• How we got here:
  – Stephano and May Scaroni- Immigrated from Switzerland to Imperial Valley- 1909
  – Farmed 250 acres- Farm is the original homestead where Steve/Brenda Scaroni live today
  – Three Generations of Scaroni families raised on this farm
  – Four Generations of agricultural service
Steve & Brenda Scaroni
CEO / Founder
Bilingual / Bicultural

Matt Scaroni (Son)
President Production
Customer Service

David Scaroni (Son)
President
SMD Logistics

Leticia Ridaura (25 Years with Family, Former Migrant Farm Worker)
Chief Operating Officer
Bilingual / Bicultural
25 year valued employee
- Tri-Cities, WA
- St. Paul, OR
- Central AZ, (Phoenix, Aguila)
- Yuma, AZ
- Coachella, CA
- Cadiz, CA
- Imperial Valley, CA (Base)
- Oxnard / Santa Maria, CA
- Sacramento, CA
- Salinas, CA
- Southeast SJV, CA
- Westside/Huron, CA
- Yreka, CA
- Center, CO
- Baja California, MEX
35 Years Experience
- Harvesting and Labor
- Farming USA and Mexico fresh vegetable production
- Full Legal Compliance of all Labor Laws

Scale and Size
- Largest private H-2A employer in USA (2017, 2018 & 2019), #2 Overall
- Experienced, “ground-up” leadership team
- Leverage overall diversified companies and customers USA / Mexico
- Food Safety Leader and Innovator
- Local and Regional Logistics and Trucking
BRANDS WE SERVE
CURRENT LABOR DYNAMIC

Can you Handle the Truth
AG Labor Force Since IRCA 1986

For Demonstration Purposes only!

- SAW / RAW
- Leave AG for Other Industry
- AG workers to Construction
H-2A LABOR SERVICES
A Full Service “LEGAL” Model

- Recruiting
- Manage H2a Legal
- Manage H2a Application and Paperwork
- Manage In and OUT for H2a workers
- Consult Experience (H2a Visa Issued)
- Transportation to Farm Area
- Housing and Management and Permitting of Housing
- Housing to Farm, Job Site Daily H2a Transportation
- Supervision of our workforce
- Payroll
- Human Resources & Employee Care

https://www.dropbox.com/s/je1q4pmg0yxu209/Video-Subtitulos-2.mp4?dl=0
Chaplaincy Program

Leadership Development
A STRATEGIC PARTNERSHIP
FRESH HARVEST FOR H-2A LABOR
IS A
VALUE/OPPORTUNITY PROPOSITION!
1. Maintain a strict Non-Joint Employer Relationship with customers in both a contractual and operational manner.

1. Execute every day to maintain a sustainable cost per unit to the customer. (Individual employee productivity tracking, reviewed daily)

1. Focus on EXCELLENT RECRUITMENT! We recruit the best and most experienced worker possible. Focus on work ethic and attitude of recruits.
   a. Senior Management and ownership are directly involved in recruitment.
- Fresh Harvest errors and mistakes
- H-2A different wage structure than domestics, customer’s, and/or customer’s FLCs
- Corresponding Employer

Customer
● Focus on “Opportunity Cost”

● Cost drivers / opportunities:
  ○ Synergetic Interaction with Customer and our Management team
  ○ Housing cost
  ○ Length of contract
  ○ Hours worked per week
  ○ Quality of crop
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We look forward to hearing from you soon!

visit us at www.sfcos.com