



Hass Avocado Board Meeting Packet

March 2, 2022

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ANTITRUST POLICY

Hass Avocado Board (HAB) Members and HAB event participants are subject to United States antitrust laws that prohibit, among other things, fixing prices, allocating geographic markets, unfair or deceptive practices, setting profit levels, and boycotts. Discussions at HAB events must not evolve into addressing or inducing or agreeing to private sector joint actions between industry members to resolve their competitive concerns, or to adversely affect other industry members. The Hass Avocado Board shall not permit or condone willful or inadvertent anti-competitive behavior in connection with any HAB organized event.

GUIDELINES FOR HAB EVENTS AND MEETINGS

Proper Activities - Hass Avocado Board discussion may include, but shall not be limited to:

- Avocado industry-wide activities and concerns;
- Exchange of information on new developments in the avocado industry; and
- Promotion of markets for the avocado industry as a whole.

Improper Activities During meetings of the Hass Avocado Board, there shall be no anticompetitive discussion. This may include, but is not limited to, the following topics:

- Current or future prices or pricing policies;
- Price lists or procedures for coordinating price changes, sales quotas, allocation or division of territories or customers;
- Boycotting any party or denying any party access to markets, products, or information;
- Commercial practices of competitors or customers; or
- Anything dealing with trade abuses or excluding or controlling competition



MEMORANDUM

DATE: February 14, 2022 (Updated 2-22-22)
TO: HAB & HAC Members/Alternates
FROM: HAB Chair, Sal Dominguez
SUBJECT: March 1 & 2, 2022 – Orientation, HAC/HAB Meetings

Tuesday, March 1, 2022
9:00 AM – 12:30 PM

Wednesday, March 2, 2022
9:00 AM – 11:00 AM*

Wednesday, March 2, 2022
11:15 AM** – 12:00 PM*

Hass Avocado Board – Board Member Orientation – Part Two

Hass Avocado Committee Meeting

Hass Avocado Board Meeting

HAB ATTENDANCE POLICY FOR BOARD AND COMMITTEE MEETINGS INCLUDES THE FOLLOWING:

HAB members that fail to attend an entire meeting without an excused absence 50% or more of the board meetings in a single year will be asked to resign from the Board or will be removed from the committee. HAB alternate members who fail to attend an entire meeting without an excused absence 50% or more of the board meetings required to participate in a single year will be asked to resign from the Board. Refer to the entire Attendance Policy for full details.

PLEASE contact the Chair of the Board, Sal Dominguez salvera367@gmail.com and Silvia Standke silvia@hassavocadoboard.com if you are unable to attend.

To ensure diversity, the HAB has adopted the following Diversity policy:

The Hass Avocado Board's programs are open to all individuals without regard to race, color, national origin, sex, religion, age, disability, political beliefs, sexual orientation, and marital or family status or other basis protected by law; and it is the HAB's policy that membership on the Board and its committees reflect the diversity of individuals served by its programs. It is therefore the HAB's policy to have industry representatives from diverse backgrounds on the Board and committees. To this end, the HAB strongly encourages women, minorities, and persons with disabilities to seek nominations to the Board and committees, and to participate in Board and committee activities.

*Scheduled adjournment meeting can run over the schedule to complete all agenda items.

** Approximate time, the HAB meeting will follow immediately after the HAC meeting.

VISION: FRESH HASS AVOCADOS WILL BE AMERICA'S MOST POPULAR AND DESIRED FRUIT BY 2025. THE AVERAGE ANNUAL INCREASE IN THE VALUE OF THE FRUIT CONSUMED ON A PER PERSON BASIS IN THE U.S. WILL BE 6%.

MISSION: HAB STRENGTHENS THE GLOBAL AVOCADO INDUSTRY AND ITS STAKEHOLDERS IN OUR COLLECTIVE EFFORTS TOWARD MARKET DEVELOPMENT IN THE U.S. THROUGH LEADERSHIP IN NUTRITION, COMMUNICATIONS, BUSINESS SUPPORT TOOLS AND INFORMATION, AND SUSTAINABILITY PRACTICES THROUGHOUT THE SUPPLY CHAIN.



Hass Avocado Committee Meeting Agenda (Updated 2-22-22) (page 1 of 2)

Wednesday, March 2, 2022
9:00 a.m. – 11:00 a.m. (PST)

Via Online Video/Teleconference
Connection instructions below

- 9:00 A.M. 1. CALL TO ORDER**
1a. Roll Call - Establish quorum
1b. Announcements
1c. Public Comment
- 9:10 A.M. 2. CONSENT AGENDA**
2a. HAC December 2, 2021, Meeting Minutes
2b. HAB Committee and Board Liaison Roster – confirm **HAC** email vote
2c. 2022 Open Seats Announcement and Schedule
2d. Accounting and Internal Controls Policy – Meals for Staff Meetings
- 9:15 A.M. 3. USDA REPORT – Sue Coleman**
- 9:20 A.M. 4. FIDUCIARY/GOVERNANCE**
4a. 2021 & 2022 Finance Report
4b. 2022 Budget Amendment
4c. USDA Management Review
4d. Performance Evaluation and Compensation of Executive Director Policy
4e. Health & Safety Protocols for Hybrid Meetings and Events
4f. Travel Policy – COVID Stay Extension Policy
4g. 2022 Meeting Schedule (earlier May Meeting)
- 9:50 A.M. 5. STRATEGY/BUSINESS PLAN**
5a. HAB 20 Year Anniversary Plan
5b. Review Strategic Plan Dashboard
- 10:15 A.M. BREAK (15 minutes)**

Continued next page



Hass Avocado Committee Meeting Agenda (page 2 of 2)

Wednesday, March 2, 2022
9:00 a.m. – 11:00 a.m. (PST)

Via Online Video/Teleconference
Connection instructions below

- 10:30 A.M. 6 COMMITTEES**
6a. Avocado Sustainability Advisory
6b. CGC Update (May workshop)
- 10:45 A.M. 7. INDUSTRY**
7a. Country and Market Reports
- 10:55 A.M. NEW BUSINESS**
- 11:00 A.M. ADJOURN***

*Scheduled adjournment meeting time can run over schedule in order to complete all agenda items.

Join Zoom Meeting

<https://us02web.zoom.us/j/82084027978>

Meeting ID: 820 8402 7978

One tap mobile

+1 669 900 6833,,82084027978# US (San Jose)

1 253 215 8782,,82084027978# US

+(Tacoma)

Find your local number:

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Dial by your location

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+1 346 248 7799 US (Houston)

+1 301 715 8592 US (Washington DC)

+56 23 210 9066 Chile

+57 60 1514 0382 Colombia

+52 554 169 6926 Mexico

+51 1 730 6777 Peru

Meeting ID: 820 8402 7978



Hass Avocado Board Meeting Agenda (Updated 2-22-22)

Wednesday, March 2, 2022
11:15 a.m. – 12:00 p.m. (PST)
Via Online Video/Teleconference
Connection instructions below

11:15 A.M. 1. CALL TO ORDER AND CHAIRMAN REPORT

- 1a. Roll Call - Establish quorum
- 1b. Announcements
- 1c. Public Comment

2. CONSENT AGENDA

- 2a(1). HAB December 1, 2021, Meeting Minutes
- 2a(2). HAB December 2, 2021, Meeting Minutes
- 2b. HAB Committee and Board Liaison Roster – confirm **HAB** email vote
- 2c. 2022 Open Seats Announcement and Schedule
- 2d. Accounting and Internal Controls Policy – Meals for Staff Meetings

3. NOMINATE TWO IMPORTER NAMES FOR VACANT ALTERNATE SEAT

11:45 A.M. 4. HASS AVOCADO COMMITTEE REPORT

- 4a. USDA Management Review
- 4b. 2022 Budget Amendment
- 4c. Performance Evaluation and Compensation of Executive Director Policy
- 4d. Health & Safety Protocols for Hybrid Meetings and Events
- 4e. Travel Policy – COVID Stay Extension Policy
- 4f. 2022 Meeting Schedule (earlier May Meeting)
- 4g. HAB 20 year anniversary plan

11:55 A.M. NEW BUSINESS

12:00 P.M. ADJOURN**

**Scheduled adjournment meeting time can run overschedule in order to complete all agenda items.

Join Zoom Meeting

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Find your local number:

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Dial by your location

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

+56 23 210 9066 Chile

+57 60 1514 0382 Colombia

+52 554 169 6926 Mexico

+51 1 730 6777 Peru

Meeting ID: 820 8402 7978



Hass Avocado Committee

Meeting Minutes

December 2, 2021

9:00 a.m.

Via Online Video/Teleconference

A virtual meeting of the Hass Avocado Committee (HAC) was held on Thursday, December 2, 2021, at 9:00 a.m., with the following people present:

HAC DIRECTORS PRESENT

Aaron Acosta
Ben Van Der Kar
Bob Schaar
CJ Shade
Jacqueline Solares
Jamie Johnson
Maria DeSarbo
Mark Vawter
Salvador Dominguez
Sergio Chavez
Susan Pinkerton
Jaime Rivas, MHAIA
Jorge Covarrubias, CAIA

HAC DIRECTORS ABSENT

Jorge Hernandez, excused
Rachael Laenan, CAC
Jorge Restrepo, CAB, excused
Jose Antonio Castro, PAC, excused

HAC ALTERNATES PRESENT

Byron Talley
Chris Henry
Elizabeth Ayala
Ivor VanWingerdon
Jim Swoboda
John Cornell
Kimberlin Brown Pelzer
Peter Shore
Ohannes Karaoghlanian, CAC

HAC ALTERNATES PRESENT cont'd

Ricardo Vega, MHAIA
Brock Becker, CAIA
Bob Lucy, PAC

HAC ALTERNATES ABSENT

Andy Bruno, excused
Jeff Dickinson, excused
Will Carleton, excused
Ricardo Uribe, CAB, excused

OFFICIALLY PRESENT

Sue Coleman, USDA
Patrick Casey, Esq.

GUESTS

Tom Bellamore, CAC
Ken Melban, CAC
Angela Fraser, CAC
Eric Imbert, CIRAD
Ron Campbell, MHAIA
Gary Caloroso, MHAIA

STAFF PRESENT

Emiliano Escobedo, HAB
Gina Widjaja, HAB
John McGuigan, HAB
Nikki Ford, HAB
Robert Rumph, HAB
Silvia Standke, HAB

I. CALL MEETING TO ORDER

Ia. Roll Call

Chair Dominguez called the Hass Avocado Committee (HAC) meeting to order at 9:02 a.m. He proceeded with roll call and established a quorum, noting the absences of the above excused and non-excused committee member. He then read Article 14 Section 2 of the HAB Bylaws.

Ib. Announcements

Dominguez noted that Escobedo will serve as the staff recorder of the HAC and will provide a report of the meeting to the board when it reconvenes later today. He stated that the Antitrust Policy, included in the meeting packet applies to this meeting. Dominguez acknowledged the attendance of Sue Coleman from USDA as well as Patrick Casey, Esq.

Ic. Public Comment

Dominguez acknowledged the guests present and asked them to introduce themselves for the record. He then opened the floor to public comments. There were no public comments. He mentioned that the board meeting packet is available on HAB's website.

2. CONSENT AGENDA

2a – 2c. Consent Agenda Items

Dominguez stated that Items 2a through 2c of the consent agenda are non-controversial items and entertained a motion approving the consent agenda. He asked the group if any items should be discussed separately. Escobedo explained the Board/Committee meeting attendance report and stated that board member Van Der Kar asked that the report be revised to show that he was present at least three out of the four executive committee meetings for 2021 and not two as it indicates. Escobedo made a note of this revision. Dominguez continued with the following motion:

MOTION: *The Hass Avocado Committee approves Consent Agenda items 2a through 2c, noting the revision for item 2b.*

CONSENT AGENDA

- 2a. September 20, 2021, HAC meeting minutes
 - 2b. Board/Committee meeting attendance report
 - 2c. 2018 to 2020 Reapportionment Analysis
- (Van Der Kar/Chavez) Motion Adopted**

3. USDA REPORT

Dominguez then asked Coleman to provide the group with the USDA report. Ms. Coleman stated that all FOIA requests have been closed. She had no further updates.

GLOBAL SUPPLY AND DEMAND PROSPECTS – ERIC IMBERT, CIRAD

Dominguez asked Escobedo to introduce guest speaker, Eric Imbert from CIRAD. Escobedo introduced Imbert and stated that the partnership between CIRAD and HAB over the past three years has grown into a collaboration between two entities that both believe that research and data can help guide HAB's collective decision making in this industry. This has resulted in analyses that give the industry visibility into the production prospective that many industry members have told HAB they find useful and beneficial to their business in the U.S. Imbert and CIRAD recently took this collective work one step further and decided to extrapolate that process to a global perspective. He then asked Imbert to present his research and analysis to the group.

Following Imbert's presentation, there were requests from the group to share his presentation. It was noted that the report would be posted on HAB's website. Dominguez and Escobedo thanked Imbert for his presentation.

4. FIDUCIARY/GOVERNANCE

4a. 2021 Financial Report

Dominguez asked Rumph to present the 2021 Financial Report. Rumph went over the financial reports provided in the meeting packet, also noted below:

Nine Months Ended September 30, 2021

HAB revenues = \$53.2 M dollars — up \$3.3 M from the same period prior year amount of \$49.9 M.

HAB net revenues = \$8.7 M dollars — up \$0.3 M from the same period prior year amount of \$8.4 M.

HAB reserves as of September 30, 2021, \$5.3 M up \$1.8 M from the \$3.5 M December 2020 ending amount.

Schedule of Cash & Investments as of September 30, 2021

Cash in bank — checking account = \$4,722,290

TOTAL CASH and INVESTMENTS = \$4,722,290

Statement of Net Assets, Revenue, and Expenditures as of September 30, 2021

Total assets \$9,551,283

Total liabilities = \$4,201,902

Total net assets = \$5,349,381

Total revenues = \$53,201,646

Total expenditures = \$51,354,577

YTD excess revenues over/(under) expenditures = \$1,847,069

There were no questions for Rumph and Dominguez thanked him for his report.

4b. 2022 Meeting Schedule Proposal

Dominguez asked Escobedo to talk about the 2022 Meeting Schedule Proposal. Escobedo shared his screen and presented the 2022 Meeting Schedule to the group. He stated that there are four HAC/HAB meetings scheduled for 2022 and a governance workshop for May 25th, which would be held in conjunction with the second HAC/HAB meeting of the year. He included the context for each meeting and the actions that would be discussed under fiduciary and governance, strategy and business plan, and industry discussions. He noted that topics may be added, changed, or removed from each meeting. Escobedo also indicated that the location of the meetings is not included because the next topic on the agenda will be a discussion on in-person meeting protocols, which are yet to be established. He then stated that the proposed 2022 Meeting Schedule would need to be approved first. There were no further questions, and Dominguez asked for the following motion:

MOTION: *The Hass Avocado Committee recommends to the board approval of the proposed 2022 meeting schedule. (Johnson/Acosta) Motion Adopted*

4c. In-Person Meeting Protocols

Dominguez stated that the Executive Committee has met for the past two meetings to determine whether the HAC and HAB meetings should be held in person or virtually. When the Executive Committee last met, it was decided that it would be appropriate for the board to discuss how HAB would want to move forward in 2022 in terms of holding virtual meetings versus in-person meetings and developing a flexible policy that is workable and inclusive. He would like the group to discuss this and better understand where HAB stands as a group for holding in-person meetings versus continuing to have virtual meetings moving forward. He stated that the

Executive Committee tasked Escobedo to put down some considerations for having in-person meetings and would like to get feedback from the board for having in-person meetings and have a consensus for how HAB is going to move forward. Dominguez proposed the following motion to begin a discussion:

MOTION: *The Hass Avocado Committee recommends to the board delegating the development of health and safety protocols and guidelines for hosting in-person meetings and bringing a proposal to the board by the February 2022 meeting. (Van Der Karl/Chavez) Motion Adopted*

DISCUSSION:

There was discussion on those traveling internationally and how difficult it has become. Holding hybrid meetings was considered as an option. Escobedo mentioned several points that need to be considered for holding in-person meetings and suggested that this can be done through a committee/task force and a survey to decide what these meetings would look like. There was discussion on how meeting in person is very important as part of the meeting. But hybrid makes the most sense so the countries of origin can still participate. Perhaps hold the February meeting virtually and reconsider the September and December meetings as the year progresses. It was noted that virtual meetings have been very effective with today's technology. Dominguez stated that the February meeting would be virtual and then see what the task force comes back with. He said that if the group has a consensus to hold in-person meetings moving forward, HAB needs to develop meeting protocols that ensure the health and safety of the HAB members, alternates, management, USDA representatives, and public members that wish to attend. There was no further discussion, and he asked for a vote on the above motion.

4d. Executive Committee Succession Meeting

Dominguez asked Escobedo to talk about the Executive Committee Succession Meeting. Escobedo stated that in accordance with HAB policy, the new Executive Committee is required to meet with the HAB staff and outgoing members of the Executive Committee, which they have replaced. The meeting will be a working meeting held virtually and will focus on transferring knowledge between outgoing and incoming officers and the executive director. The agenda for that meeting will be sent ten days before the meeting. He will be reaching out to the officers voted in during yesterday's meeting.

5. STRATEGY /BUSINESS PLAN

5a. Business Plan Updates

Dominguez stated that the HAB staff would be presenting updates for each of their respective program areas. He then asked Gavito to provide the committee with an update on Business Support Tools and Information. After Gavito presented his updates, there were comments regarding the demand for bagged avocados. Dominguez thanked Gavito and stated that there would be a 15-minute break.

RECESS

Dominguez recessed the group for a 15-minute break at 10:30 am.

RECONVENED 10:47 AM

Dominguez welcomed the group and asked McGuigan to present his Industry Affairs and Sustainability update. There were comments from the committee regarding the BOLD program and the great job done. Dominguez thanked McGuigan and asked Dr. Ford to provide the committee with an update on Nutrition Research and Affairs. There were comments from the committee regarding targeting the older group and long-term elderly facilities as a target audience. Widjaja stated that she has been working with a large health center and is looking into working with them and equipping the health

professionals to share with their patients. Dominguez thanked Dr. Ford and asked Widjaja to provide an update on Marketing and Communications. The committee praised the work of staff in 2021.

6. INDUSTRY

6a. Country Reports

Hernandez continued with the country reports and asked Lloyd Butler for the California report.

- **California (CAC)**
Karaoghlanian went through his report as presented in the meeting packet. There were no comments. Dominguez thanked Karaoghlanian for his report and asked Covarrubias for the Chile report.
- **Chile (CAIA)**
Covarrubias took time to thank HAB staff for one of the most informative and productive meetings. He then went through his report as presented in the meeting packet. There were no comments. Dominguez thanked Covarrubias for his report.
- **Colombia (CAB)**
Dominguez stated that Restrepo and his alternate were not present but their report was included in the meeting packet. He then asked Rivas for the Mexico report.
- **Mexico (MHAIA)**
Rivas went through his report as presented in the meeting packet. There were no comments. Dominguez thanked Rivas and asked Lucy for the Peru report.
- **Peru (PAC)**
Lucy went through his report as presented in the meeting packet. There were no comments. Dominguez thanked Lucy for his report.

Market Reports

Dominguez asked the importers in the room to provide a market report, and a discussion followed.

NEW BUSINESS

Dominguez asked if there was any new business. Escobedo stated that it was brought to his attention during the recess earlier that MHAIA has a meeting scheduled on the same dates that HAB has their February board meeting. The committee will need to consider another date, perhaps in March. After some discussion, there was consensus that the meeting should be moved to March 1 and 2, 2022, and will be ratified during the HAB meeting later this afternoon.

ADJOURNMENT

Dominguez thanked everyone for their participation at the meeting. He noted that it was a very productive meeting and accomplished a lot. He stated that there would be a short break before the Hass Avocado Board meeting begins at 12:20 p.m. PST. He then entertained a motion to adjourn the Hass Avocado Committee meeting.

MOTION: *The Hass Avocado Committee approves adjournment of the December 2, 2021, Hass Avocado Committee meeting. (Van Der Karl/Schaar) Motion Adopted*

Dominguez adjourned the meeting at 12:14 p.m. PST.

Respectfully submitted,

Silvia Standke, HAB Sr. Manager of Operations

I certify that the above is a true and accurate statement of the December 2, 2021, meeting minutes approved by the Hass Avocado Committee on March 2, 2022.

Sal Dominguez, Hass Avocado Committee Chair

I certify that the above is a true and accurate statement of the December 2, 2021, meeting minutes approved by the Hass Avocado Committee on March 2, 2022.



Hass Avocado Board

Meeting Minutes

Wednesday, December 1, 2021
9:30 a.m.

Via zoom video conference

A meeting of the Hass Avocado Board (HAB) was held via zoom video conference on Wednesday, December 1, 2021, at 9:30 a.m., with the following people present:

HAB MEMBERS PRESENT

Aaron Acosta
Ben Van Der Kar
Bob Schaar
CJ Shade
Jacqueline Solares
Jamie Johnson
Maria DeSarbo
Mark Vawter
Salvador Dominguez
Sergio Chavez
Susan Pinkerton

HAB MEMBERS ABSENT

Jorge Hernandez, excused

HAB ALTERNATES PRESENT

Byron Talley
Chris Henry
Jim Swoboda
John Cornell
Kimberlin Brown Pelzer
Peter Shore

HAB ALTERNATES ABSENT

Andy Bruno, excused
Elizabeth Ayala
Ivor VanWingerdon, excused
Jeff Dickinson, excused
Will Carleton, excused

OFFICIALLY PRESENT

Sue Coleman, USDA
Patrick Casey, Esq.

GUESTS

Jaime Rivas
Ohannes Karaoghlanian

STAFF PRESENT

Emiliano Escobedo, HAB
Gina Widjaja, HAB
John McGuigan, HAB
Nikki Ford, HAB
Silvia Standke, HAB

CALL HAB MEETING TO ORDER & ROLL CALL OF NEW BOARD

Coleman called the HAB meeting to order at 9:35 a.m. She introduced herself and indicated that she would be conducting the election of officers. She then proceeded with the roll call of the new board members and established a quorum. Coleman then asked the group to introduce themselves, including guests and staff.

ELECTION OF OFFICERS

Coleman referred the group to Article 4, Section 2 and 4 of the Bylaws, and proceeded to read the procedures for the nominations and elections of the board's officers. She continued to read all the sections about nominations and the order in which these nominations would be held. Coleman also explained the voting procedure if there was more than one nominee for each position, given that the

meeting is virtual. She reminded the group to be mindful of the pathways to leadership in Section 5 of the Bylaws as they make nominations and proceeded to read through the recommendations and requirements for eligibility of a board member to serve as an officer on the board. There were no questions from the group, and Coleman continued with the nominations.

Chair Seat

Coleman explained that the chairperson would be nominated and voted in first and read the duties of the chairperson from Section 7 of the Bylaws. Once the chairperson is seated, the nomination and voting of the vice-chair, secretary, and treasurer will follow.

Coleman proceeded by calling out nominations for chairperson of the board. Acosta nominated Sal Dominguez. There were no further nominations. Coleman confirmed with the nominee to accept the nomination before continuing with the vote. Dominguez accepted the nomination, followed by a short statement. There were no further nominations, and the following motion was sought:

MOTION: *The Hass Avocado Board dispensed with balloting and cast a unanimous ballot for Sal Dominguez as Chairperson of HAB. (Schaar/Van Der Kar) Motion Adopted*

Vice-Chair Seat

Coleman then continued to fill the vice-chair position and called for nominees after she read the description for vice-chair from Section 8 of the Bylaws. Dominguez nominated Ben Van Der Kar. Coleman confirmed with the nominee to accept the nomination before continuing with the vote. Van Der Kar accepted the nomination, followed by a short statement. There were no further nominations, and the following motion was sought:

MOTION: *The Hass Avocado Board dispensed with balloting and cast a unanimous ballot for Ben Van Der Kar as Vice-Chair of HAB. (Schaar/Acosta) Motion Adopted*

Secretary Seat

Coleman then continued to fill the position of secretary and called for nominees after she read the description for secretary. Schaar nominated Chavez. Coleman confirmed with the nominee to accept the nomination before continuing with the vote. Chavez accepted the nomination and made no statement. There were no further nominations, and the following motion was sought:

MOTION: *The Hass Avocado Board dispensed with balloting and cast a unanimous ballot for Sergio Chavez as Secretary of HAB. (Acosta/Schaar) Motion Adopted*

Treasurer Seat

Coleman then continued to fill the treasurer position and called for nominees after she read the description for treasurer from Section 10 of the Bylaws. Schaar nominated Aaron Acosta. Coleman confirmed with the nominee to accept the nomination before continuing with the vote. Acosta accepted the nomination, followed by a short statement. There were no further nominations, and the following motion was sought:

MOTION: *The Hass Avocado Board dispensed with balloting and cast a unanimous ballot for Aaron Acosta as Treasurer of HAB. (Schaar/Shade) Motion Adopted*

Coleman thanked the board for allowing her to conduct the nomination. She then turned the meeting over to Chair, Sal Dominguez.

Dominguez thanked Coleman for conducting the election and thanked the group for trusting him in

chairing the Hass Avocado Board for the next term. It's an honor and privilege do so.

APPROVAL HASS AVOCADO COMMITTEE ROSTER

According to the Bylaws, Dominguez stated that he is the designated chairperson for the Hass Avocado Committee and asked the board for a motion to approve the 2022 Hass Avocado Committee (HAC) roster as presented. Before he could present a motion, Johnson requested that the California Avocado Commission (CAC) representatives be switched so that Rachael Laenan be the director and Ohannes Karaoghlanian be the alternate. Johnson provided background information as to why the switch would be in the best interest of the board. There were no further comments, and Dominguez entertained the following motions:

*MOTION: The Hass Avocado Board amends the 2022 Hass Avocado Committee Roster by having Rachael Laenan as the director and Ohannes Karaoghlanian as the alternate representatives from the California Avocado Commission. **(Johnson/Acosta) Motion Adopted***

*MOTION: The Hass Avocado Board approves the 2022 Hass Avocado Committee Roster as amended. **(Vawter/Shade) Motion Approved.***

ADJOURN

Dominguez thanked everyone for attending and entertained a motion to adjourn the Hass Avocado Board meeting at 10:05 a.m.

*MOTION: The Hass Avocado Board approves the adjournment of the December 1, 2021 Hass Avocado Board meeting. **(Schade/Schaar) Motion Adopted***

Respectfully submitted,

Silvia Standke, HAB Sr. Manager of Operations

I certify that the above is a true and accurate statement of the December 1, 2021 meeting minutes approved by the Hass Avocado Board on March 2, 2022.

Sergio Chavez, HAB Secretary

I certify that the above is a true and accurate statement of the December 1, 2021 meeting minutes approved by the Hass Avocado Board on March 2, 2022.



Hass Avocado Board

Meeting Minutes

Thursday, December 2, 2021
12:00 p.m.

Via Online Video/Teleconference

A virtual meeting of the Hass Avocado Board (HAB) was held on Thursday, December 2, 2021, at 12:00 p.m., with the following people present:

HAB MEMBERS PRESENT

Aaron Acosta
Ben Van Der Kar
Bob Schaar
CJ Shade
Jacqueline Solares
Jamie Johnson
Mark Vawter
Salvador Dominguez
Sergio Chavez
Susan Pinkerton

HAB MEMBERS ABSENT

Jorge Hernandez, excused
Maria DeSarbo

HAB ALTERNATES PRESENT

Byron Talley
Chris Henry
Kimberlin Brown Pelzer
Peter Shore

HAB ALTERNATES ABSENT

Andy Bruno, excused
Elizabeth Ayala
Ivor VanWingerdon, excused
Jeff Dickinson, excused
Jim Swoboda
John Cornell
Will Carleton, excused

OFFICIALLY PRESENT

Sue Coleman, USDA
Patrick Casey, Esq.

GUESTS

Ohannes Karaoghlanian

STAFF PRESENT

Emiliano Escobedo, HAB
Gina Widjaja, HAB
John McGuigan, HAB
Nikki Ford, HAB
Silvia Standke, HAB

I. CALL MEETING TO ORDER

Ia. Roll Call

Chair, Sal Dominguez called the Hass Avocado Board (HAB) meeting to order at 12:21 p.m. He proceeded with roll call and established a quorum noting the above excused and non-excused board member absences.

Ib. Announcements

Dominguez welcomed everyone back to the meeting and read Article 14, Section 2 of the HAB Bylaws.

1c. Public Comment

Dominguez opened the floor to public comments and invited members of the public to state their names to be recognized. There were no public comments.

2. CONSENT AGENDA

Consent Agenda items 2a through 2d

Dominguez stated that Items 2a through 2d of the consent agenda are non-controversial items. He asked if any items should be discussed separately and noted that item 2c will be updated to reflect Van Der Kar's attendance in the Executive Committee meeting as requested during the HAC meeting earlier today. There were no comments, and he entertained the following motion:

MOTION: The Hass Avocado Board approves Consent Agenda items 2a through 2d as presented.

CONSENT AGENDA

- 2a. September 17, 2021, HAB meeting minutes*
- 2b. September 20, 2021, HAB meeting minutes*
- 2c. Board/Committee meeting attendance report*
- 2d. 2018 to 2020 Reapportionment Analysis*
(Schaar/Pinkerton) Motion Adopted

3. HASS AVOCADO COMMITTEE REPORT

Dominguez then asked Escobedo to proceed with the Hass Avocado Committee Report.

Escobedo stated that there was discussion on several matters related to fiduciary, governance, strategy, and business plan. He noted that the committee heard from Eric Imbert from CIRAD, who presented on Global Supply and Demand Prospects and the 2021 business plan updates from staff, including financial reports. Escobedo then stated that he would be going down the list of the matters discussed and any action taken one by one.

3a. Meeting Schedule Proposal

The HAC considered a proposed 2022 Meeting Schedule and recommends the board approving it as presented. However, during the HAC meeting break and after the meeting schedule was approved, he received information that there was a conflict with the February meeting due to MHAIA holding their meetings on the same dates. He stated that the board may need to reconsider the dates for the February meeting and amend the 2022 HAB meeting schedule. The new date considered is March 1 and 2. There were no comments, Dominguez thanked Escobedo and entertained the following motion:

MOTION: The Hass Avocado Board approves the revised 2022 Meeting Schedule. (Schaar/Shade) Motion Adopted

3b. In-Person Meeting Protocols

The HAC discussed whether the HAC and HAB meetings for 2022 should be held in person or virtually. The committee is recommending to the board delegating to either the CGC or creating a task force to develop health and safety protocols and guidelines for hosting in-person meetings and bring a proposal to the board by the March 2022 meeting in order to have in-person meetings for 2022. Dominguez thanked Escobedo and entertained the following motion:

MOTION: *The Hass Avocado Board delegates to either the CGC or creating a task force to develop health and safety protocols and guidelines for hosting in-person meetings and bring a proposal to the board by the March 2022 meeting. (Acosta/Van Der Kar) Motion Adopted*

Board Member Mark Vawter suggested that the board consider hybrid meetings and proposed that the motion above include hybrid meetings and not just in-person. Dominguez then entertained the following motion:

MOTION: *The Hass Avocado Board delegates to either the CGC or creating a task force to develop health and safety protocols and guidelines for hosting in-person or hybrid meetings and bring a proposal to the board by the March 2022 meeting. (Vawter/Schaar) Motion Adopted*

3b. 2021 Executive Committee Succession Meeting

Escobedo reminded the board that shortly after today's meeting, the new executive committee is required to meet with the HAB staff and outgoing members of the executive committee, which they have replaced. The meeting will be a working meeting held virtually and will focus on the transfer of knowledge between outgoing and incoming officers and the executive director. The agenda for that meeting will be sent ten days prior to the meeting. No action was taken.

Lastly, Escobedo stated that new business was brought before the HAC to revise the 2022 Meeting Schedule by moving the February meeting to March 1 and 2, 2022. With this, Escobedo concluded the Hass Avocado Committee report. Dominguez thanked Escobedo for his report.

4. NEW BUSINESS

No new business.

5. ADJOURN

Dominguez thanked everyone for attending the meeting and adjourned the Hass Avocado Board meeting at 12:37 p.m.

Respectfully submitted,

Silvia Standke, HAB Sr. Manager of Operations

I certify that the above is a true and accurate statement of the December 2, 2021 meeting minutes approved by the Hass Avocado Board on March 2, 2022.

Sergio Chavez, HAB Secretary

I certify that the above is a true and accurate statement of the December 2, 2021 meeting minutes approved by the Hass Avocado Board on March 2, 2022.

Need Board Approval

2022 HAB COMMITTEE & BOARD LIAISON ROSTER

STANDING COMMITTEE:	EXECUTIVE	EXECUTIVE COMPENSATION	FINANCE	CGC Corporate Governance Committee
CHAIR:	SAL DOMINGUEZ	SAL DOMINGUEZ	AARON ACOSTA	BOB SCHAAR
MEMBERS:	Ben Van Der Kar Vice Chair	Aaron Acosta – I	Ben Van Der Kar – P	CJ Shade – P
		Bob Schaar – P	Chris Henry – I	Jacqueline Solares – I
	Aaron Acosta, Treasurer	CJ Shade – P	Elizabeth Ayala – I	Jamie Johnson - P
		Sergio Chavez - I	Maria DeSarbo – I	Jorge Hernandez – I
	Sergio Chavez, Secretary		Will Carleton – P	Sergio Chavez – I
				Susan Pinkerton – P
SPECIAL COMMITTEE:	ASA Avocado Sustainability Advisory		GDC Global Data Committee	
CHAIR:	JAMIE JOHNSON		ROB WEDIN	
MEMBERS:	Raina Nelson – HAB	Jamie Johnson - HAB	Alfredo Rodriguez	David Ruiz
	Jose A. Castro - PAC	Bob Lucy – PAC	Debbie Willmann	Gahl Crane
	Jose G. Correa – CAIA	Sebastian Bulnes - CAIA	Jose Antonio Castro	Josue Avila
	Jaime Rivas – MHAIA	Ana Ambrosi - MHAIA	Randy Shoup	
	Jorge Restrepo – CAB	Alejandro Z. Arango - CAB		
	Ken Melban – CAC	Connor Huser - CAC		

BOARD LIAISONS

MARKETING: Andy Bruno

NUTRITION: Mark Vawter



RESULTS OF COMMITTEE ACTION BY EMAIL

Date: December 30, 2021

From: Chair, Sal Dominguez

To: HAC Members

Re: 2022 HAB Committee and Board Liaison Roster

Dear HAC Members:

Pursuant to Article 6, Section 6 of the Bylaws: For any action to be approved by the Hass Avocado Committee, it must receive a majority vote of each of the following: (1) a majority of producer members voting, (2) a majority of importer members voting, and (3) a majority of the state or importer organization members voting.

Below please find the results of the Motion: The Hass Avocado Committee recommends to the Board approval of the 2022 HAB Committees and Board Liaison Roster as presented.

Number of producer votes cast..... 7

Producer votes necessary for adoption:4

Votes for motion.....7

Votes against.....0

Number of importer votes cast..... 4

Importer votes necessary for adoption:3

Votes for motion.....4

Votes against.....0

Number of association representative votes cast..... 4

Association representative votes necessary for adoption:3

Votes for motion.....4

Votes against.....0

*MOTION: The Hass Avocado Committee recommends to the Board approval of the 2022 HAB Committees and Board Liaison Roster as presented. **Motion Approved***

Hass Avocado Committee (HAC) Motion Vote Sheet

Motion date: December 27, 2021

MOTION: The Hass Avocado Committee recommends to the Board approval of the 2022 HAB Committees and Board Liaison Roster as presented. **Motion Approved**

PRODUCER MEMBER	Yes	No	ABSTAIN	IMPORTER MEMBER	Yes	No	ABSTAIN	MEMBER ORGANIZATIONS	Yes	No	ABSTAIN
Sal Dominguez Jim Swoboda	x			Jacqueline Solares Chris Henry	x			Rachael Laenan CAC Alternate/ Ohannes Karaoghlanian			
Bob Schaar John Cornell	x			Jorge Hernandez Peter Shore				Jaime Rivas MHAIA Alternate/Ricardo Vega	x		
Ben Van Der Kar Jeff Dickinson	x			Sergio Chavez Andy Bruno	x			Jorge Covarrubias CAIA Alternate/Brock Becker	x		
Susan Pinkerton Will Carleton	x			Aaron Acosta Elizabeth Ayala	x			Jose Antonio Castro PAC Alternate/Bob Lucy	x		
CJ Shade Kimberlin B Pelzer	x			Maria DeSarbo Vacant	x			Jorge Restrepo CAB Alternate/Ricardo Uribe	x		
Jamie Johnson Byron Talley	x										
Mark Vawter Ivor VanWingerden	x										
TOTAL VOTES 4 needed to pass	7			TOTAL VOTES 3 needed to pass	4			TOTAL VOTES 3 needed to pass	4		



RESULTS OF BOARD ACTION BY EMAIL

Date: January 6, 2022

From: Chair, Sal Dominguez

To: HAB Members

Re: 2022 HAB Committees and Board Liaison Roster

Dear HAB Members:

Below please find the results of the following motion:

MOTION: The Hass Avocado Board approves the 2022 HAB Committees and Board Liaison Roster, as presented.

Number of producer and importer votes cast.....10

Votes necessary for adoption7

Votes for motion.....10

Votes against.....0

Regards,

A handwritten signature in black ink, appearing to read "Sal Dominguez", with a stylized flourish at the end.

Sal Dominguez, Chair
Hass Avocado Board



Hass Avocado Board (HAB) Electronic Motion Vote Sheet

Motion Date: December 30, 2021

MOTION: *The Hass Avocado Board approves the 2022 HAB Committees and Board Liaison Roster as presented.* **Motion Approved**

DIRECTOR <i>Alternate</i>	VOTE		
	YES	NO	ABSTAIN
Sal Dominguez <i>Jim Swoboda</i>	x		
Bob Schaar <i>John Cornell</i>	x		
Ben Vana Der Kar <i>Jeff Dickinson</i>	x		
Susan Pinkerton <i>Will Carleton</i>	x		
CJ Shade <i>Kimberlin Brown Pelzer</i>	x		
Jamie Johnson <i>Byron Talley</i>	x		
Mark Vawter <i>Ivor VanWingerden</i>	x		
Jacqueline Solares <i>Chris Henry</i>			
Jorge Hernandez <i>Peter Shore</i>			
Sergio Chavez <i>Andy Bruno</i>	x		
Aaron Acosta <i>Elizabeth Ayala</i>	x		
Maria DeSarbo <i>Vacant</i>	x		
TOTAL VOTES 7 needed to pass	10		



2022 Nomination Update and Schedule

THE HAB ANNUAL NOMINATIONS IS IN PROGRESS FOR PRODUCER AND IMPORTER DIRECTOR MEMBERS AND ALTERNATE MEMBERS FOR THE FOLLOWING OPEN SEATS AND VACANCIES.

<u>2022 EXPIRING SEATS</u>	
<u>PRODUCERS</u>	
<u>Directors</u>	<u>Alternates</u>
Sal Dominguez	Jim Swoboda
Bob Schaar	John Cornell
<u>IMPORTERS</u>	
<u>Directors</u>	<u>Alternates</u>
Jacqueline Solares	Chris Henry

2022 HAB NOMINATION SCHEDULE	
March 1	Announcement of open seats mailed to all eligible producers and importers
March 30	Deadline for receipt of Nomination forms by HAB
April 8	Deadline for receipt of Nominee Information Form
April 29	Ballots are mailed to all producers and importers
May 23	Deadline for receipt of ballots by independent accounting firm
May 30	Deadline to receive nomination results from accounting firm
June 6	Send out HAB Memo requesting Background, Capacity and Declaration of Eligibility forms
June 20	Deadline for receipt of Background, Capacity and Declaration of Eligibility forms
July 5	Forms, Outreach Summary to AMS and Nominee names to USDA Secretary
November 1	Term begins for new members and alternates



ANNOUNCEMENT OF OPEN SEATS on the HASS AVOCADO BOARD

HASS AVOCADO IMPORTER MEMBERS & ALTERNATES

The Hass Avocado Board (HAB) announces the availability of two open importer seats on the Board, one (director) member seat and one (alternate) member seat. Persons appointed to fill these seats will serve on the Board from November 1, 2022, to October 31, 2025.

Importers who are interested in serving as a (director) member or (alternate) member of HAB must complete and return the form provided below. Completed forms may be faxed, emailed, or mailed, but must be received at the HAB office no later than March 30, 2022. Importers that would like to nominate another importer, shall have the nominee complete this form and attach a nomination cover letter.

Qualification Requirements:

To be eligible to serve on the Board as an importer (director) member or (alternate) member, importers must be in accordance with:

1. Section 1219.30(a) of the Hass Avocado Promotion, Research, and Information Order (Order) requires every board member and alternate to be domiciled in the United States. Domiciled means a place where a person has their true, fixed, and permanent home, and to which whenever they are absent, they have the intention of returning. A person may have more than one residence but only one domicile. *Black's Law Dictionary* (5th Edition). No single document, fact or circumstance, is conclusive in determining United States domicile, and if a nominee, member, or alternate is uncertain of his or her domicile status, he or she should consult his or her attorney.
2. Section 1219.30(d) of the Order, defines an "Importer" as a "person who is involved in, as a substantial activity, the importation of Hass avocados for sale or marketing in the United States (either directly or as an agent, broker, or consignee of any person that produces Hass avocados outside of the United States for sale in the United States), who is subject to assessments under the Order, and who is listed by U.S. Customs as the importer of record for such Hass avocados. A substantial activity means that the volume of a person's Hass avocado imports must exceed the volume of the person's production or handling of domestic Hass avocados. In addition, the term "person" (as defined in §1219.19 of the Order) means any individual, group of individuals, firm, partnership, corporation, joint stock company, association, cooperative, or any other legal entity.

Following receipt of nominee names, HAB will engage an independent Certified Public Accounting firm to conduct an industry vote to arrive at two names for each open seat. The names of those receiving the highest number of votes for the available seats will be submitted to the U.S. Secretary of Agriculture (Secretary). The Secretary will make the final decision on who will be appointed to fill the open seats. For information, call HAB at 949-341-3250.

If you are an importer and would like to be considered as a nominee for the importer (director) member and/or (alternate) member seat, complete and sign below and return this form to the Hass Avocado Board.

By my signature I hereby certify that I meet the qualification requirements to serve as an importer on the Hass Avocado Board.

Name (print) _____ Signature _____

Company Name _____

Address _____ City _____ State _____ Zip _____

Telephone Number _____ Fax Number _____

Email Address _____

Must be received in HAB office no later than March 30, 2022

Return via Fax to: Hass Avocado Board, 949-341-3253

Scan and email to:

silvia@hassavocadoboard.com

Or mail to:

HAB Board Open Seats

25212 Marguerite Pkwy. Ste. 250

Mission Viejo, CA 92629

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According to the Paperwork Reduction Act of 1995, an agency may not conduct or sponsor, and a person is not required to respond to a collection of information unless it displays a valid OMB control number. The valid OMB control number for this information collection is 0581-0093. The time required to complete this information collection is estimated to average 15 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information.

In accordance with Federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, the USDA, its Agencies, offices, and employees, and institutions participating in or administering USDA programs are prohibited from discriminating based on race, color, national origin, religion, sex, gender identity (including gender expression), sexual orientation, disability, age, marital status, family/parental status, income derived from a public assistance program, political beliefs, or reprisal or retaliation for prior civil rights activity, in any program or activity conducted or funded by USDA (not all bases apply to all programs). Remedies and complaint filing deadlines vary by program or incident.

Persons with disabilities who require alternative means of communication for program information (e.g., Braille, large print, audiotope, American Sign Language, etc.) should contact the responsible Agency or USDA's TARGET Center at (202) 720-2600 (voice and TTY) or contact USDA through the Federal Relay Service at (800) 877-8339. Additionally, program information may be made available in languages other than English.

To file a program discrimination complaint, complete the USDA Program Discrimination Complaint Form, AD-3027, found online at http://www.ascr.usda.gov/complaint_filing_cust.html and at any USDA office or write a letter addressed to USDA and provide in the letter all of the information requested in the form. To request a copy of the complaint form, call (866) 632-9992. Submit your completed form or letter to USDA by: 1) mail: U.S. Department of Agriculture Office of the Assistant Secretary for Civil Rights, 1400 Independence Avenue, SW., Washington, D.C. 20250-9410; 2) fax: (202) 690-7442; or 3) email: program.intake@usda.gov.

USDA is an equal opportunity provider, employer, and lender.



ANNOUNCEMENT OF OPEN SEATS ON THE HASS AVOCADO BOARD

HASS AVOCADO PRODUCER MEMBERS & ALTERNATES

The Hass Avocado Board (HAB) announces the availability of four open producer seats on the Board, two (director) member seats and two (alternate) member seats. Persons appointed to fill these seats will serve on the Board from November 1, 2022, to October 31, 2025.

Producers who are interested in serving as a (director) member or (alternate) member of HAB must complete and return the form provided below. Completed forms may be faxed, emailed, or mailed, but must be received at the HAB office no later than March 30, 2022. Producers that would like to nominate another producer, shall have the nominee complete this form and attach a nomination cover letter.

Qualification Requirements:

To be eligible to serve on the Board as a producer (director) member or (alternate) member, producers must be in accordance with:

1. Section 219.30(a) of the Hass Avocado Promotion, Research, and Information Order (the "Order") requires every board member and alternate to be domiciled in the United States. Domiciled means a place where a person has their true, fixed, and permanent home, and to which whenever they are absent, they have the intention of returning. A person may have more than one residence but only one domicile. *Black's Law Dictionary* (5th Edition). No single document, fact or circumstance, is conclusive in determining United States domicile, and if a nominee, member, or alternate is uncertain of his or her domicile status, he or she should consult his or her attorney
2. Section 1219.20 of the Order defines a "Producer" as any person who is engaged in the business of producing Hass avocados in the United States for commercial use, who owns, or shares the ownership and risk of loss, of such Hass avocados. In addition, the term "person" (as defined in §1219.19 of the Order) means any individual, group of individuals, firm, partnership, corporation, joint stock company, association, cooperative, or any other legal entity.
3. Section 1219.30(b)(1) requires producers to be subject to assessments under the Order.

Following receipt of nominee names, HAB will engage an independent Certified Public Accounting Firm to conduct an industry vote to arrive at two names for each open seat. The names of those receiving the highest number of votes for the available seats will be submitted to the U.S. Secretary of Agriculture (Secretary). The Secretary will make the final decision on who will be appointed to fill the open seats. For information, call HAB at 949-341-3250.

If you are a producer and would like to be considered as a nominee for the producer (director) member and/or (alternate) member seat, complete and sign the form below and return to HAB.

By my signature I hereby certify that I meet the Qualification Requirements to serve as a producer on HAB.

Name (print) _____ Signature _____
 Address _____ City _____ State _____ Zip _____
 Grove Name _____
 Grove Address _____ City _____ State _____ Zip _____
 Telephone Number _____ Fax Number _____
 Email Address _____

Must be received in HAB office no later than March 30, 2022

Return via Fax to: Hass Avocado Board, 949-341-3253

Scan and email to:

silvia@hassavocado.com

Or mail to:

**HAB Board Open Seats
 25212 Marguerite Pkwy. Ste. 250
 Mission Viejo, CA 92629**

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In accordance with Federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, the USDA, its Agencies, offices, and employees, and institutions participating in or administering USDA programs are prohibited from discriminating based on race, color, national origin, religion, sex, gender identity (including gender expression), sexual orientation, disability, age, marital status, family/parental status, income derived from a public assistance program, political beliefs, or reprisal or retaliation for prior civil rights activity, in any program or activity conducted or funded by USDA (not all bases apply to all programs). Remedies and complaint filing deadlines vary by program or incident.

Persons with disabilities who require alternative means of communication for program information (e.g., Braille, large print, audiotape, American Sign Language, etc.) should contact the responsible Agency or USDA's TARGET Center at (202) 720-2600 (voice and TTY) or contact USDA through the Federal Relay Service at (800) 877-8339. Additionally, program information may be made available in languages other than English.

To file a program discrimination complaint, complete the USDA Program Discrimination Complaint Form, AD-3027, found online at http://www.ascr.usda.gov/complaint_filing_cust.html and at any USDA office or write a letter addressed to USDA and provide in the letter all of the information requested in the form. To request a copy of the complaint form, call (866) 632-9992. Submit your completed form or letter to USDA by: 1) mail: U.S. Department of Agriculture Office of the Assistant Secretary for Civil Rights, 1400 Independence Avenue, SW., Washington, D.C. 20250-9410; 2) fax: (202) 690-7442; or 3) email: program.intake@usda.gov.

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MEMORANDUM

DATE: March 2, 2022
FROM: Emiliano Escobedo
TO: HAC/ HAB
SUBJECT: Staff Meeting Meals

The finance committee is recommending approval of HAB's management request to add to the Accounting and Internal Controls Policy the allowance for meals to be purchased or reimbursed for approved staff meetings and events. A limit of \$35.00 per person per event and a maximum annual budget of \$7,500. Executive Director approval would be required for all expenditures.

The proposed additional language recommended by the Finance Committee is:

Internal Meetings and Events

The Executive Director has the authority to approve meal and non-alcoholic beverage expenditures for HAB staff lunch meetings, learning meetings, and other HAB staff events. App-based delivery services, gift-cards, and direct purchases are permissible up to a \$35 limit (including tax, delivery fees, and tip) per employee per event and a maximum annual budget of \$7,500. All internal meeting and event expenditures must be approved by the Executive Director.

2022 Importer Alternate Vacancy Nominees

Chris Henry

IMPORTER NOMINEE INFORMATION FORM

Nominee Name: Chris Henry Company Name: Giumarra

Company City & State: Escondido CA Number of years in the avocado industry: 15

List up to three leadership positions held in the avocado industry:

HAB Chairman

HAB Treasurer

List up to three leadership positions held in other organizations:

Director of Global Development - Giumarra

VP Avocados - Del Monte

Member of Multiple Produce Industry organizations and Committees

Michael DeBerry

IMPORTER NOMINEE INFORMATION FORM

Nominee Name: Michael DeBerry Company Name: Mevi Avocados, Inc.

Company City & State: Pharr, TX Number of years in the avocado industry: 8

List up to three leadership positions held in the avocado industry:

Sales Manager for Mevi Avocados, Southern Sales Director for Naturipe Avocados, Salesman for Villita Avocados.

No direct leadership positions with any of the Marketing Boards.

List up to three leadership positions held in other organizations:

None

Nick Garcia

IMPORTER NOMINEE INFORMATION FORM

Nominee Name: Nick Garcia Company Name: Index Fresh

Company City & State: Corona, CA Number of years in the avocado industry: 12+

List up to three leadership positions held in the avocado industry:

National Foodservice Sales - Calavo Growers

Director of National Sales - Avocado Export

Sales and Business Development - Index Fresh

List up to three leadership positions held in other organizations:

President/CEO - Main Junction Alliance



MEMORANDUM

DATE: March 25, 2022
TO: HAB Finance Committee
FROM: Robert M. Rumph
SUBJECT: Finance / Administration Report

FINANCIAL REPORT

Twelve Months Ended December 31, 2021 - UNAUDITED

HAB revenues = \$68.7 M dollars — up \$2.5 M from the same period prior year to date amount of \$66.2 M.

HAB net revenues = \$10.4 M dollars — up \$0.5 M from the same period prior year to date amount of \$9.9 M.

HAB reserves as of December 31, 2021, \$3.4 M down \$0.1 M from the \$3.5 M December 2020 ending amount.

Schedule of Cash & Investments as of December 31, 2021

Cash in bank — checking account = \$3,200,728
TOTAL CASH and INVESTMENTS = \$3,200,728

Statement of Net Assets, Revenue, and Expenditures as of December 31, 2021

Total assets \$8,330,772
Total liabilities = \$4,912,080
Total net assets = \$3,418,692
Total revenues = \$68,689,340
Total expenditures = \$68,772,959
YTD excess revenues over/(under) expenditures = (\$83, 619)



HASS AVOCADO BOARD
STATEMENT OF REVENUES AND EXPENSES
YTD ACTUAL VS. BUDGET AND % OF ANNUAL BUDGET REALIZED

	DEC 2021 YTD	% of Total	2021 BUDGET	% of Total	% of Annual Budget Realized
REVENUES:					
ASSESSMENT REVENUES	\$68,689,340	100.0%	\$72,500,000	100.0%	94.7%
OTHER INCOME	\$0	0.0%	\$0	0.0%	N/A
TOTAL REVENUES	\$ 68,689,340	100.0%	\$ 72,500,000	100.0%	94.7%
EXPENSES:					
85% REBATE PROGRAM					
REBATES	\$58,259,413	84.8%	\$61,625,000	85.0%	94.5%
REBATE SUB-TOTAL	\$58,259,413	84.8%	\$61,625,000	85.0%	94.5%
NET REVENUE	\$10,429,927	15.2%	\$10,875,000	15.0%	95.9%
PROMOTION, RESEARCH, AND INFORMATION PROGRAMS					
COMMUNICATIONS	\$4,729,023	6.9%	\$5,011,840	7%	94.4%
NUTRITION	\$2,520,286	3.7%	\$3,142,954	4%	80.2%
BUSINESS SUPPORT TOOLS AND INFORMATION	\$832,459	1.2%	\$891,216	1%	93.4%
INDUSTRY ENGAGEMENT AND LEADERSHIP	\$801,319	1.2%	\$1,005,632	1%	79.7%
SUSTAINABILITY	\$337,987	0.5%	\$473,469	1%	71.4%
PROMOTION, RESEARCH, AND INFORMATION PROGRAMS SUBTOTAL	\$9,221,073	13.4%	\$10,525,110	14%	87.6%
ADMINISTRATION OF HAPRIO					
BOARD MEMBERS, OFFICE, STAFF, PROFESSIONAL SERVICES, EQUIPMENT/SUPPLIES	\$1,125,181	1.6%	\$1,364,040	2%	82.5%
ADMINISTRATION OF HAPRIO SUB-TOTAL	\$1,125,181	1.6%	\$1,364,040	2%	82.5%
OVERSIGHT					
USDA/OGC/PROGRAM REVIEW	\$167,292	0.2%	\$237,600	0%	70.4%
OVERSIGHT SUB-TOTAL	\$167,292	0.2%	\$237,600	0%	70.4%
TOTAL EXPENDITURES	\$68,772,959	100.0%	\$73,751,750	100.0%	93.2%
EXCESS OF REVENUES OVER (UNDER) EXPENDITURES	(\$83,619)		(\$1,251,750)		
TOTAL SALARIES AND BENEFITS (INCLUDED & ALLOCATED IN ADMINISTRATION AND PROGRAMS ABOVE)	\$2,738,627	4.0%	\$2,843,914	3.9%	96.3%



HASS AVOCADO BOARD
STATEMENT OF REVENUES AND EXPENSES
YTD ACTUAL VS. BUDGET AND % OF ANNUAL BUDGET REALIZED

EXPENSES	DEC 2021 YTD	% of Total	2021 BUDGET	% of Total	% of Annual Budget Realized
REBATE PROGRAM	\$58,259,413	84.7%	\$61,625,000	85%	94.5%
COMMUNICATIONS					
PROGRAM MANAGEMENT	\$770,072	1.1%	\$808,340	1%	95.3%
CREATIVE CONTENT	\$384,819	0.6%	\$477,050	1%	80.7%
EVENTS	\$11,101	0.0%	\$13,000	0%	85.4%
ONLINE/WEBSITE/SOCIAL MEDIA	\$481,695	0.7%	\$487,000	1%	98.9%
NUTRITION AND RESEARCH PROMOTION	\$2,673,000	3.9%	\$2,792,350	4%	95.7%
STRATEGIC PARTNERSHIPS	\$184,983	0.3%	\$195,000	0%	94.9%
STRATEGY, ISSUES RADAR AND REPORTING	\$223,353	0.3%	\$239,100	0%	93.4%
COMMUNICATIONS PROGRAM SUB-TOTAL	\$4,729,023	6.9%	\$5,011,840	7%	94.4%
NUTRITION					
PROGRAM MANAGEMENT	\$523,346	0.8%	\$547,954	1%	95.5%
SCIENCE PIPELINE	\$1,734,194	2.5%	\$2,314,910	3%	74.9%
EVENTS	\$0	0.0%	\$18,000	0%	0.0%
STRATEGY, ISSUES RADAR AND REPORTING	\$262,746	0.4%	\$262,090	0%	100.3%
NUTRITION PROGRAM SUB-TOTAL	\$2,520,286	3.7%	\$3,142,954	4%	80.2%
BUSINESS SUPPORT TOOLS AND INFORMATION					
PROGRAM MANAGEMENT	\$293,552	0.4%	\$303,016	0%	96.9%
COMMUNICATIONS	\$34,211	0.0%	\$44,670	0%	76.6%
DATA SERVICES	\$108,738	0.2%	\$113,200	0%	96.1%
AVIS	\$41,952	0.1%	\$64,000	0%	65.5%
TRACK AND MONITOR	\$89,772	0.1%	\$88,200	0%	101.8%
RESEARCH AND INFORMATION	\$0	0.0%	\$25,000	0%	N/A
CONSUMER INSIGHTS AND TRACKING STUDIES	\$264,233	0.4%	\$253,130	0%	104.4%
BUSINESS SUPPORT TOOLS AND INFORMATION PROGRAM SUB-TOTAL	\$832,459	1.2%	\$891,216	1%	93.4%



HASS AVOCADO BOARD
STATEMENT OF REVENUES AND EXPENSES
YTD ACTUAL VS. BUDGET AND % OF ANNUAL BUDGET REALIZED

	DEC 2021 YTD	% of Total	2021 BUDGET	% of Total	% of Annual Budget Realized
INDUSTRY ENGAGEMENT AND LEADERSHIP					
PROGRAM MANAGEMENT	\$453,140	0.7%	\$509,432	1%	89.0%
ANNUAL REPORT	\$6,000	0.0%	\$6,000	0%	100.0%
HAB PROMOTIONAL MATERIALS	\$5,516	0.0%	\$6,000	0%	91.9%
INDUSTRY MEETINGS AND EVENTS	\$12,875	0.0%	\$15,000	0%	85.8%
INDUSTRY WEBSITE	\$135,492	0.2%	\$142,500	0%	95.1%
OUTREACH	\$0	0.0%	\$15,000	0%	0.0%
COMMUNICATIONS	\$166,764	0.2%	\$281,700	0%	59.2%
BOARD LEADERSHIP DEVELOPMENT	\$21,532	0.0%	\$30,000	0%	71.8%
INDUSTRY ENGAGEMENT AND LEADERSHIP PROGRAM SUB-TOTAL	\$801,319	1.2%	\$1,005,632	1%	79.7%
SUSTAINABILITY					
PROGRAM MANAGEMENT	\$169,987	0.2%	\$173,469	0%	98.0%
STRATEGY	\$108,000	0.2%	\$100,000	0%	108.0%
RESEARCH	\$60,000	0.1%	\$200,000	0%	30.0%
SUSTAINABILITY PROGRAM SUB-TOTAL	\$337,987	0.5%	\$473,469	1%	71.4%
ADMINISTRATION OF HAPRIO					
FINANCIAL OVERSIGHT - AUDITING	\$28,993	0.0%	\$50,000	0%	58.0%
BOARD: TRAVEL, MEETINGS, ELECTIONS	\$38,411	0.1%	\$135,000	0%	28.5%
OFFICE RELATED (RENT, NETWORK, COMMUNICATIONS, & EQUIPMENT/SUPPLIES & SERVICES)	\$271,743	0.4%	\$297,036	0%	91.5%
PROFESSIONAL SERVICES AND CONSULTING	\$36,747	0.1%	\$28,800	0%	127.6%
LEGAL SERVICES	\$37,260	0.1%	\$72,000	0%	51.7%
CORPORATE INSURANCE	\$51,579	0.1%	\$62,000	0%	83.2%
SALARIES/WAGES/BENEFITS	\$591,753	0.9%	\$606,204	1%	97.6%
EDUCATION, TRAINING, CONFERENCES, SEMINARS	\$48,000	0.1%	\$48,000	0%	100.0%
CORPORATE GOVERNANCE	\$20,696	0.0%	\$65,000	0%	31.8%
ADMINISTRATION OF HAPRIO EXPENSES SUB-TOTAL	\$1,125,181	1.6%	\$1,364,040	2%	82.5%
USDA OVERSIGHT					
USDA USER FEE	\$167,292	0.2%	\$237,600	0%	70.4%
USDA OVERSIGHT SUB-TOTAL	\$167,292	0.2%	\$237,600	0%	70.4%



HASS AVOCADO BOARD
Statement of Net Assets
Previous Year Comparison
31-Dec-21

	12/31/21	12/31/20	Variance	% Change
Assets				
Current assets:				
Cash and investments	3,200,728	3,515,272	(314,544)	-9%
Receivables:				
California	944	87,093	(86,148)	-99%
Customs	5,015,782	5,569,698	(553,916)	-10%
Interest	-	-	-	N/A
Leases	-	-	-	N/A
Miscellaneous	30,057	22,877	7,180	31%
Prepaid expenses	11,067	15,991	(4,923)	-31%
Deposits	13,217	6,051	7,166	118%
Total current assets	8,271,796	9,216,982	(945,186)	-10%
Noncurrent assets:				
Capital assets :				
Depreciable	420,153	350,297	69,857	20%
Accumulated depreciation	(361,177)	(350,297)	(10,880)	3%
Total noncurrent assets	58,976	-	58,976	N/A
Total assets	8,330,772	9,216,982	(886,210)	-10%
Liabilities				
Current Liabilities:				
Accounts payable	4,912,080	5,714,671	(802,591)	-14%
Total liabilities	4,912,080	5,714,671	(802,591)	-14%
Net Assets				
Invested in capital assets, net of accumulated depreciation	-	-	-	N/A
Restricted for:				
Promotions, research and information	3,418,692	3,502,311	(83,619)	-2%
Total net assets	3,418,692	3,502,311	(83,619)	-2%
Total Liabilities and Net Assets	8,330,772	9,216,982	(886,210)	



Schedule of Cash & Investments

12/31/2021

Purchase / Settlement Date	Maturity Date	Investment Type*	Institution	Term / Days	Yield	Ledger Balance	Current Market Value	Collateralization
			<u>Checking Account</u>					
	N/A	Cash	Wells Fargo Bank		0.00%	\$3,200,728	\$3,200,728	FDIC/FEDERAL RESERVE BANK

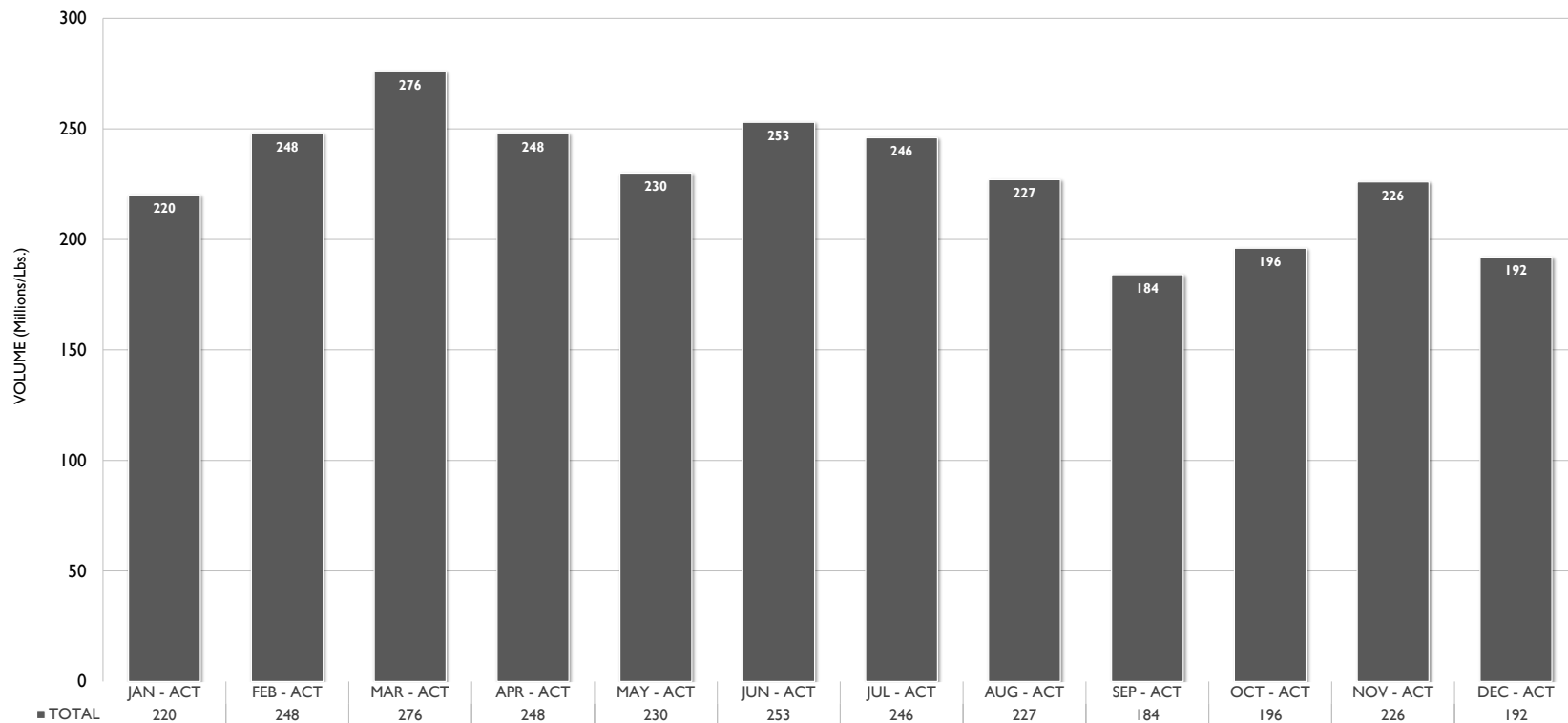
FDIC - Federal Deposit Insurance Corporation

FEDERAL RESERVE - \$5,000,000 Collateralization secured through USDA

HASS AVOCADO VOLUME BY MONTH

Conventional

2021 CALENDAR YEAR - ACTUALS



ASSESSABLE VOLUME

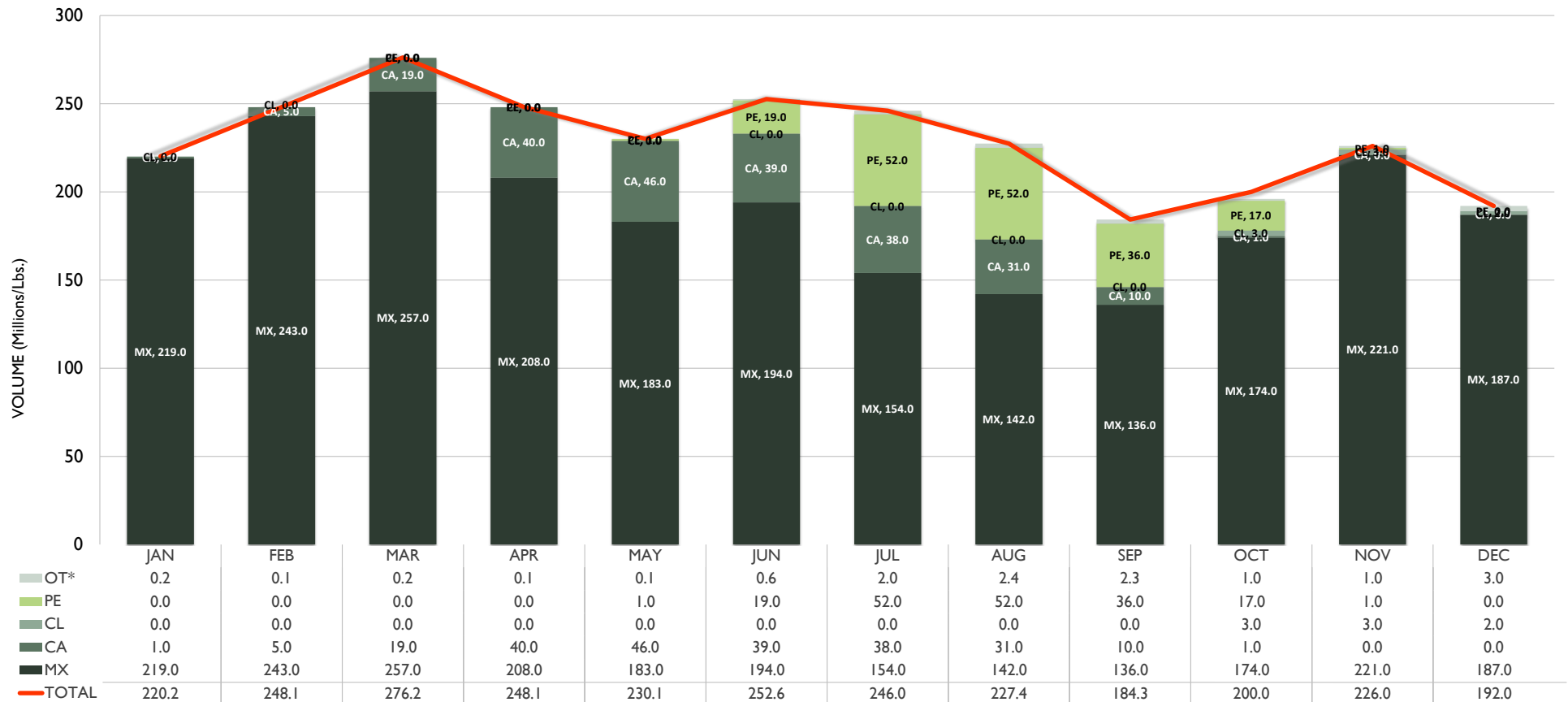
Country Data	Volume (lb)
Subtotal California Hass	230,000,000
Subtotal Imported Hass	2,517,000,000
Mexico	2,318,000,000
Chile	8,000,000
Peru	178,000,000
Others (COL, DR & NZ)	13,000,000
ANNUAL TOTAL	2,747,000,000

The Hass Avocado Board accepts no liability for the content of this report, or for the consequences of any actions taken on the basis of the information provided herein.

HASS AVOCADO VOLUME BY MONTH

Conventional

2021 CALENDAR YEAR - ACTUALS



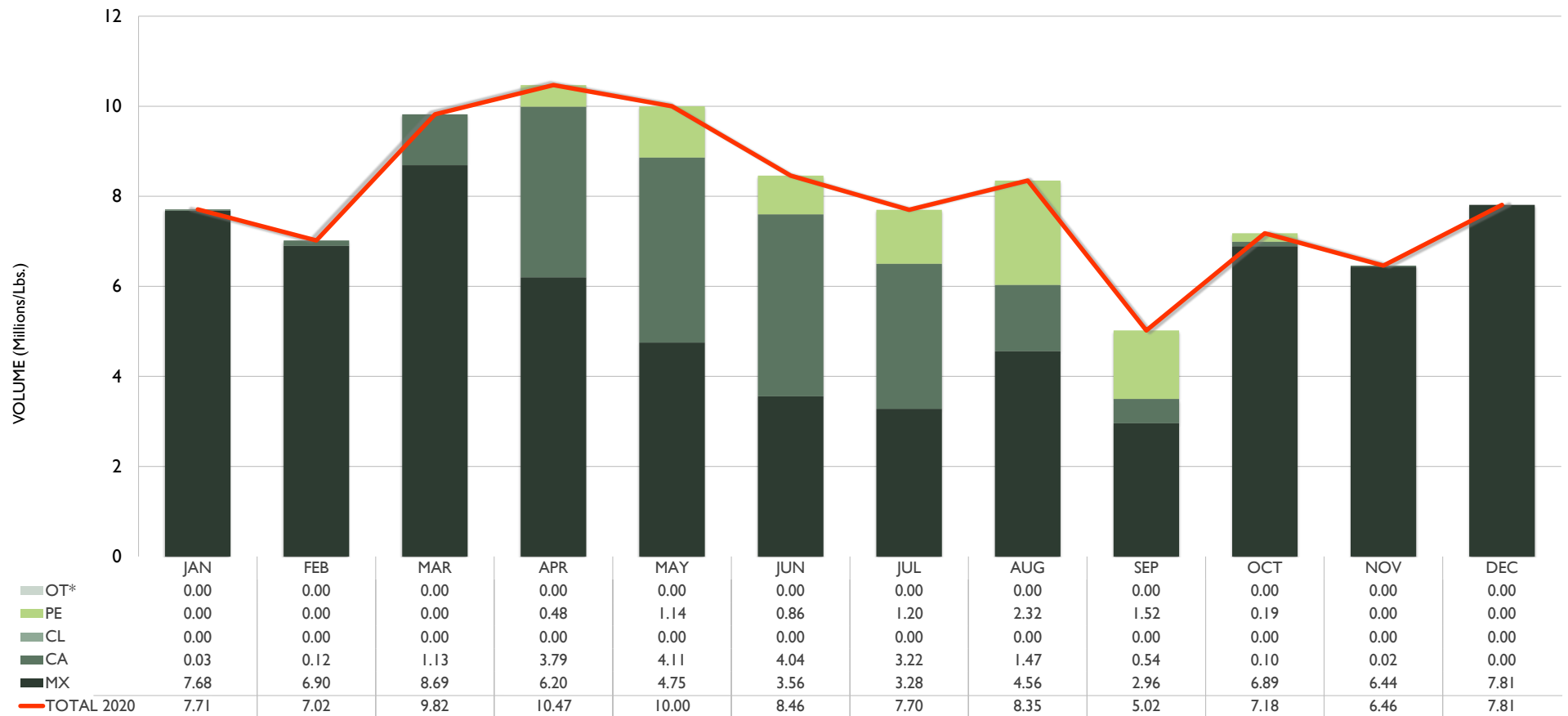
ASSESSABLE VOLUME

Country Data	Volume (lb)
Subtotal California Hass	230,000,000
Subtotal Imported Hass	2,517,000,000
Mexico	2,318,000,000
Chile	8,000,000
Peru	178,000,000
Others (DR & NZ)	13,000,000
YEAR TO DATE TOTAL	2,747,000,000

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HASS AVOCADO VOLUME BY MONTH CLAIMED ORGANIC*

2021 CALENDAR YEAR - ACTUALS



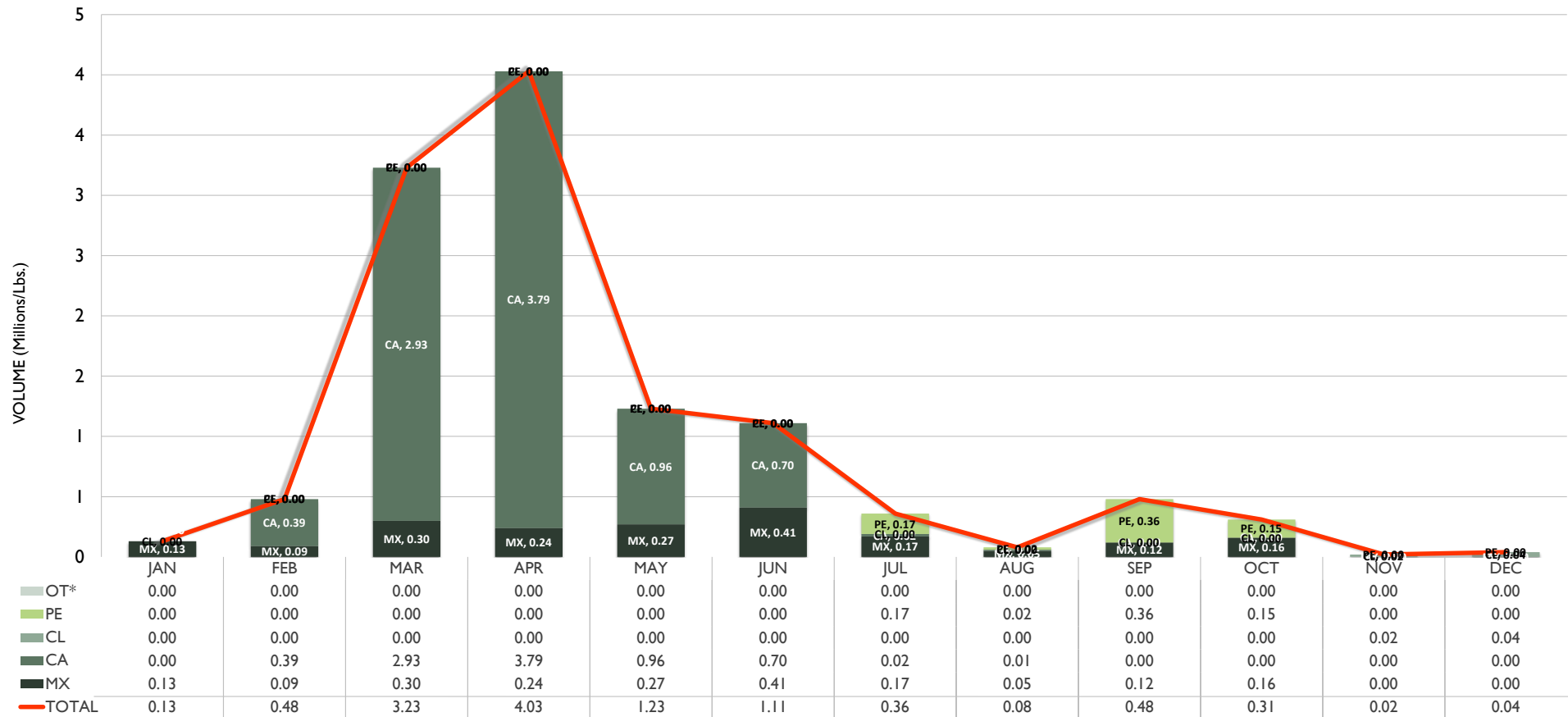
Country Data	2021 YTD	2020
Subtotal California Hass	18,600,000	17,300,000
Subtotal Imported Hass	77,400,000	64,800,000
Mexico	69,700,000	58,000,000
Chile	-	-
Peru	7,700,000	6,800,000
Others (DR & NZ)	-	-
TOTAL	96,000,000	82,100,000

*California organic volume reported by CA handlers, unaudited.

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HASS AVOCADO VOLUME BY MONTH EXPORTS* AND REXPORTS

2021 CALENDAR YEAR - ACTUALS



Country Data	Volume (lb)
Subtotal California Hass	8,800,000
Subtotal Imported Hass	2,700,000
Mexico	1,900,000
Chile	100,000
Peru	700,000
Others (DR & NZ)	-
TOTAL	11,500,000

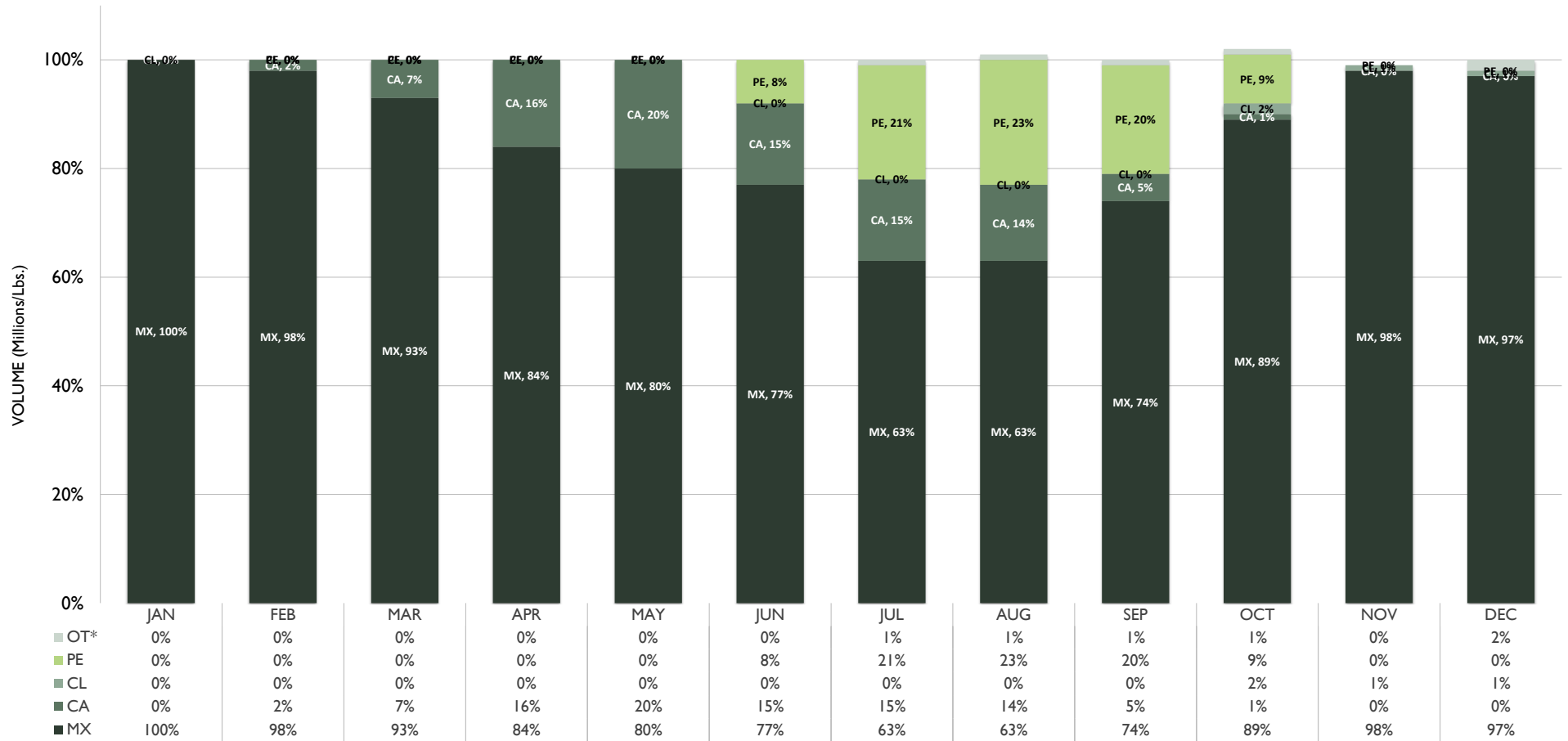
*California export volume reported by CA handlers, unaudited.

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HASS AVOCADO MARKET SHARE BY MONTH

Conventional

2021 CALENDAR YEAR - ACTUALS

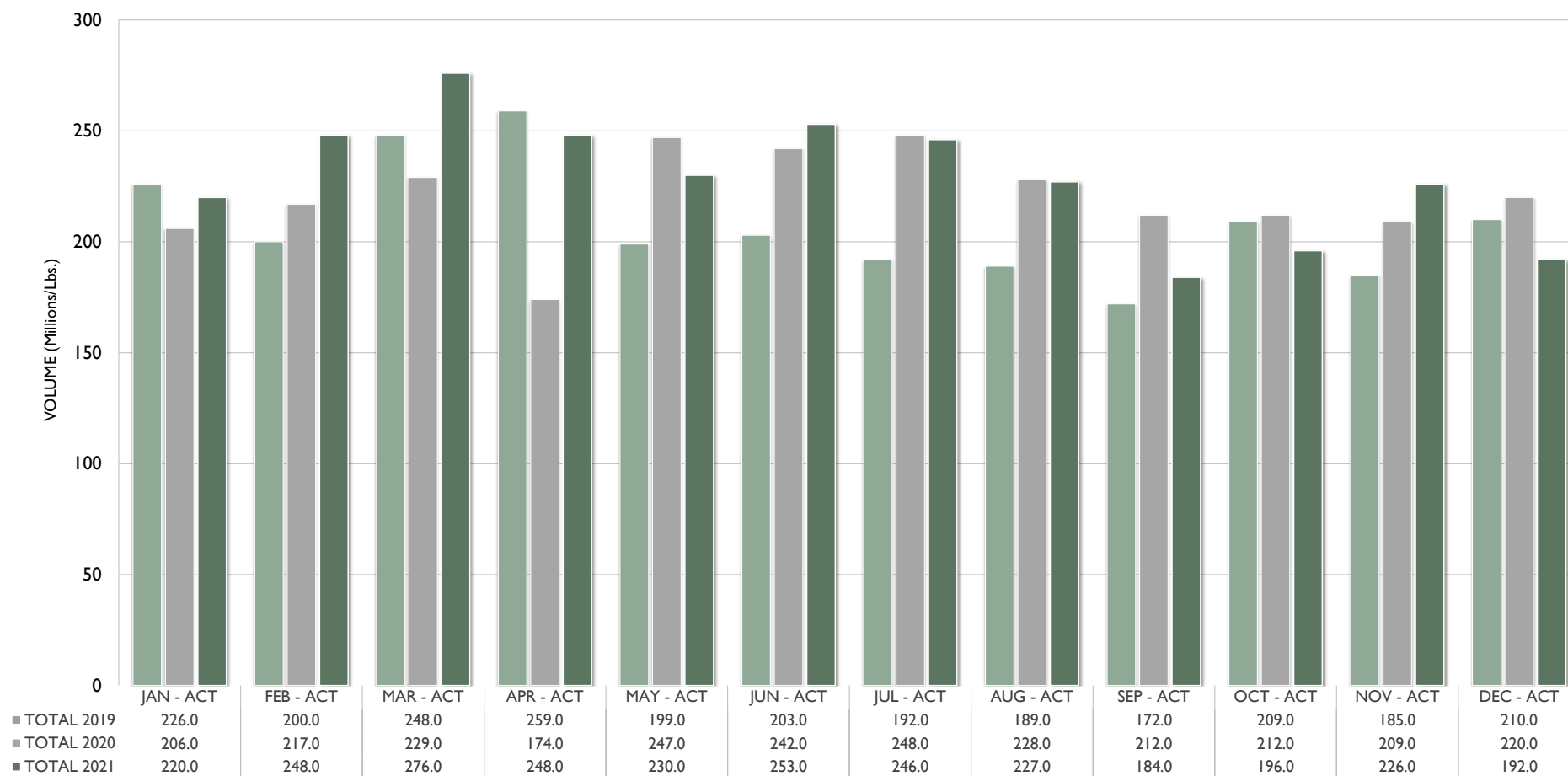


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HASS AVOCADO VOLUME BY MONTH

Conventional

2019-2021 CALENDAR YEAR - ACTUALS



Country Data	2021	2020	2019
Subtotal California Hass	230,000,000	341,000,000	194,000,000
Subtotal Imported Hass	2,517,000,000	2,303,000,000	2,298,000,000
Mexico	2,318,000,000	2,129,000,000	2,078,000,000
Chile	8,000,000	4,000,000	36,000,000
Peru	178,000,000	161,000,000	177,000,000
Others (DR & NZ)	13,000,000	9,000,000	7,000,000
TOTAL	2,747,000,000	2,644,000,000	2,492,000,000

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MEMORANDUM

DATE: March 2, 2022
FROM: Emiliano Escobedo
TO: HAC/HAB
SUBJECT: 2022 Budget Amendment #1

The Hass Avocado Board Finance Committee met on February 25, 2022, and approved 2022 Budget Amendment #1. The details of the amendment are below:

NUTRITION RESEARCH

Additional \$568,113 for the key project Science Pipeline for unpaid milestones in 2021 related to the MB Clinical Biosciences, USDA-ARS, Harvard-UCSD Hispanic kids' study, which will be met and require payment in 2022.

An additional \$83,000 for the key project Science Pipeline to cover \$60,000 for a Wake Forest Habitual Avocado Trial (HAT) coordinating center consulting contract and \$23,000 to support new Birth to 24 month research with Susan Johnson at the University of Colorado. The total proposed increase to the Science Pipeline budget is \$651,113.

BUSINESS SUPPORT TOOLS AND INFORMATION

Additional \$10,000 for the key project Data Services for data to support a Category Performance Report for publication on hassavocado.com. The report is highly valued by the industry but unfortunately, the data is no longer available to HAB for free.

SUMMARY

Key Project	Old Total	New Total
Science Pipeline	\$1,688,295	\$2,339,408
Data Services	\$117,480	\$118,480

The proposed amendment increases the 2022 budget expenditures by \$661,113.



HASS AVOCADO BOARD CALENDAR YEAR (CY) 2022 BUDGET

	CY 2022 BUDGET ORIGINAL 9/20/2021	CY 2022 BUDGET AMENDMENT #1 3/2/2022	VARIANCE INCREASE/ (DECREASE)	PERCENT CHANGE
REVENUES:				
ASSESSMENT REVENUES	\$75,000,000	\$75,000,000	\$0	0.00%
OTHER INCOME	\$0	\$0	\$0	0.00%
TOTAL REVENUES	\$75,000,000	\$75,000,000	\$0	0.00%
85% REBATE PROGRAM				
REBATES	\$63,750,000	\$63,750,000	\$0	0.00%
REBATE SUB-TOTAL	\$63,750,000	\$63,750,000	\$0	0.00%
NET REVENUE	\$11,250,000	\$11,250,000	\$0	0.00%
PROMOTION, RESEARCH, AND INFORMATION PROGRAMS				
COMMUNICATIONS	\$4,669,090	\$4,669,090	\$0	0.00%
NUTRITION	\$2,512,511	\$3,163,624	\$651,113	25.91%
BUSINESS SUPPORT TOOLS AND INFORMATION	\$877,417	\$887,417	\$10,000	1.14%
INDUSTRY ENGAGEMENT AND LEADERSHIP	\$923,977	\$923,977	\$0	0.00%
SUSTAINABILITY	\$651,654	\$651,654	\$0	0.00%
PROMOTION, RESEARCH, AND INFORMATION PROGRAMS SUBTOTAL	\$9,634,650	\$10,295,763	\$661,113	6.86%
ADMINISTRATION OF HAPRIO				
BOARD MEMBERS, OFFICE, STAFF, PROFESSIONAL SERVICES, EQUIPMENT/SUPPLIES	\$1,580,088	\$1,580,088	\$0	0.00%
ADMINISTRATION OF HAPRIO SUB-TOTAL	\$1,580,088	\$1,580,088	\$0	0.00%
OVERSIGHT				
USDA/OGC/PROGRAM REVIEW	\$237,600	\$237,600	\$0	0.00%
OVERSIGHT SUB-TOTAL	\$237,600	\$237,600	\$0	0.00%
TOTAL EXPENDITURES	\$75,202,338	\$75,863,451	\$661,113	0.88%
EXCESS OF REVENUES OVER (UNDER) EXPENDITURES	(\$202,338)	(\$863,451)	(\$661,113)	326.74%
EST/BEGINNING RESERVES	\$2,250,562	\$3,418,692	\$1,168,130	51.90%
EST ENDING RESERVES	\$2,048,224	\$2,555,241	\$507,017	24.75%
SALARIES AND BENEFITS (ALLOCATED IN ADMINISTRATION AND PROGRAMS ABOVE)	\$ 3,238,742	\$ 3,238,742	\$0	0.00%



HASS AVOCADO BOARD CALENDAR YEAR (CY) 2022 BUDGET

EXPENSES	CY 2022 BUDGET ORIGINAL 9/20/2021	CY 2022 AMENDMENT #1 BUDGET 3/2/2022	VARIANCE INCREASE/ (DECREASE)	PERCENT CHANGE
REBATE PROGRAM	\$63,750,000	\$63,750,000	\$0	0.00%
COMMUNICATIONS				
PROGRAM MANAGEMENT	\$898,590	\$898,590	\$0	0.00%
CREATIVE CONTENT	\$244,500	\$244,500	\$0	0.00%
EVENTS	\$10,000	\$10,000	\$0	0.00%
ONLINE/WEBSITE/SOCIAL MEDIA	\$550,000	\$550,000	\$0	0.00%
NUTRITION AND RESEARCH PROMOTION	\$2,226,000	\$2,226,000	\$0	0.00%
STRATEGIC PARTNERSHIPS	\$510,500	\$510,500	\$0	0.00%
STRATEGY, ISSUES RADAR AND REPORTING	\$229,500	\$229,500	\$0	0.00%
NUTRITION MARKETING PROGRAM SUB-TOTAL	\$4,669,090	\$4,669,090	\$0	0.00%
NUTRITION				
PROGRAM MANAGEMENT	\$645,511	\$645,511	\$0	0.00%
SCIENCE PIPELINE	\$1,688,295	\$2,339,408	\$651,113	38.57%
EVENTS	\$40,000	\$40,000	\$0	0.00%
STRATEGY, ISSUES RADAR AND REPORTING	\$138,705	\$138,705	\$0	0.00%
NUTRITION RESEARCH PROGRAM SUB-TOTAL	\$2,512,511	\$3,163,624	\$651,113	25.91%
BUSINESS SUPPORT TOOLS AND INFORMATION				
PROGRAM MANAGEMENT	\$306,937	\$306,937	\$0	
COMMUNICATIONS	\$54,500	\$54,500	\$0	0.00%
DATA SERVICES	\$117,480	\$117,480	\$0	0.00%
AVIS	\$60,000	\$70,000	\$10,000	16.67%
TRACK AND MONITOR	\$108,000	\$108,000	\$0	0.00%
RESEARCH AND INFORMATION	\$25,000	\$25,000	\$0	0.00%
CONSUMER INSIGHTS AND TRACKING STUDIES	\$205,500	\$205,500	\$0	0.00%
SUPPLY AND DEMAND INFORMATION PROGRAM SUB-TOTAL	\$ 877,417	\$ 887,417	\$10,000	1.14%



HASS AVOCADO BOARD CALENDAR YEAR (CY) 2022 BUDGET

	CY 2022 BUDGET ORIGINAL 9/20/2021	CY 2022 AMENDMENT #1 BUDGET 3/2/2022	VARIANCE INCREASE/ (DECREASE)	PERCENT CHANGE
INDUSTRY ENGAGEMENT AND LEADERSHIP				
PROGRAM MANAGEMENT	\$533,977	\$533,977	\$0	0.00%
ANNUAL REPORT	\$8,000	\$8,000	\$0	0.00%
HAB PROMOTIONAL MATERIALS	\$8,000	\$8,000	\$0	0.00%
INDUSTRY MEETINGS AND EVENTS	\$15,000	\$15,000	\$0	0.00%
INDUSTRY WEBSITE	\$32,000	\$32,000	\$0	0.00%
OUTREACH	\$15,000	\$15,000	\$0	0.00%
COMMUNICATIONS	\$272,000	\$272,000	\$0	0.00%
BOARD LEADERSHIP DEVELOPMENT	\$40,000	\$40,000	\$0	0.00%
INDUSTRY ENGAGEMENT PROGRAM SUB-TOTAL	\$923,977	\$923,977	\$0	0.00%
SUSTAINABILITY				
PROGRAM MANAGEMENT	\$176,654	\$176,654	\$0	0.00%
STRATEGY	\$250,000	\$250,000	\$0	0.00%
RESEARCH	\$225,000	\$225,000	\$0	0.00%
SUSTAINABILITY PROGRAM SUB-TOTAL	\$651,654	\$651,654	\$0	0.00%
ADMINISTRATION OF HAPRIO				
FINANCIAL OVERSIGHT - AUDITING	\$50,000	\$50,000	\$0	0.00%
BOARD: TRAVEL, MEETINGS, ELECTIONS	\$247,500	\$247,500	\$0	0.00%
OFFICE RELATED (RENT, NETWORK, COMMUNICATIONS, EQUIPMENT, SUPPLIES, & SERVICES)	\$306,216	\$306,216	\$0	0.00%
PROFESSIONAL SERVICES AND CONSULTING	\$22,800	\$22,800	\$0	0.00%
LEGAL SERVICES	\$40,000	\$40,000	\$0	0.00%
CORPORATE INSURANCE	\$62,000	\$62,000	\$0	0.00%
SALARIES/WAGES/BENEFITS	\$773,572	\$773,572	\$0	0.00%
EDUCATION, TRAINING, CONFERENCES, SEMINARS	\$48,000	\$48,000	\$0	0.00%
CORPORATE GOVERNANCE	\$30,000	\$30,000	\$0	0.00%
ADMINISTRATION OF HAPRIO EXPENSES SUB-TOTAL	\$1,580,088	\$1,580,088	\$0	0.00%
USDA OVERSIGHT				
USDA USER FEE	\$237,600	\$237,600	\$0	0.00%
USDA OVERSIGHT SUB-TOTAL	\$237,600	\$237,600	\$0	0.00%



MEMORANDUM

DATE: March 2, 2022
FROM: Sal Dominguez, Chair
TO: HAC/HAB
SUBJECT: Executive Director Performance Evaluation and Compensation

During the September 2021 HAB meeting, Chair Hernandez reported that the Executive Compensation Committee had recommended some revisions to the Performance Evaluation and Compensation of the Executive Director Policies and Procedures to be more inclusive, transparent, and objective.

The Board passed the following motion:

The Hass Avocado Board directs the Executive Compensation Committee to work with SmithPilot to revise the Performance Evaluation and Compensation of the Executive Director Policies and Procedures and to present it back to the board prior to the 2022 evaluation.

The Executive Compensation Committee reviewed and approved a proposal from Smith Pilot and is on schedule to bring a recommendation to the Board at the May meeting.

Smith Pilot will work with HAB to:

1. Evaluate the performance review process conducted by the Board Chair and other Board members. Evaluate forms, scoring and weightings used and make recommendations or create new process/forms as needed. This includes reviewing an assessment tool/survey that can be administered by the Senior Director of Finance and Administration.
2. Recommend performance evaluation score ranges to tie to specific bonus incentive award amounts as outlined by the Board.
3. Recommend revisions to the performance evaluation and compensation policy to match agreed upon approach.

As always, please don't hesitate to contact me if you have any questions.

Sincerely,

A handwritten signature in black ink, appearing to read "Sal Dominguez".

Sal Dominguez
Chair



MEMORANDUM

DATE: February 25, 2022
FROM: Bob Schaar, CGC Chair
TO: HAB and HAC
SUBJECT: Health & Safety Guidelines for Meetings and Events

At our December board meeting the Hass Avocado Board delegated to the CGC the development of health and safety protocols and guidelines for hosting in-person meetings, and to bring a proposal to the board by the March 2022 meeting.

The CGC reviewed and is recommending HAC and HAB approval of the enclosed Member Covid-19 Screening Questionnaire and the Hass Avocado Board Health & Safety Guidelines for Meetings and Events. The CGC considered a few options under the testing, masking and the travel sections of the guidelines. The CGC meeting packet contains various options, **please refer to the February 23, 2022 CGC meeting packet for a version of the guidelines containing all options that were considered.**

Four focus groups with HAB/HAC members and staff and individual interviews were conducted to inform these guidelines. The report by Rockland Dutton is enclosed. This is the first step towards getting back to meeting in person. We acknowledge that not everyone is ready to attend the meetings in person, and therefore a virtual option will always be available.

On behalf of the Corporate Governance Committee members, I would like to thank everyone for participating and providing input in the process.

Sincerely,

Bob Schaar

Bob Schaar
Chair, CGC



HASS AVOCADO BOARD HEALTH & SAFETY GUIDELINES FOR MEETINGS AND EVENTS DRAFT

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Scope of these guidelines and protocols

These guidelines and protocols are applicable to individuals whose attendance to a Hass Avocado Board (HAB) meeting or event is in person (attendees). For the purposes of this policy, attendees means HAB employees, vendors, contractors, board or committee members as well as representatives of the United States Department of Agriculture (USDA) and members of the public.

Any individual that attends a HAB meeting in person shall receive a copy of these guidelines and sign the acknowledgment form prior to attending the meeting.

In-Person, Virtual, or Hybrid Meeting Settings

HAB will determine the format of HAB meetings based on the number of employees and board or committee members interested in attending in-person. Generally, for in-person meetings, at least half of the voting members of the board or committee must commit to in-person attendance 30 days prior to the meeting date. If the in-person attendance falls below that threshold, the board meeting will be held virtually. HAB will continue to evaluate this status as the circumstances surrounding COVID-19 continue to develop and evolve. HAB may make changes to these guidelines based on circumstances surrounding COVID-19, such as case per day, high transmission area, state and local guidelines, etc.

In-person meeting attendance is encouraged but optional for those not comfortable attending. If attendees are not comfortable attending an in-person meeting, a hybrid meeting option will be available.

Out of an abundance of caution for our employees, board or committee members, contractors, and USDA representatives, members of the public are strongly encouraged to attend HAB meetings virtually. Alternates will be invited to be present in person as needed.

HAB meeting information is available on HAB's website: <https://hassavocadoboard.com/inside-hab/leadership-meetings-elections/#meetings-and-events> or by contacting the Hass Avocado Board office at 949-341-3250.

Meeting Sign-in and Screening Questionnaire

As a reminder, all members must sign into the meeting, as required by the board. In addition to our standard sign-in sheet, all members will be asked to complete a COVID-19 health screening questionnaire. Generally, if a member has been exposed to, potentially exposed to, or has recently tested positive for COVID-19, they will not be granted access to the meeting. The health screening questionnaire will be made available in advance of the meeting. HAB encourages members to review the questionnaire well in advance of the meeting. All members must complete the questionnaire prior to being admitted to the meeting, no more than 24 hours in advance of the meeting.

Venue Accommodations

With safety top of mind, HAB will strive to retain a venue with outdoor access for food and drink activities, as well as a large room with good ventilation for meetings to make attendees more comfortable. When outdoor venues are not possible due to availability or weather, HAB's focus will be on an ample indoor meeting space where people can comfortably sit socially distanced no less than 6 feet apart.

Social Engagements

Attendance at social engagements after the meeting, during breaks, etc., is at the discretion of the attendees. Social events will not be hosted by HAB, until further notice. However, HAB will reimburse staff, board, and committee members for their meals according to the HAB Travel Policy. There is no requirement to attend any social engagement. If and when HAB hosts social events, every effort to schedule the event in an outdoor/well-ventilated space will be made. Attending these social events is not mandatory. Attendees who attend these social events do so at their own risk.

Pre-Travel and Post-Travel Testing & Quarantine Requirements

All attendees must adhere to COVID-19 guidance and quarantine protocols by CDC or state-specific destination.

Resources

- [CDC International Travel Requirements and Recommendations -
https://www.cdc.gov/coronavirus/2019-ncov/travelers/international-travel/index.html](https://www.cdc.gov/coronavirus/2019-ncov/travelers/international-travel/index.html)
- [California Department of Health Travel Advisory -
https://www.cdph.ca.gov/programs/CID/DCDC/pages/COVID-19/Travel-Advisory.aspx](https://www.cdph.ca.gov/programs/CID/DCDC/pages/COVID-19/Travel-Advisory.aspx)

COVID-19 Testing

For everyone's safety, we are asking that attendees take a COVID-19 test within 24 hours of the meeting with rapid or at-home tests or within 48 hours of the meeting for PCR tests. Attendees may attend the meeting or event in person if they have received a negative test result.

HAB will provide a free COVID-19 test kit for attendees. Due to the high demand for COVID-19 test kits, HAB may not have enough test kits for each attendee. HAB will communicate in advance the availability of COVID-19 testing kits.

Acceptable COVID-19 Tests

- Any test authorized by the FDA, including at-home test kits, can be used for testing.

COVID-19 Authorized at Home Test

- [FDA Authorized at Home Test Kits -
https://www.fda.gov/medical-devices/coronavirus-disease-2019-covid-19-emergency-use-authorizations-medical-devices/in-vitro-diagnostics-euas-antigen-diagnostic-tests-sars-cov-2](https://www.fda.gov/medical-devices/coronavirus-disease-2019-covid-19-emergency-use-authorizations-medical-devices/in-vitro-diagnostics-euas-antigen-diagnostic-tests-sars-cov-2)

Masking

HAB will adhere to all local, state and federal requirements, mandates and recommendations on mask wearing in indoor and outdoor venues.

HAB will provide masks to attendees. Anyone may pick up a disposable mask from the HAB staff attending the meeting or hotel/venue guest services desk.

Information about masks, including recommended mask types, how to properly wear them, and clean them, may be found on the [CDC Website \(https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/about-face-coverings.html\)](https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/about-face-coverings.html) or the [California Dept. of Health \(https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/Get-the-Most-out-of-Masking.aspx\)](https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/Get-the-Most-out-of-Masking.aspx).

Sanitation

All meeting attendees are expected to wash their hands with soap and water, or use provided hand sanitizer upon entering the facility, regularly throughout their time in the facility, and especially after being in a common area such as a restroom, restaurant/bar, gym, lobby, conference room, etc.

Disinfectant spray and paper towels will be provided and available to the attendee if they wish to wipe down the surface area of any table and sitting areas thoroughly.

The hotel will sanitize the conference during each break and each evening after the meeting has ended.

Attendee Health Assessment

Attendees are expected to conduct a health self-assessment daily prior to travel and during travel for any HAB sponsored event. Any attendee with a temperature above 100.4 should not travel or report to an in-person meeting or event.

Please do not attend in-person meetings or events if you have any of the following symptoms:

- Fever or chills
- Cough
- Shortness of breath or difficulty breathing
- Fatigue
- Muscle or body aches
- Headache
- New loss of taste or smell
- Sore throat
- Congestion or runny nose
- Nausea or vomiting
- Diarrhea

Contracting COVID-19 During Travel

Because in-person attendance is voluntary, should an attendee contract COVID-19 while traveling for HAB and is unable to return home, the attendee is responsible for covering any additional associated costs such as meals, hotel, and changes to travel plans.

Reporting a positive COVID-19 Diagnosis

Attendees that show symptoms and test positive for COVID-19 within 5 days attending a HAB meeting must contact Silvia Standke, Sr. Manager of Operations, at silvia@hassavocadoboard.com as soon as possible. Please be prepared to provide the following details:

- Date of COVID-19 Test
- Date the diagnosis was received
- Any close contacts during the HAB meeting
 - Close contact is defined as being within 6 feet of a person for a total of 15 minutes or more over a 24-hour period, regardless of vaccine status or mask-wearing.

Quarantine Guidance

HAB follows all Federal, State, and Local quarantine and isolation orders. Attendees should refer to the state or local guidance for quarantine and isolation guidance.

Resources

- [California Quarantine and Isolation Guidance](#)
- [CDC Quarantine and Isolation](#)

In person Meeting Attendee Acknowledgment Form

I, _____, acknowledge that I have carefully reviewed the guidelines and procedures to follow when I am attending a Hass Avocado Board (HAB) in-person event. I agree to adhere to HAB's guidelines and procedures. I understand that my failure to adhere to HAB's guidelines may result in being removed from the event.

I understand that despite the health and safety measures implemented by HAB, it is not possible for HAB to completely eliminate the risk of COVID-19 exposure and transmission. I agree that I will contact Silvia Standke, Sr. Manager of Operations, if I have any questions or concerns regarding these guidelines.

I understand that HAB may change these guidelines and procedures as the circumstances surrounding COVID-19 continue to develop, including developments in applicable law and guidance from public health officials. I agree to adhere to any additional or revised protocols or procedures implemented by HAB going forward.

I understand that if I have any questions regarding HAB's guidelines or procedures, I must contact Silvia Standke, Sr. Manager of Operations. I also agree to contact Silvia Standke, Sr. Manager of Operations, or the HAB Chairperson or USDA representative if I observe conditions with the environment that cause me concern regarding the potential for COVID-19 exposure.

Attendee Signature: _____

Attendee Name: _____

Date: _____



MEMBER COVID-19 SCREENING QUESTIONNAIRE

The safety of our members is our top priority. As the coronavirus (COVID-19) pandemic continues, we are monitoring the situation closely and following the guidance from the Centers for Disease Control and Prevention and local health authorities. In order to prevent the spread of the coronavirus and reduce the potential risk of exposure to our members, we are asking everyone to complete and submit this questionnaire prior to entering the meeting site. Please do not enter the meeting site until your responses have been reviewed and your entry has been approved. This questionnaire should be submitted and completed no more than 24 hours in advance of the meeting.

Please respond to each of the following questions truthfully and to the best of your ability. Your participation is important to help us take precautionary measures to protect you, our other members, and staff.

Name:		
Phone Number (mobile/home):		
Please tell us if you are experiencing any of the symptoms below and answer each question by circling YES or NO. The information on this form will be maintained as confidential.		
<ul style="list-style-type: none">• Fever or chills• Cough• Shortness of breath or difficulty breathing• Fatigue Muscle or body aches• Headache• New loss of taste or smell• Sore throat Congestion or runny nose• Nausea or vomiting• Diarrhea	YES	NO
	YES	NO
	YES	NO
	YES	NO
	YES	NO
	YES	NO
	YES	NO
	YES	NO
	YES	NO
Have you tested positive for COVID-19 in the past 10 days?	YES	NO
Are you currently awaiting results from a COVID-19 test?	YES	NO

<p align="center">Please tell us if you are experiencing any of the symptoms below and answer each question by circling YES or NO.</p> <p align="center">The information on this form will be maintained as confidential.</p>		
Have you been diagnosed with COVID-19 by a licensed healthcare provider (for example, a doctor, nurse, pharmacist, or other) in the past 10 days?	YES	NO
Have you been told that you are suspected to have COVID-19 by a licensed healthcare provider in the past 10 days?	YES	NO
In the past 14 days, have you been in close proximity to anyone who was experiencing any of the above symptoms or has experienced any of the above symptoms since your contact?	YES	NO
In the past 14 days, have you been in close proximity to anyone who has tested positive for COVID-19?	YES	NO

Certification

I hereby certify that the responses provided above are true and accurate to the best of my knowledge.

Signature: _____

Date: _____

Note: The information collected on this form will be used to determine only whether you may be infected with COVID-19. The information on this form will be maintained as confidential. Any questions should be directed to Silvia Standke, Sr. Manager of Operations, at silvia@hassavocadoboard.com.

Access to Meeting Site (circle one): Approved Denied

Approved/Denied By:

Name: _____

Signature: _____

Date: _____

Qualitative Research in Support of the Development of Health and Safety Guidelines and Protocols for In-person and Hybrid Board Meetings

February 4, 2022

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Purpose

- The purpose of this research is to support the Corporate Governance Committee of the Hass Avocado Board in developing health and safety protocols and guidelines for hosting in-person or hybrid meetings during the COVID-19 epidemic to be considered by the full Board. Research was conducted through focus groups and individual interviews the details of which are found in Appendix A.
- The goal of this project is to ensure Board meetings are: well attended; support fostering relationships and Board culture; enable constructive dialogue; and build trust and understanding among all participants to the benefit of the Hass Avocado industry.
- The areas of conversation were:
 - What makes for a successful Board meeting (for those that attend in person or virtually)?
 - What are the concerns about in-person attendance, including specific activities such as the meeting itself, luncheons, social activities, and orientation?
 - What are the best ways to reduce concerns?
 - What types of safety measures are and are not supported?

SUMMARY OF FINDINGS



Defining a successful meeting

- Most Board and staff participants agree that establishing goals, following a set agenda, and achieving the set goals are key aspects of a successful meeting. Many agree that engagement among meeting attendees and having a healthy culture of inquiry is important. This includes constructive dialogue, discussion, and participation amongst the Board about the meeting goals and/or expectations.
- Critical to a successful meeting in the “time of COVID” is that everyone’s concerns and needs should be respected, with no sense of what is “right or wrong,” when it comes to how concerned people are about the virus or how they want to protect themselves.
- When asked how many of the four Board meetings a year need to be in person to successfully execute HAB’s annual business, the majority felt that at least two are necessary. Several staff felt the number could be less and even zero. In particular, the September and December Board meetings are most critical for in-person in terms of seating new Board members and approving business plans. The May meeting also is useful in keeping momentum through the year.

“Personal relationships make it easier to have a discussion when we are not all squares in a Zoom room.”

“We are getting the same amount of dialogue among the Board in a virtual format as we did when they were in person.” - Staff

“Interaction is crucial and having a face-to-face meeting enriches the outcome of the meeting.”

“A successful meeting has clear cut goals and expectations as well as high levels of engagement from those attending the meeting. Again, engagement is hard over Zoom.”

“This is a volunteer Board, and they are there to interact and network with industry colleagues. That is a big component of Board meetings. There is a necessity to have this interaction.” - Staff

Defining a successful meeting (con't)

- The overwhelming majority of Board participants agree that a sense of community during meetings is important, and this is lacking in the absence of meeting face-to-face interaction.
- Other aspects of a successful meeting that are not present in a virtual setting include non-verbal communication, informal conversations on Board matters, in-person networking, and nuanced discussions.
- Newer Board members feel that they are not fully integrated into the community because they have not met anyone face-to-face.
- Some Board participants agree that virtual meetings are more efficient, and business tends to be accomplished faster than in-person meetings. Most staff members agree.

"You don't have the togetherness or the comradery over zoom. After the meeting, building relationships outside of meeting times helps create a stronger bond with each other which in turn makes a more successful meeting."

"Over the last two years, we have accomplished everything in less time than when we meet in-person. We are still able to carry out the goals and objectives without being in person." - Staff

"I feel like I am not fully integrated in the Board since all of the meetings I have attended have been virtual. I feel like I haven't really met anyone."

"A plus to in-person meetings are side conversations or conversations after the meetings that can help generate new ideas or areas of discussion."

"I feel that the zoom meetings are more efficient."

Concerns about in-person meetings during COVID-19

- Most Board members have little to no concern about catching COVID-19 in general or feel that one needs to move forward with life as though COVID is the “new normal.” Staff members are much more concerned in general.
- Some Board participants were at least a little concerned about catching COVID-19. Of those concerned about catching COVID, most were willing to attend an in-person meeting if protocols are established and enforced. Several expressed their primary concern as related to spreading COVID-19 to someone else if they were to become ill.
- Most Board participants have been taking business and personal trips. Concerns related to the travel are minimal; those with concerns were primarily related to the meeting and its social activities. The exception was three of the four participants who need to navigate international travel and the associated testing, vaccine requirements and possible quarantine.
- Many expressed that each attendee should decide for themselves their level of comfort and act accordingly. All Board and staff participants felt this is a personal decision and should be respected in that way.

“I would be more comfortable if food and drink activities took place outside. I would also feel more comfortable with plated food, not a buffet.”

“I live my life as though COVID doesn’t exist.”

“The format of the meeting does not need to change other than making it clear to everyone that it is up to their comfort levels to choose when and how they interact.”

“We are blessed to have Silvia in selecting venues and setting everything up. I have a great degree of confidence in her ability to set up a venue that is conducive to whatever protocols we decide.”

Concerns about in-person meetings during COVID-19 (con't.)

- Overall, the greatest concern about catching COVID-19 at a HAB meeting stemmed from eating or drinking around others at an indoor venue and social mingling after the meeting.
- All Board members felt that the meeting format should remain as it has been, with those wishing to avoid social and meal functions being able to do so at their own choice.
- All Staff members agreed that the meeting format should change to reduce the risk of catching or spreading COVID at social events and/or group meals. Specifically, having all the meetings in one day with an optional social event at the end of the day was suggested.

“If the number of cases increases significantly, the dynamic will change. We won’t be able to have a perfect outcome, we should just try to make everyone comfortable.”

There could be no coordinated meals. Rather, it could be left up to the individual, or group of individuals, to decide where they want to eat. Then, HAB could reimburse them.” – Staff

“I would discourage the bar mingling because there are other people from the hotel in the bar which negates the safety measures that would be put in place by HAB.”

“Dinner could be extended an extra hour to discourage bar mingling where the risk of catching COVID is higher. This would still encourage socialization.” – Staff

The best ways to reduce concerns about in-person meetings during COVID-19

- Most participants agree that a meeting room with proper ventilation is needed. Many participants were in favor of an outdoor venue to allow for proper distancing and ventilation.
- While Board participants agreed that social events are an important part of building relationships and networking, however believe they should not be mandatory for those who are uncomfortable.
- Mask requirements are generally supported by all Board and staff members.
- All 17 Board member participants and the two Board interviewees felt that Board members and alternates should both have the opportunity to be present in person. Only 2 out of 7 staff agreed with respect to including alternates. Almost all Board participants agreed that the public should only attend virtually, as do the staff.
- A few board members also agree that requiring a PCR test 24 hours prior to attending the meeting should also be required. Other Board members and most staff felt prior testing was either not necessary or does not mean the participant would not have COVID when they arrived at the meeting.

"If staff is concerned or if members of the board have concerns due to an increase in cases, then that should be taken into consideration."

"California has beautiful weather. I don't see why we can't have these meetings outside. This would help with ventilation" –Staff

"It is very important to have alternates present in person if they are willing because this is a learning and growth opportunity for them as a future Board member."

"People can choose where and how they interact to best suit their comfort."

Safety measures

- The overwhelming majority agree that once a clear protocol is set, the rules should be followed by all in-person attendees and apply during the duration of the time at the location on HAB business (i.e. “check-in to check-out”).
- A slight majority of Board focus group participants would like masks to be required during HAB meetings. Some participants disagreed. All staff felt that masks should be required.
- Many participants feel that members attending an in-person meeting should assume personal responsibility if they are feeling ill and accept the risk that they may contract COVID. However, it was also suggested that if a HAB Board or staff member became ill due to COVID while on HAB business, the organization should cover the additional costs up in keeping with CDC guidelines.
- Most agreed to signing a document stating they understand and will abide by the protocols that are established, as well as accept the risk of COVID exposure.
- All staff members agree there should be no physical touching to reduce the risk of spreading COVID.

“If everyone wore a mask, didn’t make choices political, and respected those who wish to participate virtually, we’d be in a good place.” - Staff

“We all should assume personal responsibility. If you’re feeling sick, don’t come. Everyone should understand that by coming to an in-person meeting, they are at risk for catching COVID.”

“I do not want to be touched. No hugging, kissing, or handshakes.” – Staff

“I would prefer if everyone wore a mask and maintained social distancing. It would make me feel more comfortable.”

“We are respecting others who decide to wear a mask and take extra precautions, so people who choose not to wear a mask deserve the same level of respect.”

Safety measures (con't.)

- Very few Board participants felt that there should be a vaccine requirement to attend an in-person meeting. Additionally, they felt that if should there be such a requirement, that checking proof was not needed. Some staff indicated a vaccine requirement would make them feel more comfortable.
- Some Board participants expressed concern about enforcing too many guidelines. They feel as though everyone should have liberty to decide what safety measures they personally take. Several indicated that if protocols and guidelines became too onerous, they would choose not to attend in person.
- Some Board participants did not think any restrictions were necessary; this is a matter of personal responsibility and choice.
- The suggestion was made and endorsed by some Board participants that using a red, yellow, and green badge system would be helpful to indicate everyone's level of comfort about COVID.

"This Board is special because we take off our industry hats and come together. These are very personal issues, and we need to respect each others' opinions and levels of comfort."

"Knowing others vaccine status is very personal and the vaccine cannot 100% protect people. It is a personal decision to be vaccinated or not."

"If there is daily testing or booster requirements, I would rather just stay at home."

"I am concerned that no one in the future will want to participate in or join the Board with too many restrictions."

Making virtual participation for hybrid meetings as successful as possible

- Most participants agreed that virtual meetings can be distracting, especially if video and audio connections are not ideal. Ensuring all virtual attendees have a stable WiFi connection, clear video, and clear audio connections are important.
- Many feel that having virtual attendees broadcasted onto a large screen during the meeting would be helpful, as well as individual microphones and cameras, or at least one for every two people. It was suggested that there are better platforms than Zoom to enable virtual participation. Two that were suggested were LogiTech and Socio.
- Some feel that good participation is less about the platform used, and more about asking questions and making presentations interactive to encourage participation, with the Chairman maintaining tight control and focused on including all participants equally.
- Some participants suggested the use of polling and break-out rooms to keep virtual attendees engaged.

“The presenter having high energy is important. In another meeting I attended, the presenter did a great job at keeping the audience engaged, despite being virtual.” – Staff

“The Chairman would need to monitor the virtual attendees to make sure all of their comments or questions are addressed.”

“The Zoom session could be on a big screen so everyone can see the participants and help Chairman recognize them when they have something to say.”

“The sound must be spot on. I’ve been part of virtual meetings where there was excellent sound, and it was much more engaging.”

Making virtual participation for hybrid meetings as successful as possible (con't.)

- Board members feel that staff presentations were felt to be easily done in a virtual platform. However, it would be critical for the meeting organizer and the Executive Director to be present in person.
- A plurality of staff would rather attend virtually.
- Participants agree that frequent breaks during hybrid meetings are helpful for virtual attendees.
- The use of technology that gives each attendee a camera and microphone (both virtually and in the room), and headphones for anyone who has trouble understanding what someone is saying without the ability to read lips due to mask wearing, would provide a safer and more involved meeting irrespective of one's location.

Hourly breaks for virtual attendees would be helpful. It would be nice to be able to get up and move.” – Staff

“I think longer breaks during a hybrid meeting would be helpful for virtual attendees, so they don’t have to just stare at the screen for hours.”

“The Chairman should actively encourage virtual attendees to participate.”

SPECIFIC QUESTIONS AND ANSWERS



Levels of concern about COVID

- The overall level of concern about catching COVID was relatively low for Board members. However, Board members and Staff alike were concerned about bringing COVID home after the meeting.
- Ten out of 17 Board participants were concerned about bringing COVID home to their family, as were 5 out of 7 Staff.
- Four out of 7 Staff members were concerned about catching COVID-19, while only 4 out of 17 Board members were concerned.
- Four out of 7 staff members agree they were concerned about exposure to COVID in the hotel meeting room, being with others during the meetings, group luncheons and other meals, and social events. Very few Board members had these concerns.
- Ten out of 17 Board members and 6 out of 7 Staff members agree that the public should only be invited to attend meetings virtually.
- Five out of 17 Board members were concerned that not everyone attending the in-person meeting would be vaccinated and boosted. This concern was higher with the staff.
- Four out of 17 Board members and 5 out of 7 Staff were concerned because COVID has become somewhat of a political issue, and some people never hesitate to make sure their views are widely known.

What precautions would reduce concerns?

- Many participants agree that there are at least some precautions that would ease their concerns about catching COVID.
- The most supported precautions are masks (KN95 or N95 preferred), availability of tests, minimal social functions, holding as much of the meeting and other activities outdoors, and social distancing.
- Vaccine and testing requirements are not supported generally due to this being a personal choice (vaccines) and whether pre-tests would be reliable by the time the meeting started.
- Overall, there seemed to be few external factors (not directly related to a HAB meeting) that would decrease participant concerns. The two biggest factors for Board and staff of reducing concerns were a decrease in COVID cases and widely and easily available testing.
- Twelve out of 17 Board members and all staff agreed that concerns would be reduced if COVID cases were to decrease.
- Eight out of 17 Board members and 4 out of 7 staff agreed that widely and easily available testing would reduce concerns. Having tests available to attendees, but not required, engenders Board and staff support.

What protective measures should HAB adopt?

- Many Board participants agreed that once adopted, any guidelines and protocols need to be enforced. Few participants were in favor of no restrictions at all, while some were concerned that too many restrictions would dissuade members from attending.
- The vast majority of Board and staff participants agreed that a member should be removed from the meeting if they do not abide by the enforced guidelines.
- Nine out of 17 Board members would like the meeting room to be disinfected each evening and during breaks.
- Seven out of 17 Board members and all staff agreed that HAB should adopt a mask requirement at meetings.
- Five out of 17 Board members and 3 out of 7 Staff agreed that attendees should be fully vaccinated and boosted.
- Five out of 17 Board members and all staff agreed seating should be no less than 6 feet apart.
- Only 4 out of 17 Board members agreed that testing should be required of each attendee 24 hours prior to attending the meeting, while most staff agreed that this should be required.
- All staff and 5 out of 17 Board members agreed the hotel or venue should strictly enforce safety guidelines.

Should the meeting format change due to COVID?

Participants were asked if they feel that the meeting format should change due to COVID. The current meeting format: a luncheon, followed by an orientation, then a reception and dinner, people gathering for breakfast the next day, having the Board meeting, and ending with a buffet lunch, or sometimes continuing the meeting after lunch.

- Most Board members did not feel as though this format needs to change at all. However, all staff members agreed that the meeting should change, at least somewhat, going forward.
- Board members and staff agreed that all social and meal functions should be optional and non-attendance should not detract from meeting engagement.
- One option raised by the staff is to switch to a one-day meeting with a social hour at the end for those who wish to attend.
- Support was strong for using outdoor venues as possible.

How many meetings can be successfully accomplished virtually per year?

HAB typically has four meetings per year. Participants were asked how many of these four meetings can be conducted virtually, while still successfully accomplishing all of HAB's business.

- Responses to this question were mixed. Some participants felt that all four meetings could be virtual, while others felt that only two could be completely virtual. Few participants felt that all four meetings should be in person.
- Six of 17 Board members agree two meetings can be virtual.
- Four of 17 Board members agree one meeting can be virtual.
- Four of 17 Board members agree all four meetings *must* be in-person.
- Three of 17 Board members and 6 of 7 Staff agree all four meetings can be virtual.
- One of 7 Staff agree three of four the meetings can be virtual. Most felt that to accomplish the business of HAB, they could all be virtual.
- A staff member suggested that the determinant for whether an in-person meeting is planned should reflect the agenda of the meeting. The approval of annual business plans in September and the seating of new Board members in December were deemed most critical to have in person. The May Board meeting is seen as helpful to continuing momentum during the year, with the March meeting less relevant for this purpose.

At what point should a meeting become fully virtual?

Participants were asked at what point a hybrid meeting should become fully virtual because there are not enough participants attending in-person to make the expense of such a gather worthwhile.

- The overwhelming majority of participants (Board members and Staff) agree that if more than half of participants opted to attend virtually, then the meeting should be moved to completely virtual.
- Fewer participants think that the determinant should be 75% of attendees opting to attend virtually.
- Most Board members feel that the Director of Operations and Executive Director should attend in-person for the meeting to run smoothly, while other staff can make their presentations virtually should they so choose.
- An additional approach would be that at least a quorum (seven) of the Hass Avocado Board Directors must be present in person to justify an in-person meeting.

If someone becomes ill while attending a HAB meeting, should HAB cover their additional costs?

There are many costs associated with having to quarantine if one becomes ill while traveling. This includes extra time spent at a hotel, changing flights, meals, etc. Participants were asked if a Board member were to catch COVID while attending a HAB meeting, or to come down with COVID while at a Board meeting, is HAB responsible for these additional costs?

- There were mixed responses to this question. Some participants felt as though the risk of catching COVID is accepted when the member chooses to travel and attend the meeting. Some felt that if one is traveling for HAB business, then HAB should be responsible to cover any associated costs such as meals, hotel and changes to travel plans.
- Some argued that there would be no way to tell if someone became ill from the meeting, or another outside factor, and therefore, it cannot be assumed that HAB has any responsibility for covering any associated costs.

GUIDELINE AND PROTOCOL RECOMMENDATIONS



Recommendations for the in-person component of a hybrid meeting

The following are recommendations based on the discussions in the focus groups and the three interviews. They generally reflect the majority of opinions, but also reflect a sense of what will encourage the greatest amount of in-person participation.

- A venue with outdoor access for food and drink activities, as well as a large room with good ventilation for meetings would make participants more comfortable.
- Participants should be required to wear a mask during meetings, except when eating, drinking or perhaps speaking.
- All participants should sign a document agreeing to the terms of the established protocols, as well as accepting the risk of catching COVID-19. This document should not be too onerous, as it could risk having some who would attend in person instead opt to do so virtually. However, each attendee should have to sign the document in advance and be asked to leave by the Chairman or Executive Director should they not adhere to what they have signed.
- A vaccine mandate or proof of vaccination *should not* be required. The Board and staff members were split as to whether to require testing before attending the meeting. However, test kits and the most protective masks possible should be made available. Using the tests at the meeting should be a personal choice.
- Seating should be no less than 6 feet apart.
- Attendees should participate in social interactions at their own discretion.
- The public should only attend meetings virtually. Alternates should be invited to be present in person.
- Ensuring proper cleaning of the meeting room as well as having personal hygiene products available is important.
- HAB may wish to consider two in-person meetings a year, and two done completely virtually. The fall Board meetings are most critical for an in-person gathering, as well as the May meeting for the sake of continued engagement throughout the year.

Recommendations for the virtual component of a hybrid meeting

The following is suggested for how to make hybrid meetings the most effective and engaging both in-person and virtual attendees, reflecting the majority of opinions expressed in the focus groups and interviews:

- A hybrid option should always be available for those not comfortable attending in person, and there should be no penalty for their decision.
- A large screen should be used to display virtual attendees during the meeting so they can be integrated with those attending in-person.
- A surround-sound system and individual microphones (or at least one for every two people) to ensure clear audio should be considered. If masks are required to be worn when speaking, then headphones should be available to those who request them.
- Frequent (e.g. hourly) breaks should be scheduled during the meeting.
- Virtual orientation should be considered.
- The Chairman should monitor the virtual attendees during the meeting to catch any and all questions or comments they may have, making an extra effort to include them in the conversation.
- Technology that enables “a virtual meeting in person” is ideal.

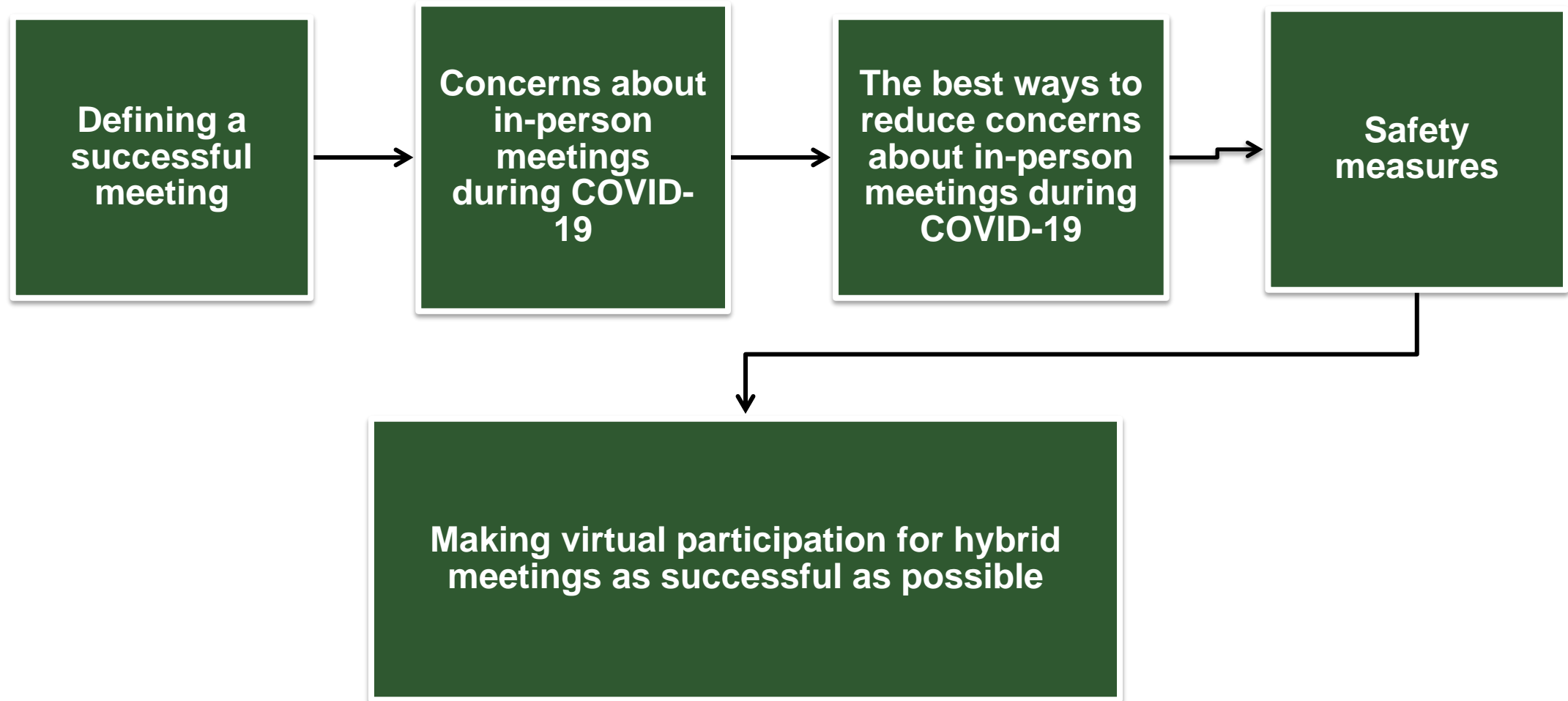
APPENDIX A: CONSTRUCT OF THE FOCUS GROUPS AND INTERVIEWS



Approach

- Four 90-minute focus groups of 5-6 participants each were conducted from January 25th through February 1st, 2022.
- Three groups were comprised of Board members and alternates and one group was comprised of senior staff.
- Additionally, three separate individual interviews were conducted with two Board members who could not attend one of the focus groups and one senior staff member.
- The focus groups and interviews were conducted virtually by Zoom and moderated by Rockland Dutton.
- Total number of participants:
 - 19 Board members and alternates
 - 7 senior staff

The flow of conversation



Qualitative Research in Support of the Development of Health and Safety Guidelines and Protocols for In-person and Hybrid Board Meetings

February 4, 2022



MEMORANDUM

DATE: March 2, 2022

FROM: Emiliano Escobedo

TO: HAC/HAB

SUBJECT: COVID Stay Extension Policy Option A & B

Should the board choose to cover additional travel expenses such as meals, hotel, and changes to travel plans, resulting from a member or staff contracting COVID-19 while traveling for HAB business, then the HAC and HAB should choose one of the options below. The finance committee is recommending approval of adding Option A to the HAB Travel Policy.

COVID STAY EXCLUSION – Option A (Covers members and staff)

The following guidance is for members and staff members who believe they have been in contact with a person with COVID while traveling on authorized board business or has tested positive for COVID while traveling on authorized board business.

If the member or staff person cannot travel home due to COVID exposure or infection and needs to extend their stay while traveling on authorized board business, HAB will reimburse members and staff for their hotel, travel, and meal expenses for a period of up to 10 days from the date diagnosis was received from a valid test or date of exposure. Expenses must be submitted in accordance with the Hass Avocado Board Travel Policy. HAB will also reimburse any airline ticket change fees incurred because of the extended stay period.

To qualify for reimbursement for a COVID STAY EXCLUSION, the member or staff person must document their exposure to COVID including the date, place, and time of the exposure and how they were notified of the exposure. A positive COVID test taken by a third-party health professional during the travel period will also be accepted as proof to qualify for a COVID STAY EXCLUSION reimbursement.

The expenses incurred under the COVID STAY EXCLUSION will be reviewed and approved per policy.

COVID STAY EXCLUSION – Option B (Covers staff only)

The following guidance is for HAB staff members who believe they have been in contact with a person with COVID while traveling on authorized board business or has tested positive for COVID while traveling on authorized board business.

If the staff person cannot travel home due to COVID exposure or infection and needs to extend their stay while traveling on authorized board business, HAB will reimburse staff members for their hotel, travel, and meal expenses for a period of up to 10 days from the date diagnosis was received from a valid test or date of exposure. Expenses must be submitted in accordance with the Hass Avocado Board Travel Policy. HAB will also reimburse any airline ticket change fees incurred because of the extended stay period.

To qualify for reimbursement for a COVID STAY EXCLUSION, the staff person must document their exposure to COVID including the date, place, and time of the exposure and how they were notified of the exposure. A positive COVID test taken by a third-party health professional during the travel period will also be accepted as proof to qualify for a COVID STAY EXCLUSION reimbursement. The expenses incurred under the COVID STAY EXCLUSION will be reviewed and approved per policy.

2022 Meeting Schedule

Meeting Date and Location	March 1 & 2 HAC & HAB	May 18 HAC & HAB Hybrid, Orange County	May 11 Governance Workshop Virtual	September 21 HAC & HAB Hybrid, Orange County	December 6 & 7 HAC & HAB Hybrid, Orange County
Context for Meeting	First meeting of the year Outline board priorities for the year	Planning meeting for 2023 2021 Audit results	Governance workshop	Approval of 2023 Business Plan	Annual Meeting Elections and New Board Members
Consent Agenda	Approval of Minutes HAB Committee Roster	Approval of Minutes	N/A	Approval of Minutes	Approval of Minutes Attendance Report
Fiduciary & Governance Actions	2021 and 2022 Finance reports Performance Evaluation and Compensation of Executive Director Policy 2022 Open Seats Announcement	2021 Financial Audit Results 2022 Finance reports Budget Amendments 2022 Nominations update	To be determined by the Corporate Governance Committee.	2022 Finance reports Approve 2022 Budget Executive Director Annual Review Approve Auditor for 2023	Approval of 2023 Meeting Schedule 2022 Finance reports
Strategy & Business Plan	Review strategic plan dashboard.	Review strategic plan dashboard Business Support Tools Strategy 2023 Planning budget parameters		Review strategic plan dashboard Approve the 2023 Business Plan Avocado Sustainability Center Strategic Plan	Review strategic plan dashboard Review year end business plan results
Industry Discussions	Country and market reports Volume updates	Country and market reports Volume updates		Country and market reports Volume updates	Country and market reports Volume updates

VISION: FRESH HASS AVOCADOS WILL BE AMERICA'S MOST POPULAR AND DESIRED FRUIT BY 2025. THE AVERAGE ANNUAL INCREASE IN THE VALUE OF THE FRUIT CONSUMED ON A PER PERSON BASIS IN THE U.S. WILL BE 6%.

MISSION: HAB STRENGTHENS THE GLOBAL AVOCADO INDUSTRY AND ITS STAKEHOLDERS IN OUR COLLECTIVE EFFORTS TOWARD MARKET DEVELOPMENT IN THE U.S. THROUGH LEADERSHIP IN NUTRITION, COMMUNICATIONS, BUSINESS SUPPORT TOOLS AND INFORMATION, AND SUSTAINABILITY PRACTICES THROUGHOUT THE SUPPLY CHAIN.



MEMORANDUM

DATE: March 2, 2022
FROM: Jamie Johnson – ASA Chair
TO: HAC & HAB
SUBJECT: Avocado Sustainability Advisory Update

The Avocado Sustainability Advisory (ASA) held its first meeting on Thursday, February 17, 2022. During this meeting, we welcomed the members and took time to get to know each other and share our backgrounds and initial thoughts about sustainability.

Over the course of five meetings held between now and the end of summer, the ASA will be working to develop the Avocado Sustainability Center's (ASC) strategic plan with the goal of presenting a final plan to the board at the September 2022 meeting.

The next ASA meeting will be held in mid-March for an immersion into the consumer research conducted in 2021.

I would like to thank all the ASA members for their commitment to getting the ASC off the ground.

Respectfully submitted,

Jamie Johnson

Jamie Johnson
Chair, ASA



MEMORANDUM

DATE: February 25, 2022
SUBJECT: 2022 Governance Workshop Topics
FROM: Bob Schaar, CGC Chair
TO: HAC/HAB

In 2020, the board approved a series of recommendations presented by the CGC that would support fostering a culture of inquiry. Among the recommendations accepted by the board to improve teamwork is holding an annual board retreat/workshop that has team building activities and includes discussion on topics that will support building a culture of inquiry.

The CGC is recommending engaging with Ann Cohen and Associates to host and manage a half-day virtual workshop in May of this year focusing on two areas. The first area will be the diversity of perspectives brought to and needed on the board. The second will focus on communications and speaking confidently about HAB, our brand.

The first session on the diversity of perspectives brought to and needed on the board will help board members define what diversity means to HAB in terms of viewpoints, talents, skills, professional background, and lived experience. The workshop will help us answer three questions:

- How does the diversity of views connect to board responsibilities and our ability to engage?
- How does diversity connect to leadership development for HAB?
- How can we support board recruitment with an understanding of the diverse viewpoints needed?

The second session will be on understanding the HAB brand and speak confidently about the HAB. This session will equip members to communicate confidently about their service on the board using a brand essence approach. Each member has a unique and personal story about their service on the board. The workshop will help members to begin and hold conversations about HAB's successes, about their service on the board when connecting with people, and support the industry.

From a process standpoint, the CGC will work with Ann Cohen and Associates to refine the content in preparation and support breakout discussions with the board during the session.

I would like to thank the committee members and staff for getting these projects up and running.

Respectfully submitted,

Bob Schaar

Bob Schaar
CGG Chair

CALIFORNIA

COUNTRY REPORT & MEETING UPDATE



KEY DATES

WEEK HARVEST BEGINS	WEEK U.S. SHIPMENTS BEGIN	WEEKS U.S. SHIPMENTS WILL PEAK	WEEK U.S. SHIPMENTS WILL END
5	5	20-35	45

PRODUCTION

ACRES PLANTED HASS		ACRES BEARING HASS		HASS PRODUCTION ESTIMATE (Million LB)	
CURRENT	LAST YEAR	CURRENT	LAST YEAR	CURRENT	LAST YEAR
51,988	54,017	46,727	47,334	305	250

FACTORS THAT COULD IMPACT CURRENT CROP:

The current estimate is based on December 2021 surveys of handlers. CAC is currently conducting an early season update with handlers to determine if the current 305 million pound estimate is still reasonable.

SHIPMENTS

CURRENT PROJECTED SHIPMENT VOLUME TO U.S.

TOTAL (Million LB)	% EAST	% WEST
292	10%	90%

LAST YEAR SHIPMENT VOLUME TO US

TOTAL (Million LB)	% EAST	% WEST
250	10%	90%

CURRENT PROJECTED SHIPMENT VOLUME (Million LB)

DOMESTIC	EUROPE	ASIA	OTHERS
292	0	13	0

MEETING UPDATE

Date: 22-Feb-22

REPORTING AS OF
WEEK NUMBER:

8

SEASON TO DATE PRODUCTION VOLUME

ESTIMATED (Million LB)	ACTUAL (Million LB)
300	306

CURRENT SEASON ACTUAL SHIPMENT VOLUME TO U.S.

TOTAL (Million LB)	% EAST	% WEST
20	7%	93%

CURRENT SEASON ACTUAL SHIPMENT VOLUME (Million LB)

DOMESTIC	EUROPE	ASIA	OTHERS
20	0	0	0

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Chile

COUNTRY REPORT & MEETING UPDATE



KEY DATES

WEEK HARVEST
BEGINS

37

WEEK U.S. SHIPMENTS
BEGIN

43

WEEKS U.S. SHIPMENTS
WILL PEAK

3, 4, 5

WEEK U.S. SHIPMENTS
WILL END

8 or 9

PRODUCTION

ACRES PLANTED

HASS

CURRENT LAST YEAR

60,000 60,000

ACRES BEARING

HASS

CURRENT LAST YEAR

60,000 60,000

HASS PRODUCTION

ESTIMATE (Million LB)

CURRENT LAST YEAR

550 mm 275 mm

FACTORS THAT COULD IMPACT CURRENT CROP:

Climate, weather and water

SHIPMENTS

CURRENT PROJECTED SHIPMENT VOLUME TO U.S.

TOTAL (Million LB)

20mm

% EAST

75%

% WEST

25%

% TEXAS

0%

LAST YEAR SHIPMENT VOLUME TO US

TOTAL (Million LB)

0

% EAST

0%

% WEST

0%

% TEXAS

0%

CURRENT PROJECTED SHIPMENT VOLUME (Million LB)

DOMESTIC

220mm

EUROPE

250 mm

ASIA

30 mm

OTHERS

25 mm

MEETING UPDATE

Date: Feb 24-2022

REPORTING AS OF
WEEK NUMBER:

7

SEASON TO DATE PRODUCTION VOLUME

ESTIMATED (Million LB)

550 mm

ACTUAL (Million LB)

550 mm

CURRENT SEASON ACTUAL SHIPMENT VOLUME TO U.S.

TOTAL (Million LB)

20mm

% EAST

75%

% WEST

25%

% TEXAS

0%

CURRENT SEASON ACTUAL SHIPMENT VOLUME (Million LB)

DOMESTIC

unknown

EUROPE

185 mm

ASIA

15 mm

OTHERS

50 mm

COLOMBIA

COUNTRY REPORT & MEETING UPDATE



KEY DATES

WEEK HARVEST
BEGINS

12

WEEK U.S. SHIPMENTS
BEGIN

13

WEEKS U.S. SHIPMENTS
WILL PEAK

24

WEEK U.S. SHIPMENTS WILL
END

32

PRODUCTION

ACRES PLANTED
HASS

CURRENT LAST YEAR

100,288 77,882

ACRES BEARING HASS

CURRENT LAST YEAR

47,234 38,377

HASS PRODUCTION
ESTIMATE (Million LB)

CURRENT LAST YEAR

0 0

FACTORS THAT COULD IMPACT CURRENT CROP:

Registered orchards validated to USA export

SHIPMENTS

CURRENT PROJECTED SHIPMENT VOLUME TO U.S.

TOTAL (Million LB)

3

% EAST

20%

% WEST

80%

LAST YEAR SHIPMENT VOLUME TO US

TOTAL (Million LB)

5

% EAST

5%

% WEST

95%

CURRENT PROJECTED SHIPMENT VOLUME (Million LB)

DOMESTIC

0

EUROPE

0

ASIA

0

OTHERS

0

MEETING UPDATE

Date: 25-Feb-22

REPORTING AS OF
WEEK NUMBER:

8

SEASON TO DATE PRODUCTION VOLUME

ESTIMATED (Million LB)

0

ACTUAL (Million LB)

N.A.

CURRENT SEASON ACTUAL SHIPMENT VOLUME TO U.S.

TOTAL (Million LB)

0

% EAST

0%

% WEST

0%

CURRENT SEASON ACTUAL SHIPMENT VOLUME (Million LB)

DOMESTIC

0

EUROPE

0

ASIA

0

OTHERS

0

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MICHOACAN

COUNTRY REPORT & MEETING UPDATE



KEY DATES

WEEK HARVEST BEGINS	WEEK U.S. SHIPMENTS BEGIN	WEEKS U.S. SHIPMENTS WILL PEAK	WEEK U.S. SHIPMENTS WILL END
27	27	40-10	26

PRODUCTION

ACRES PLANTED HASS		ACRES BEARING HASS		HASS PRODUCTION ESTIMATE (Million LB)	
CURRENT	LAST YEAR	CURRENT	LAST YEAR	CURRENT	LAST YEAR
446,025	423,505	366,297	354,971	2,530	2,750

FACTORS THAT COULD IMPACT CURRENT CROP:

We continue without recent affectations. Only the effects of dehydration and the frosts of last season are still present in the lower development of the fruit and lower production.

SHIPMENTS

CURRENT PROJECTED SHIPMENT VOLUME TO U.S.

TOTAL (Million LB)	% EAST	% WEST
2,137	0%	0%

LAST YEAR SHIPMENT VOLUME TO US

TOTAL (Million LB)	% EAST	% WEST
2,242	0%	0%

CURRENT PROJECTED SHIPMENT VOLUME (Million LB)

DOMESTIC	EUROPE	ASIA	OTHERS
0	66	128	183

MEETING UPDATE

Date: 02/21/2022

REPORTING AS OF
WEEK NUMBER:

7

SEASON TO DATE PRODUCTION VOLUME

ESTIMATED (Million LB)	ACTUAL (Million LB)
2,530	1,573

CURRENT SEASON ACTUAL SHIPMENT VOLUME TO U.S.

TOTAL (Million LB)	% EAST	% WEST
1,375	0%	0%

CURRENT SEASON ACTUAL SHIPMENT VOLUME (Million LB)

DOMESTIC	EUROPE	ASIA	OTHERS
0	17	27	46

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COUNTRY REPORT & MEETING UPDATE

KEY DATES

WEEK HARVEST BEGINS	WEEK U.S. SHIPMENTS BEGIN	WEEKS U.S. SHIPMENTS WILL PEAK	WEEK U.S. SHIPMENTS WILL END
1	9	21-33	37

PRODUCTION

ACRES PLANTED HASS		ACRES BEARING HASS		HASS PRODUCTION ESTIMATE (Million LB)	
CURRENT	LAST YEAR	CURRENT	LAST YEAR	CURRENT	LAST YEAR
125,200	109,000	125,200	109,000	1,195	1,063

FACTORS THAT COULD IMPACT CURRENT CROP:

New acres in production.

SHIPMENTS
CURRENT PROJECTED SHIPMENT VOLUME TO U.S.

TOTAL (Million LB)	% EAST	% WEST
190	65%	35%

LAST YEAR SHIPMENT VOLUME TO US

TOTAL (Million LB)	% EAST	% WEST
188	68%	32%

CURRENT PROJECTED SHIPMENT VOLUME (Million LB)

DOMESTIC	EUROPE	ASIA	OTHERS
0	652	137	216

MEETING UPDATE

Date: 02/21/2022

**REPORTING AS OF
WEEK NUMBER:**

8

SEASON TO DATE PRODUCTION VOLUME

ESTIMATED (Million LB)	ACTUAL (Million LB)
1,195	12

CURRENT SEASON ACTUAL SHIPMENT VOLUME TO U.S.

TOTAL (Million LB)	% EAST	% WEST
0	0%	0%

CURRENT SEASON ACTUAL SHIPMENT VOLUME (Million LB)

DOMESTIC	EUROPE	ASIA	OTHERS
0	6	6	0

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