



## Inspection Services

# ANNUAL REPORT 2020 (FY 2019-20)







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Photos on the cover by Inspection Services Division staff:



By Scott Renteria, Special Investigator, State Organic Program (SOP), Inspection & Compliance branch

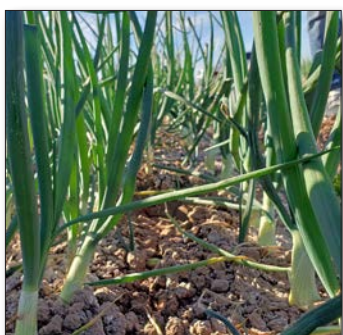
Caption: *SOP Special Investigator Mayze Fowler-Riggs inspects an organic vineyard.*



By Joshua Bingham, Public Information Officer, Administration

Caption: *CDFA Secretary Karen Ross (third from right) and Farm to School Program Lead Nick*

*Anicich (far right) are joined by California First Partner Jennifer Siebel Newsom (center) Oct. 15, 2019, during a farm to school tour of the school garden at Julien Elementary School in Turlock.*



By Natalie Jacuzzi; Senior Environmental Scientist; Fertilizer Research Program; Feed, Fertilizer and Livestock Drugs Regulatory Services (FFLDRS) branch

Caption: *Onion trial in Imperial Valley*

*investigating fertilizer and irrigation requirements for onions in low desert under drip irrigation.*



By Khashayar Ghazianzad, Environmental Scientist, Environmental Safety Laboratory, Center for Analytical Chemistry (CAC) branch; photo

assistance provided by Ashwin Pal, Environmental Scientist, and Mayumi Umagat, Scientific Aid

Caption: *Fertilizer samples are acid digested using microwave for different minerals in a CAC laboratory.*

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# DELIVERING THE CDFA MISSION

## DIVISION DIRECTOR'S MESSAGE



1, 2019—June 30, 2020) was utilized to fulfill our ISD Mission (*printed on p. 8*).

At Inspection Services, we inspect fruits, vegetables and nuts to ensure quality, maturity, size, packaging and labeling meet industry quality expectations; we perform food safety inspections and verification audits to ensure good handling and agricultural practices; we help ensure fertilizer, animal feed and livestock drugs are safe and effective, as well as meet the quality and quantity guaranteed by the manufacturer; we conduct chemical analyses in support of food and environmental safety in a state-of-the-art chem-

istry laboratory; and we are committed to helping all Californians access healthy and nutritious California-grown food.

Although COVID-19 changed the world and many of our activities in the middle of this fiscal year, the one constant I could find peace and comfort in was our team at Inspection Services. I truly appreciate our team's dedication, purpose and creativity when we needed it most to continue providing our important services.

With the full support of our diverse and bright workforce, it is with great pleasure that I present to you our many accomplishments of FY 2019-20.

With gratitude,

Natalie Krout-Greenberg, Director  
Division of Inspection Services

### Division of Inspection Services Management Team



**Natalie Krout-Greenberg**  
*Director, Inspection Services Division*



**Carla Bocanegra-Sanchez**  
*Assistant Director, Inspection Services Division*



**Steve Patton**  
*Branch Chief, Inspection and Compliance*



**Amadou Ba**  
*Branch Chief, Feed, Fertilizer and  
Livestock Drugs Regulatory Services*



**Barzin Moradi**  
*Branch Chief, Center for Analytical Chemistry*

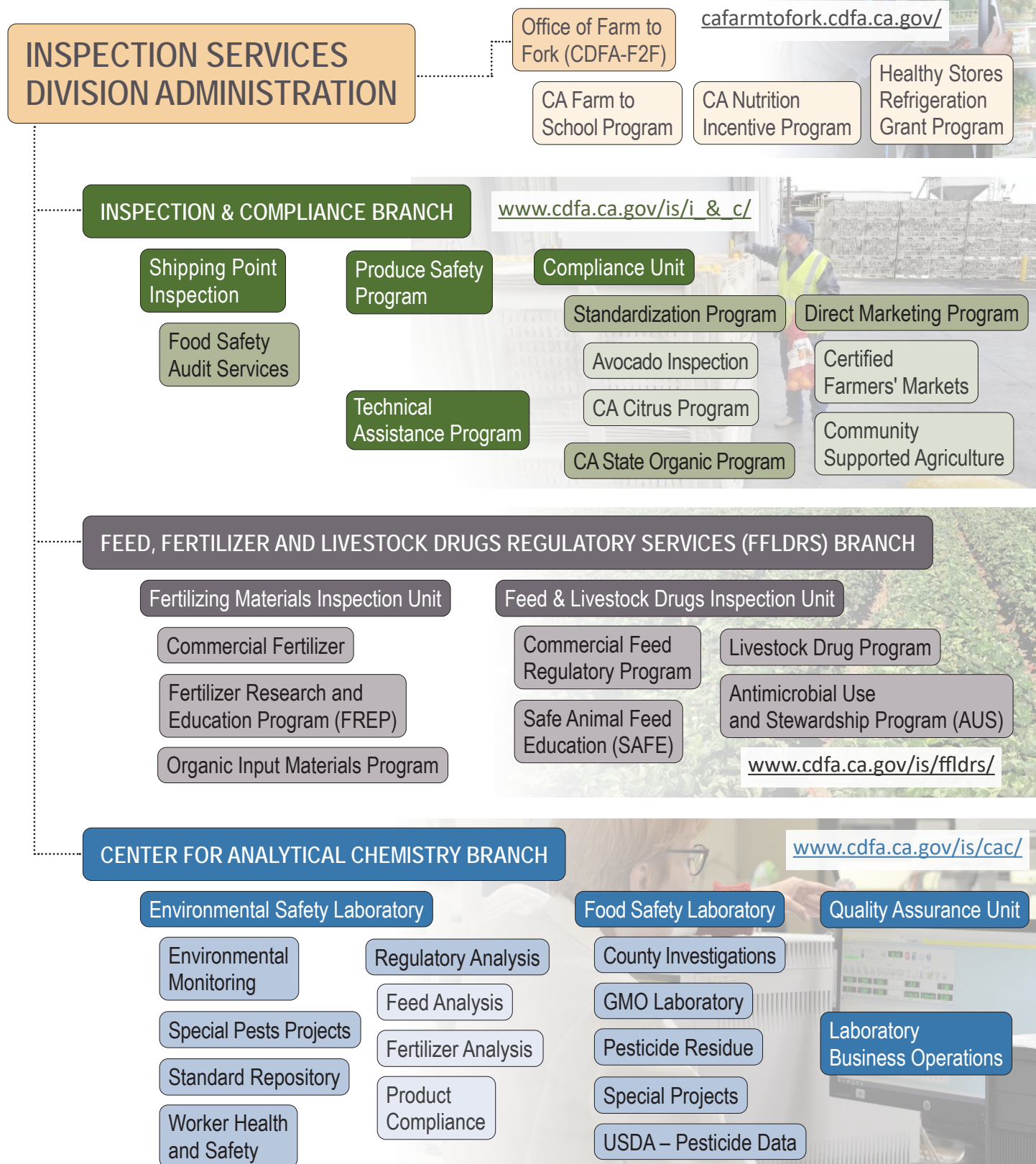


**Elysia Fong**  
*Research Data Supervisor II, Office of Farm to Fork*



# DIVISION OVERVIEW

## BRANCHES, OFFICE & PROGRAMS



# DIVISION OVERVIEW

## BOARDS & COMMITTEES

Advisory boards and committees are the voices of California agriculture. Members have the opportunity to make a difference through direct involvement in the enforcement and rulemaking that govern their industry. Advisory committee and board members serve in an advisory capacity to the CDFA secretary and make recommendations on inspection and enforcement programs, research and education, the annual budget, necessary fees to provide adequate inspection services, and regulations required to accomplish the purposes of the Food and Agricultural Code (FAC).

### INSPECTION & COMPLIANCE BRANCH

#### *Avocado Inspection Advisory Committee*



- Six voting members: three avocado producers and three avocado handlers.
- Length of term is two years.
- Pursuant to FAC Sections 45011-45021.

#### *Certified Farmers' Market Advisory Committee*



- Fourteen voting members: six certified producers, six certified farmers' market operators, one public member and one agricultural commissioner.
- Length of term is two years.
- Pursuant to FAC Sections 47010-47013

#### *California Citrus Advisory Committee*



- Twelve voting members: eight citrus producers and four citrus handlers.
- Length of term is two years.
- Pursuant to FAC Sections 48000-48003.

#### *Shipping Point Inspection Advisory Committee (SPI)*



- Nine voting members: nine shippers of fruit and vegetables who use the program inspection services.
- Length of term is two years.
- Pursuant to FAC Sections 40571-40577.5.

#### *California Organic Products Advisory Committee (COPAC)*

**ORGANIC**

- Fifteen voting members: six producers, two processors, one wholesale distributor, one certifier, one consumer representative, one environmental representative, two technical representatives and one retail representative.
- Length of term is three years.
- Pursuant to FAC Sections 46000-46003.

#### *Standardization Advisory Committee (STDZ)*



- Thirteen voting members: six representatives from fresh fruit commodity groups, six representatives from fresh vegetable commodity groups and one representative from any other fresh fruit or vegetable commodity group.
- Length of term is two years.
- Pursuant to FAC Sections 42809-42815.





## FEED, FERTILIZER AND LIVESTOCK DRUGS REGULATORY SERVICES (FFLDRS) BRANCH

### *Feed Inspection Advisory Board*

- Nine industry members (eight board member licensees and one public member).
- Length of term is three years.
- Pursuant to FAC Sections 14971-14979.



### *Fertilizer Inspection Advisory Board*

- Nine industry members (eight board member licensees and one public member).
- Length of term is three years.
- Pursuant to FAC Sections 14581-14586.



### *Feed Inspection Advisory Board Technical Advisory Subcommittee*

- This subcommittee provides technical and scientific advice to the Feed Inspection Advisory Board and the department on undefined feed ingredients, Food Safety Modernization Act (FSMA) and other issues that will affect the Feed, Livestock Drugs and Safe Animal Feed Education (SAFE) programs.



### *Fertilizer Inspection Advisory Board Technical Advisory Subcommittee*

- This subcommittee serves as an expert scientific panel on matters concerning plant nutrition and environmental effects related to fertilizing materials use. It reviews all research and education proposals for the annual Fertilizer Research and Education Program (FREP) Grant Program, and recommends to the Fertilizer Inspection Advisory Board which projects should receive funding.

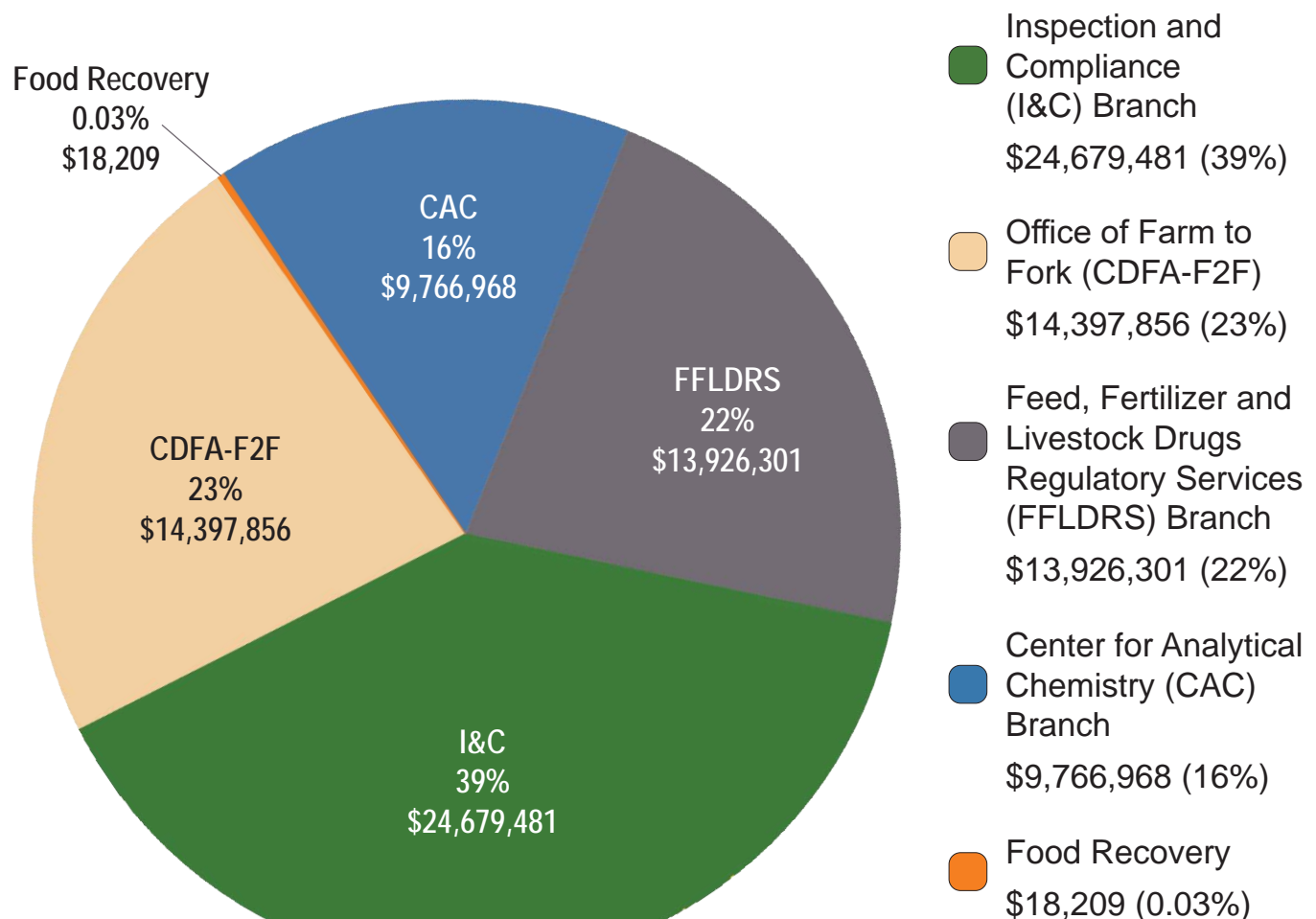


# FISCAL YEAR 2019-20 SUMMARY

## DIVISION EXPENDITURES

**\$62,788,815**

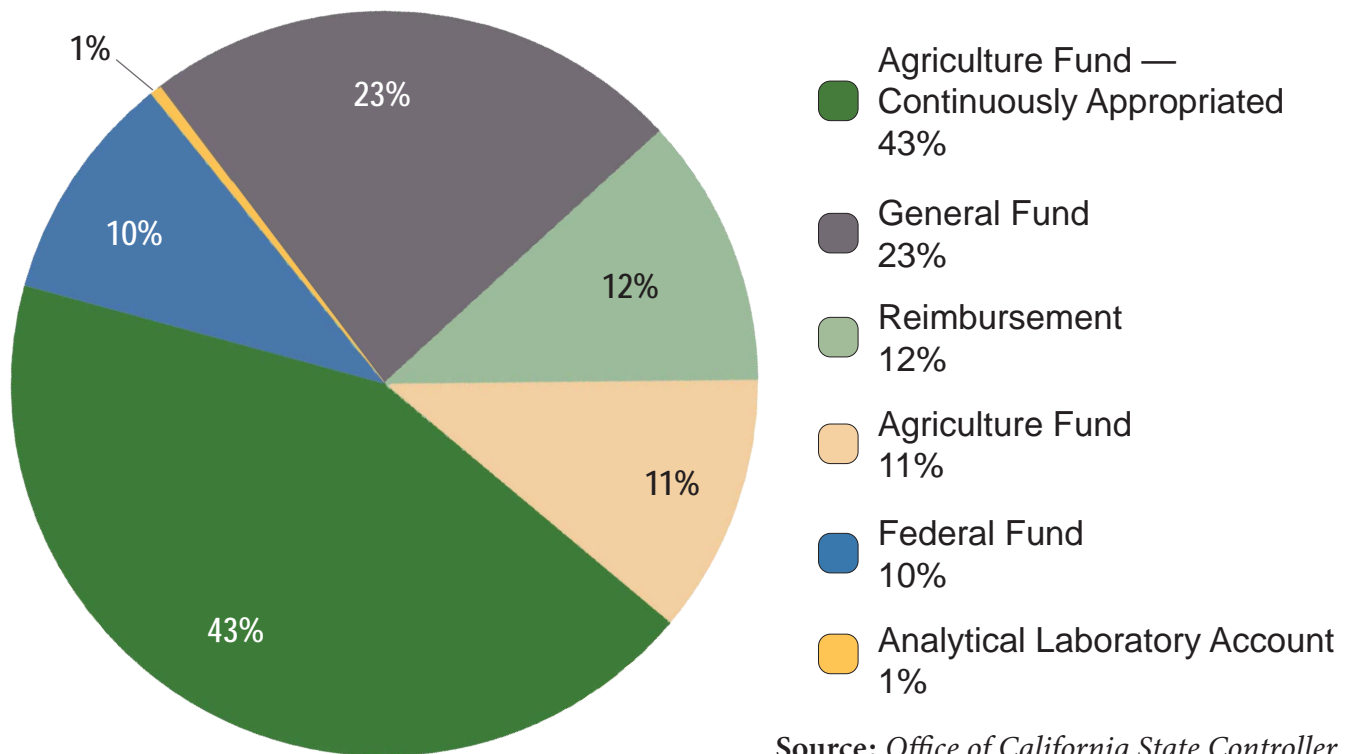
### DIVISION EXPENDITURES BREAKDOWN



Source: Office of California State Controller

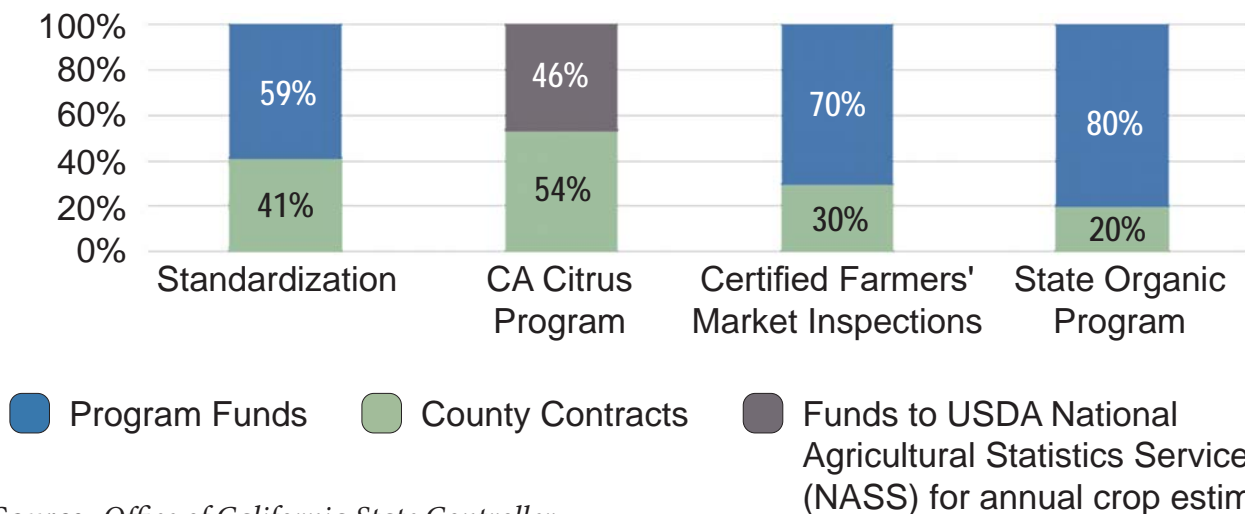


## DISBURSEMENT OF FUNDS PERCENTAGE



Source: Office of California State Controller

## PERCENTAGE OF INSPECTION & COMPLIANCE EXPENDITURES IN COUNTY CONTRACTS



Source: Office of California State Controller

# MISSION, VISION, GOALS

## CDFA STRATEGIC PLAN GOALS

- 1 Promote and Protect:** Promote and protect the diverse local and global marketability of the California agricultural brand, which represents superior quality, value and safety
- 2 Maximize Resources:** Optimize resources through collaboration, innovation and process improvements
- 3 Engagement and Education:** Connect rural and urban communities by supporting and participating in educational programs that emphasize a mutual appreciation of the value of diverse food and agricultural production systems
- 4 Customer Service:** Improve regulatory efficiency through proactive coordination with stakeholders
- 5 Invest in Employee Development:** Invest in employee development and succession planning efforts

## CALIFORNIA AGRICULTURAL VISION

### Purpose Statement

Making California a better place to live because of what we grow and how we grow it.

### Vision Statement

Californians take pride in their innovative, thriving California farmers and ranchers for their contributions to a healthy population and planet.

### Goals

- 1 Better Health and Well-Being:** Meeting the nutrition and culinary needs of California's diverse population and consumers across the country and around the world
- 2 A Healthier Planet:** Improving the health of the natural resources upon which California and food production depend
- 3 Thriving Communities:** Food production and processing are drivers of sustainable California economic-growth
- 4 Connection Between Farmers and the Consuming Public:** Citizens are agriculture and food literate, understanding and appreciating what it takes to bring food and fiber to market, and the people behind California agriculture
- 5 A Diverse Set of Agriculture Entities are Thriving:** Ensuring agriculture has the land, water, human capital and access to the resources and legislative support it needs to remain profitable and competitive in the 21st century

— Developed by the California State Board of Food & Agriculture



## INSPECTION SERVICES MISSION

To provide professional services that support and contribute to a safe, abundant and quality food supply; environmentally sound agricultural practices; and an equitable marketplace for California agriculture.

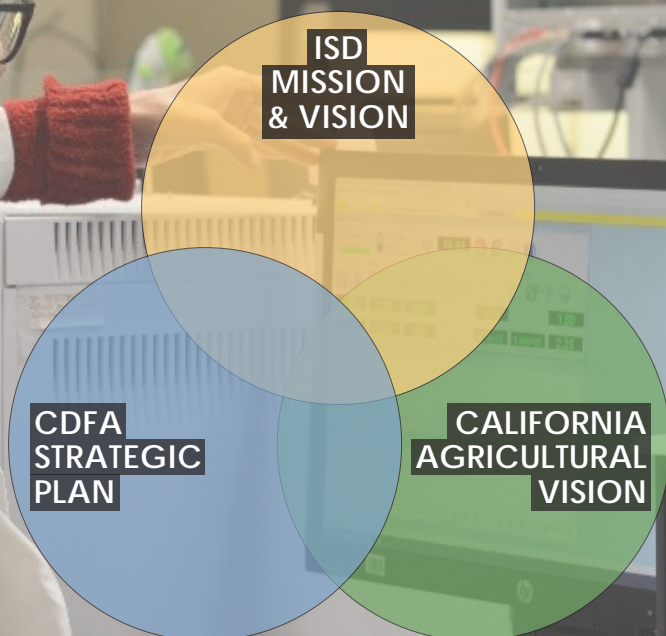
## INSPECTION SERVICES VISION

- Create a lasting, thriving division by providing the **workforce** meaningful careers in the delivery of services to our stakeholders
- Pursue state-of-the-art **technology**, equipment, software and training
- Provide open, equitable and transparent **communication** with all stakeholders, internal and external

## INSPECTION SERVICES “TRUE NORTH”

*“Whether performing daily activities or establishing long-term work goals, ‘True North’ represents the most straightforward direction we should pursue to fulfill our mission.”*

— Natalie Krout-Greenberg  
ISD Director





# CDFA GOAL 1: PROMOTE AND PROTECT



CDFA's Inspection Service Division **inspects** what our farmers grow to **ensure** quality, maturity, size, packaging and labeling meet **industry expectations**. We perform food safety inspections and verification audits to **ensure** **good handling** and agricultural practices that contribute to a **safe food supply**. We help **ensure** that fertilizer, animal feed and livestock drugs are safe and effective, as well as meet **quality** and **quantity standards**. We **conduct** chemical **analyses** to support and confirm these requirements.



California State Organic Program and county staff conducted **1,385** inspections, investigating **131** complaints and collecting **341** samples for pesticide testing.

## DIRECT MARKETING

Direct Marketing (DM) Program reported an average of **671** Certified Farmers' Markets in California in calendar year 2019, providing **\$1.42 million** in annual revenue. In calendar year 2019, **2,634** Certified Producer Certificates were issued.



California Citrus Program oversaw county inspections of **4,439** lots / **3.34 million** containers of Navel oranges and performed **2,705** maturity tests.

## STDZ

Standardization and county staff inspected **114,568** lots / **15.56 million** containers of produce through a standardization cooperative agreement with **17** counties in California.



Avocado Inspection Program certified **249.25 million** lbs. of avocados, performing **11,565** size/count tests, **68** maturity tests on domestic avocados and **86** maturity tests on foreign avocados.

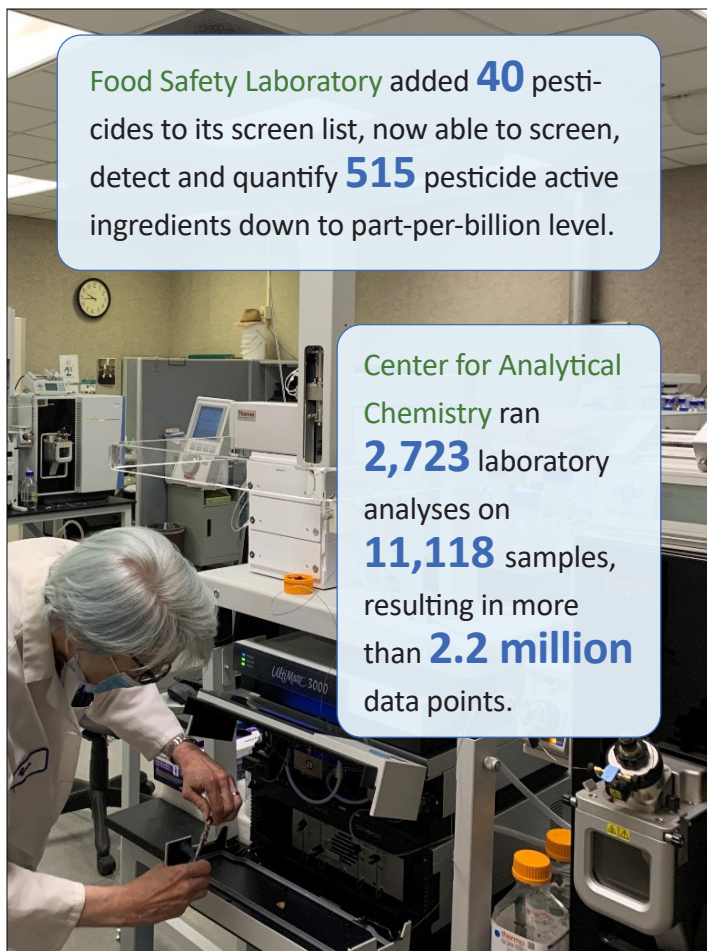
## SHIPPING POINT INSPECTION

Shipping Point Inspection inspected approximately **200,000** lots, representing more than **5 billion** lbs. of produce generating **>\$15 million** in revenue. Included were 114,280 lots / 2.55 billion lbs. of almonds (setting a new seasonal record for CA almond production), 61,022 lots / 606.92 million lbs. of table grapes and 226.48 million lbs. of tomatoes.



While working to help California produce farmers understand how to comply with the federal Food Safety Modernization Act (FSMA) Produce Safety Rule, the **Produce Safety Program** inspected **214** farms, assisted FDA outbreak investigations **11** times, performed **6** On Farm Readiness Reviews and mailed **16,122** farmer letter / questionnaires.

*Above is a selection of highlights from the work ISD completed in FY2019-20; it is not comprehensive.*



Food Safety Laboratory added **40** pesticides to its screen list, now able to screen, detect and quantify **515** pesticide active ingredients down to part-per-billion level.

Center for Analytical Chemistry ran **2,723** laboratory analyses on **11,118** samples, resulting in more than **2.2 million** data points.



Healthy Stores Refrigeration Grant Program awarded **\$4.45 million** to **57** grantees, funding refrigeration units in **~215** corner stores and **13** refrigerated trucks located in over **36** counties.

The refrigeration units were funded to sell CA-grown produce in low-income or low-access areas and facilitate better produce distribution and procurement for corner stores.

## FERTILIZING MATERIALS INSPECTION PROGRAM

Fertilizing Materials Inspection Program (FMIP) reviewed and registered **3,032** organic input material and **9,658** conventional fertilizer labels for **1,602** in-state licensees, **1,240** out-of-state licensees and **289** out-of-country licensees.

FMIP obtained **1,359** fertilizer samples for laboratory analysis from **457** manufacturers, including **877** conventional products and **482** organic input materials. FMIP investigated and resolved **69** complaints about fertilizer products.



Commercial Feed Regulatory Program performed **45** routine California feed inspections and took **909** samples of feed products – **609** for food safety and **300** for label compliance.

## LIVESTOCK DRUG PROGRAM

Livestock Drug Program performed **23** Drug Residue Assessments in a cooperative agreement with the U.S. Food and Drug Administration (FDA) to educate producers on the proper use of livestock drugs.

*Above is a selection of highlights from the work ISD completed in FY2019-20; it is not comprehensive.*



# CDFA GOAL 2: MAXIMIZE RESOURCES



OLD LAB AREA



NEW LAB AREA

## ANAHEIM LABORATORY REMODELING



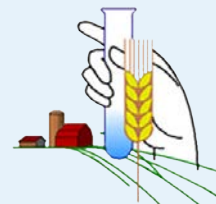
NEW PREP LAB AREA



OLD PREP LAB AREA

Anaheim Laboratory remodeling took approximately six months to complete. It was done in stages to allow the program to operate at reduced capacity during construction. The new heating, ventilation and air conditioning (HVAC) systems and advanced lab equipment are essential for the optimal operation of sensitive instruments and allow for flexible work configurations.

Center for Analytical Chemistry developed **20** new scientific methods while satisfying the regulatory and monitoring needs of **33** public agencies.



**FMIP** Fertilizing Materials Inspection Program (FMIP), Organic Input Material Program (OIM) and Produce Safety Program collaborated on a joint project evaluating potential pathogens in crop inputs.



Commercial Feed Regulatory Program (CFRP), Livestock Drug Program and Safe Animal Feed Education continuously worked to maximize resources and implement process improvements, including:



## LIVESTOCK DRUG PROGRAM

CFRP Strategic Planning implemented Lean 6 Sigma specifically for feed sample collection and analysis.

OneDrive was implemented for inspectors to track their work, allowing limited duplicate sampling, follow-ups and inspections, as well as reduced time coordinating with other staff.

The programs continue to utilize field staff for program work and federal contract work to maximize resources and increase efficiency.

*Above is a selection of highlights from the work ISD completed in FY2019-20; it is not comprehensive.*





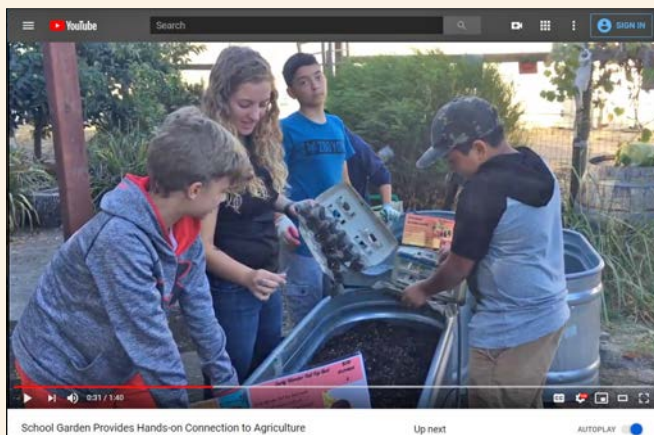
(Left) Caution tape around a farmer stand at the Downtown San Leandro Farmers' Market is an example of what Direct Marketing inspectors saw in 2020 at Certified Farmers' Markets to ensure customers and farmers maintain proper social distancing during the COVID-19 pandemic. (Above) The Union City Farmers' Market demonstrates proper crowd control/social distancing.

## DIRECT MARKETING

Direct Marketing Program helped maximize resources with two Memorandum of Understanding (MOU) agreements approved for FY2020/21:

- 1 An MOU with CDFA's Egg Safety Quality Management Program to conduct more thorough shell egg inspections while at Certified Farmers' Markets (CFMs) for both programs to ensure equity in the marketplace and reduce the number of inspectors required at CFMs.
- 2 An MOU with CDFA's **Center for Analytical Chemistry**, at the request of the County Agricultural Commissioners and Sealers Association (CACASA), for a Pesticide Screening Pilot Project to begin in July 2020 to allow for the 10 California counties with the most CFMs to conduct pesticide testing on conventional fresh fruits and vegetables offered for sale at CFMs, which will be used as an enforcement tool for products being sold that are under suspicion of being not of the producer's own production, which is a requirement for selling agricultural products at CFMs.

Farm to School Program team participated in farm to school partner trainings with California Future Farmers of America (FFA), the Center for Ecoliteracy, the Edible Schoolyard, Life Lab and other organizations to share best practices with farm to school practitioners throughout the state.



During Farm to School (F2S) Month in October 2019, CDFA videos highlighted F2S success at Silverado Middle School in Napa. View the pictured video at <https://youtu.be/dZujkDSRuUA>

Above is a selection of highlights from the work ISD completed in FY2019-20; it is not comprehensive.



# CDFA GOAL 3: ENGAGEMENT & EDUCATION



Farm to School Program performed outreach to **200+** farm to school practitioners to develop programs for the California Farm to School Network.

Engagement included the pictured school garden tour at Julien Elementary School in Turlock with CDFA Secretary Karen Ross (third from right), Farm to School Program Lead Nick Anicich (far right) and California First Partner Jennifer Siebel Newsom (center).

Center for Analytical Chemistry (CAC) outreach included tabling at Sacramento State's Expanding Your Horizons Conference, designed to empower middle school girls to pursue careers in science, technology, engineering and mathematics. CAC staff also visited Sacramento State faculty and students to present lab operations and discuss opportunities for working together on topics of mutual interest.

Engagement included the pictured Elk Grove Boy Scout Troop 118 retiring and replacing the CAC American and California flags that were unserviceable and ready for decommissioning. The Boy Scouts followed a strict protocol of dignity and respect while properly retiring the flags.



*Above is a selection of highlights from the work ISD completed in FY2019-20; it is not comprehensive.*



Fertilizer Research and Education Program (FREP) and the Western Plant Health Association hosted the **27th** annual Nutrient Management conference in Fresno attended by **265**. Pictured is the pre-conference farm tour of a diversified Asian greens operation attended by **50+**.

FREP participated in **15** agricultural conferences and events and held **12** nitrogen management training events for **368** growers and **52** Certified Crop Advisors.

Commercial Feed Regulatory Program debuted the Quarterly Feed Update newsletter, which includes program updates and articles on current feed industry issues.



Inspection Services Division attended many outreach events, including staff from the Produce Safety Program, California State Organic Program, Shipping Point Inspection and Administration participating in (clockwise from right) the Black Farmers Conference, World Ag Expo and Latino Farmer Conference.



*Above is a selection of highlights from the work ISD completed in FY2019-20; it is not comprehensive.*



# CDFA GOAL 4: CUSTOMER SERVICE

Fertilizing Materials Inspection Program (FMIP) held its annual workshop in Sacramento November 13-14, 2019.



During the FMIP workshop, registration and field staff interacted with attendees to clarify registration issues. Staff also gave presentations on licensing & registration, efficacy data review, inspections, Organic Input Material registration, database use, mill assessments and tonnage reports. Approximately 100 attendees provided the workshop with its highest attendance ever.



STATE  
ORGANIC  
PROGRAM

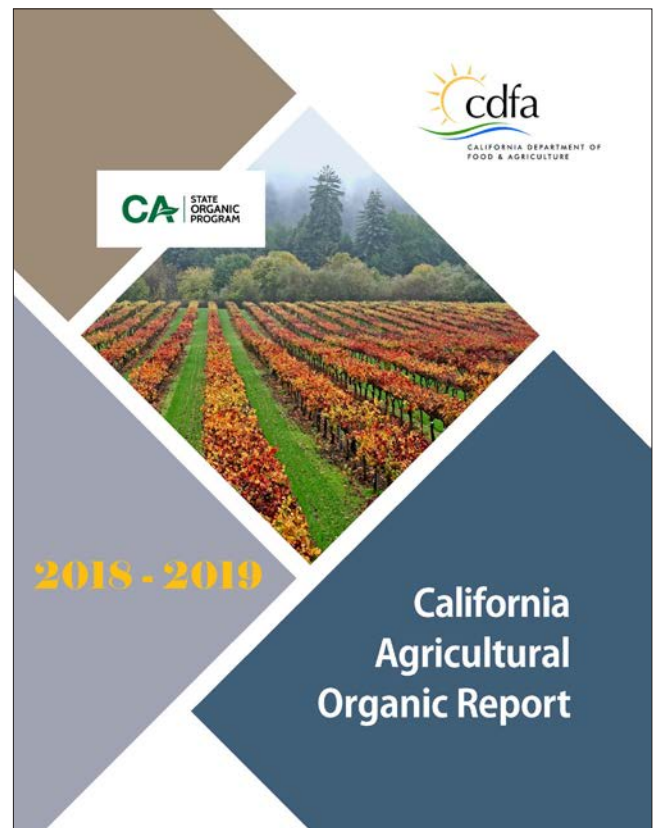
California State Organic Program (SOP) provided data for the debut of an

Organic section in the 2018-2019 California Agricultural Statistics Review. The new Organic section includes organic-specific data for producer, handler and processor gross sales by county for 2018 and harvested acreage of 29 crop categories by county for 2018. Data originated from USDA Certified Organic Operations and operations exempt from certification that are registered with the SOP.

## STANDARDIZATION PROGRAM

Standardization Program transitioned from in-person commodity trainings to web-

based due to COVID-19. Four web-based trainings were held for county personnel, outlining state requirements and inspection procedures for cherries, apricots, cantaloupes, honeydew, watermelon, other melons and table grapes. The webinars garnered record county attendance and positive feedback. This online commodity licensing program continues to be an invaluable tool for the counties that use seasonal staff.



*Above is a selection of highlights from the work ISD completed in FY2019-20; it is not comprehensive.*

## CALIFORNIA NUTRITION INCENTIVE PROGRAM

California Nutrition Incentive Program (CNIP) distributed **\$2.85 million** in incentives to CalFresh, WIC and Senior Farmers' Market Nutrition Program shoppers. CNIP promotes California-grown produce to low-income shoppers by providing a dollar-for-dollar match of these nutrition benefits spent on California-grown fruits and vegetables at participating Certified Farmers' Markets and small retail stores.

## REGULATORY ANALYSIS RENOVATION

Center for Analytical Chemistry Regulatory Analysis (RA) Program began transforming its section to provide more efficient service to the Feed, Fertilizer and Livestock Drugs Regulatory Services team with lower detection levels, more accurate data and faster results. The RA lab renovation is transforming its laboratory standards to replace outdated and slow wet chemistry methods with relevant analytical methodologies applying state-of-the-art instruments.



**OLD LAB BENCH**



**NEW LAB BENCH**



**OLD GRINDING ROOM**



**NEW GRINDING ROOM**

## NEW RA LAB INSTRUMENTS



*Questron Acid  
Digester*



*Perkin Elmer  
Nexion ICP-MS*



*Perkin Elmer  
Avio ICP-OES*



*ABSciex LCMS/MS*



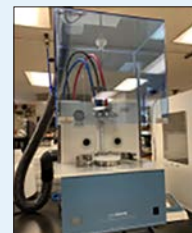
*Elementar  
Nitrogen Analyzer*



*Elementar Sulfur  
/ Carbon Analyzer*



*Agilent ICP-OES*



*Milestone Ultra-WAVE  
Acid Digester*

Above is a selection of highlights from the work ISD completed in FY2019-20; it is not comprehensive.



# CDFA GOAL 5: EMPLOYEE DEVELOPMENT



## ISD STAFF APPRECIATION DAY



*(Left) Inspection Services Division (ISD) staff enjoy a pancake breakfast prepared for them by ISD managers and supervisors (right) on March 3, 2020, during the 14th Annual Pancake Breakfast in honor of Staff Appreciation Day. The breakfast was prepared as a way of managers and supervisors thanking division staff for their hard work year-round.*

Center for Analytical Chemistry offered **49** staff development opportunities for **69** staff members, including a coaching program, succession planning and mentoring, instrument and technology trainings by vendors, hands-on technology trainings, and technical and soft skill trainings.



Office of Farm to Fork coordinated the California State Employees Food Drive, which included an Inspection Services team representing CDFA in the Run to Feed the Hungry event on Thanksgiving 2019 to raise money for Sacramento Food Bank & Family Services.



CDFA OFFICE OF  
**FARM to FORK**



*Above is a selection of highlights from the work ISD completed in FY2019-20; it is not comprehensive.*





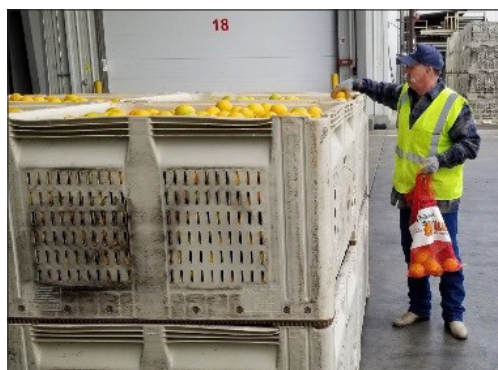
California State Organic Program (SOP) staff participated in U.S. Department of Agriculture (USDA) Organic Dairy and Pasture Compliance Training hosted by the National Organic Program (NOP) in Fresno, to gain pointers on how to evaluate organic dairies. SOP later conducted on-site inspections of two certified organic dairies in Humboldt County, as part of SOP's increased pasture surveillance initiative to ensure the integrity of organic dairy products in California.



*California State Organic Program staff attends USDA Organic Dairy and Pasture Compliance Training hosted by the National Organic Program in Fresno.*



California Citrus Program held a one-day training program in winter 2019 at the beginning of the Navel orange harvest attended by more than 50 county staff representing eight counties. Classes covered orange maturity requirements; sampling, testing and reconditioning procedures; and quality, packing, size, container and label requirements.



*(Left) County agricultural commissioner staff pulls orange samples for official maturity testing of California citrus.*



*(Right) County agricultural commissioner staff performs titration on an orange juice sample to determine if the sugar content meets minimum maturity standards.*

## FMIP OIM

Fertilizing Materials Inspection Program (FMIP) and Organic Input Material (OIM) Program field staff were trained in new aseptic sampling by the Department of Public Health.

## FMIP

FMIP Senior Environmental Scientist (Supervisory) Nick Young started a one-year term as president of the Association of American Plant Food Control Officials (AAPFCO), and attended the AAPFCO Summer Annual Meeting in Louisville, Kentucky, August 7-9, 2019.



*FMIP's Nick Young, left, receives the AAPFCO presidential gavel.*



FREP Environmental Scientist Nicole Crouch took an Adult Education and Online Learning class from UC San Diego Cooperative Extension to lead development of a nutrient management training project for farmers.

*Above is a selection of highlights from the work ISD completed in FY2019-20; it is not comprehensive.*



# ACKNOWLEDGMENTS

## RETIREMENTS

The Division of Inspection Services recognizes with gratitude these staff members who retired during FY2019-20:

**Gary Castro** (FFLDRS), after 30 years of state service

**Billy Fong** (CAC), after 40 years of state service

**David Hirano** (CAC), after 20 years of state service

**Jean Hsu** (CAC), after 30 years of state service

**Glenn Kobata** (CAC), after 42 years of state service





## CONTRIBUTING INDIVIDUALS

The following individuals contributed to this publication (in alphabetical order):

<b>Nicholas Anicich</b> (CDFA-F2F)	<b>Elisa Gollub</b> (CDFA-F2F)	<b>Steve Patton</b> (I&C)
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<b>Sarva Balachandra</b> (CAC)	<b>Stacey Hughes</b> (I&C)	<b>Shelley Phillips</b> (I&C)
<b>Kevin Batchelor</b> (I&C)	<b>Natalie Jacuzzi</b> (FFLDRS)	<b>Scott Renteria</b> (I&C)
<b>Karrie Batchelor</b> (I&C)	<b>Angelia Johnson</b> (FFLDRS)	<b>Sam Santander</b> (I&C)
<b>Cecilia Baumann</b> (Admin)	<b>Maryam Khosravifard</b> (CAC)	<b>Maria Tenorio Alfred</b> (I&C)
<b>Joshua Bingham</b> (Admin)	<b>Mitchell King</b> (I&C)	<b>Tiffany Tu</b> (CAC)
<b>Carla Bocanegra-Sanchez</b> (Admin)	<b>Natalie Krout-Greenberg</b> (Admin)	<b>Teri Turnquist</b> (Admin)
<b>Martin Burger</b> (FFLDRS)	<b>Jenna Leal</b> (FFLDRS)	<b>Brittnie Williams</b> (FFLDRS)
<b>Mark Cady</b> (FFLDRS)	<b>Danny Lee</b> (I&C)	<b>Ed Williams</b> (former employee, photo on p. 19)
<b>Suzanne Conrad</b> (CAC)	<b>Karina Macias-Arroyo</b> (Admin)	<b>Nick Young</b> (FFLDRS)
<b>Tara Cornelius</b> (I&C)	<b>Barzin Moradi</b> (CAC)	<b>Marcee Yount</b> (I&C)
<b>Elysia Fong</b> (CDFA-F2F)	<b>Samantha Moran-Defty</b> (FFLDRS)	
<b>Khashayar Ghazianzad</b> (CAC)	<b>Elizabeth Moseby</b> (FFLDRS)	



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