter clinical and financial decisions
- Delivering measurable savings while maintaining high-quality member experiences
- Building strong partnerships with employers and health organizations nationwide

SmithRx's commitment to innovation and integrity aligns closely with UnitedAg's values and long-standing dedication to serving the agricultural community, strengthening UnitedAg's Healthcare Solutions.





3rd Annual PAC Golf Tournament

By Chandrea Miller / Photos by Hunter Ranch Golf Course

Tee Up in Wine Country: A Tournament to Remember

Set against the rolling vineyards of Paso Robles, Hunter Ranch Golf Course offers conference attendees a memorable morning on the green. This 18-hole championship course is the perfect setting to unwind, connect, and enjoy California's Central Coast.

Start the day with breakfast before teeing off among emerald fairways and century-old oaks. Enjoy refreshing beverages, a catered lunch, and engaging on-course contests that add a fun, competitive edge. Whether you're playing for the win or the camaraderie, this experience promises great views, great company, and lasting memories.

Proceeds from the tournament support the UnitedAg State PAC, AgPAC, helping elect pro-agriculture candidates to the California State Assembly and Senate, ensuring a strong voice for our industry.

Perched in Paradise: A Golfer's Dream Destination

Hunter Ranch Golf Course stands as the premier escape for golfers seeking their next unforgettable round. The scenic 18-hole championship course showcases the very best of California's Central Coast, where emerald greens and pristine fairways weave through century-old oak trees, natural lakes, and native grasses. Perched atop Paso Robles' highest point, this breathtaking vantage reveals rolling hills and some of San Luis Obispo County's most celebrated vineyards. Whether you're chasing birdies, perfecting your swing, or just soaking in the scenery, Hunter Ranch offers a secluded sanctuary—where every swing comes with a view, and every fairway feels magical.

Proceeds of the golf tournament will benefit the UnitedAg State PAC. **For more information and to register, visit unitedagconference.org.**



2026 CALENDAR OF EVENTS - Q1

North Valley Nut Conference

January 14, 2026
Silver Dollar Fairgrounds, Chico
7:00 am to 12:30 pm

UnitedAg Chico Ribbon Cutting Event

January 22, 2026
Health & Wellness Clinic, Chico
10:30 am to 12:00 pm

APMA Annual Forum

February 4-6, 2026
Portola Hotel, Monterrey

World Ag Expo - Women in Ag Networking Event

February 10, 2026
2:00 pm to 4:00 pm
International Ag Center, Tulare

AgSafe Conference

February 17-19, 2026
Hyatt Regency, Monterey

This is Ag!

with KIRTI MUTATKAR



Led by our President & CEO, Kirti Mutatkar, ***This is Ag!*** challenges you to think differently about how you lead your life and your organizations by learning from inspiring and captivating stories of leaders in Ag.

44. Collaboration, Education, and Advocacy



Ruthann Anderson

CEO of California Association of Pest Control Advisers (CAPCA)

43. Leadership, Growth, and the Power of Community



Veronica Blanco

Director of Human Resources at Innovative Produce, Inc.

42. Women Leaders, Compassion, and Why Self-Care Isn't Selfish



Marylu Ramirez

HR Manager at GoodFarms

41. Employee Wellness and Genuine Connections



Tony Ramirez

Safety Manager at Plantel Nurseries

40. Advocacy, Empathy, and How to Show Up for Others



Veronica Luna

Director, Admin Operations at Rancho Guadalupe

Listen now at unitedag.org/thisisag



CULTIVATING CONNECTIONS IN PASO ROBLES

46TH ANNUAL CONFERENCE

By Maribel Ochoa
Photographs by Allegretto
Vineyard Resort

The 46th Annual UnitedAg Conference is returning to the heart of California's Central Coast **April 29 thorough May 1**, bringing together agricultural leaders, innovators, and advocates for a dynamic three-day experience. This year's conference will be hosted at the beautiful Allegretto Vineyard Resort, a Tuscan-inspired retreat nestled among rolling vineyards, offering attendees the perfect blend of relaxation, networking, and professional development.

What to Expect

Attendees can look forward to engaging sessions covering the latest trends, regulatory updates, and best practices across agriculture. The conference fosters peer-to-peer learning and collaboration, providing opportunities to connect with colleagues from diverse sectors—from row crops and specialty produce to viticulture and livestock. Panel discussions, keynote speakers, and interactive workshops will equip participants with practical insights to strengthen operations and drive innovation within their organizations.

For more information and to register, visit unitedagconference.org.



Paso Robles: Allegretto Vineyard Resort

By Maribel Ochoa / Photos by Allegretto Vineyard Resort

A Venue Designed for Connection

The Allegretto Vineyard Resort provides a stunning backdrop for this year's gathering, with elegant accommodations, inviting meeting spaces, and scenic vineyard views. Whether strolling through the resort's gardens, enjoying a locally sourced meal, or networking over a glass of Paso Robles wine, attendees are immersed in an environment that celebrates both innovation and tradition.

The 46th Annual UnitedAg Conference is more than a professional event—it's a celebration of agriculture, community, and the connections that sustain the industry. Join us in Paso Robles to grow your knowledge, expand your network, and experience the best of California's Central Coast.

Discover Paso Robles' Agricultural Riches

Paso Robles is not only a hub for viticulture but a thriving center for California's agricultural community. Conference attendees will have the opportunity to explore the region's Paso Robles Wine Alliance, featuring world-class wineries and tasting experiences. In addition, the region's Central Coast breweries will showcase the area's craft brewing excellence, offering a taste of the local flavor. Beyond wine and beer, the Central Coast is home to a diverse array of commodities, including specialty fruits, vegetables, nuts, and livestock, reflecting the richness and versatility of the region's agricultural heritage.

For more information and to register, visit unitedagconference.org.



Uncork New
Opportunities in
Every Vine.

46TH ANNUAL CONFERENCE
ALLEGRETTO VINEYARD & RESORT
PASO ROBLES, CALIFORNIA
APRIL 29 - MAY 1ST

TO LEARN MORE VISIT UNITEDAG.ORG