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THIRD READING

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Bill No: AB 1362  
Author: Kalra (D), et al.  
Amended: 9/5/25  
Vote: 21

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SENATE LABOR, PUB. EMP. & RET. COMMITTEE: 4-1, 6/18/25  
AYES: Smallwood-Cuevas, Cortese, Durazo, Laird  
NOES: Strickland

SENATE JUDICIARY COMMITTEE: 11-1, 7/8/25  
AYES: Umberg, Allen, Arreguín, Ashby, Caballero, Durazo, Laird, Stern, Wahab,  
Weber Pierson, Wiener  
NOES: Niello  
NO VOTE RECORDED: Valladares

SENATE APPROPRIATIONS COMMITTEE: 5-2, 8/29/25  
AYES: Caballero, Cabaldon, Grayson, Richardson, Wahab  
NOES: Seyarto, Dahle

ASSEMBLY FLOOR: 57-12, 6/2/25 - See last page for vote

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**SUBJECT:** Foreign labor contractor registration: agricultural workers

**SOURCE:** Coalition for Humane Immigrant Rights  
Farmworker Justice, Freedom United  
Justice At Last  
Pilipino Workers Center of Southern California  
Santa Clara Wage Theft Coalition  
Sunita Jain Anti-Trafficking Initiative

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**DIGEST:** This bill extends the foreign labor contractor registration requirements and oversight under the Labor Commissioner to all agricultural workers under the H-2A visa program, as specified, and requires Department of Industrial Relations

(DIR) to conduct a study on how to expand the existing law to other temporary work visas.

*Senate Floor Amendments of 9/5/25* (1) narrows the bill to H-2A visas beginning on July 1, 2027, (2) allows the Labor Commissioner enforce these requirements, as specified, (3) requires DIR to conduct a study on how to expand the existing law to other temporary work visa categories, as specified, and (4) makes technical, conforming changes, and adds co-authors.

## **ANALYSIS:**

Existing law:

- 1) Establishes within DIR, various entities including the Division of Labor Standards Enforcement (DLSE) under the direction of the Labor Commissioner, and empowers the Labor Commissioner with ensuring a just day's pay in every workplace and promotes economic justice through robust enforcement of labor laws. (Labor Code §79-107)
- 2) Requires, on and after July 1, 2016, a person acting as a *foreign labor contractor* to register with the Labor Commissioner, as specified. (Business and Professions Code §9998.1.5)
  - a) Requires the Labor Commissioner, by August 1, 2016, to post on its internet website the name and contact information for all registered foreign labor contractors and a list of the names and contact information for any foreign labor contractors denied renewal or registration. (Business and Professions Code §9998.1.5)
  - b) Prohibits the Labor Commissioner from registering a person to act as a foreign labor contractor, or renewing a registration, until specified conditions are met, including a written application, a surety bond, and a registration fee. (Business and Professions Code §9998.1.5)
  - c) Requires persons who know or should know that they are using a foreign labor contractor to procure foreign workers to disclose specified information to the Labor Commissioner. (Business and Professions Code §9998.2)
  - d) Requires a foreign labor contractor to disclose specified information in writing to each foreign worker, in that worker's primary language, at the time of the foreign worker's recruitment. The information, among other things, must include a form specified by the Labor Commissioner that

informs workers about their rights, including a notice that workers cannot be forced to pay processing, placement, transportation, or legal fees, which, by law, are the responsibility of the foreign labor contractor. The statement must also inform workers of their contractual rights and protections afforded to them under the federal Trafficking Victims Protection Act of 2000. (Business and Professions Code §9998.2.5)

- e) Prohibits a foreign labor contractor from engaging in certain activities, including making false or misleading claims about the terms and conditions of work, recruiting minors, intimidating or in any manner discriminating against a foreign worker or a member of the workers' family in retaliation for the foreign worker's exercising a legal right under the foreign labor contractor law, or promising workers that they will be offered an opportunity for citizenship or legal permanent residence in the United States. (Business and Professions Code §9998.3-9998.7)
  - f) Subjects any person who violates these provisions to civil penalties and civil actions for damages or injunctive relief. (Business and Professions Code §9998.8)
- 3) Defines, for purposes of the *foreign labor contractor* registration program, the following terms:
- a) "Person" as any natural person, company, firm, partnership or joint venture, association, corporation, limited liability company, or sole proprietorship. (Business and Professions Code §9998.1(a))
  - b) "Foreign labor contracting activity" to mean recruiting or soliciting for compensation a foreign worker who resides outside of the United States in furtherance of that worker's employment in California, including when that activity occurs wholly outside the United States. (Business and Professions Code §9998.1(b))
    - i) Specifies that "foreign labor contracting activity" does not include the services of an employer, or employee of an employer, if those services are provided directly to foreign workers solely to find workers for the employer's own use.
  - c) "Foreign worker" as any person seeking employment who is not a United States citizen or permanent resident but who is authorized by the federal government to work in the United States, including a person who engages in temporary nonagricultural labor pursuant to Section 101(a)(15)(H)(ii)(b) of

the federal Immigration and Nationality Act (8 U.S.C. Sec. 1101(a)(15)(H)(ii)(b)). (Business and Professions Code §9998.1(c))

- d) “Foreign labor contractor” as any person who performs foreign labor contracting activity, including any person who performs foreign labor contracting activity wholly outside the United States, except that the term does not include any entity of federal, state, or local government. (Business and Professions Code §9998.1(d))
  - i) “Foreign labor contractor” does not include a person licensed by the Labor Commissioner as a talent agency under Chapter 4 (commencing with Section 1700) of Part 6 of Division 2 of the Labor Code, or a person who obtained and maintains full written designation from the United States Department of State under Part 62 of Title 22 of the Code of Federal Regulations.
- 4) Specifies that the provisions regulating *foreign labor contractors only apply* to “nonagricultural workers,” as defined by Section 1101(a)(15)(H)(ii)(b) of Title 8 of the federal Immigration and Nationality Act. (Business and Professions Code §9998)
- 5) Further specifies that the provisions regulating *foreign labor contractors does not apply* to:
  - a) Any person duly licensed as a “farm labor contractor,” as any person who, for a fee, employs workers to render personal services in connection with the production of any farm products to, for, or under the direction of a third person, or who recruits, solicits, supplies, or hires workers on behalf of an employer engaged in the growing or producing of farm products, and who, for a fee, provides in connection therewith one or more of the following services: furnishes board, lodging, or transportation for those workers; supervises, times, checks, counts, weighs, or otherwise directs or measures their work; or disburses wage payments to these persons,
  - b) Any person exempt from the licensing requirement in Section 1682.5 of the Labor Code, or
  - c) Any employer employing agricultural workers, as defined by Section 1101(a)(15)(H)(ii)(a) of Title 8 of the federal Immigration and Nationality Act. (Business and Professions Code §9998)

- 6) Requires the Labor Commissioner to issue a license to any person acting as a *farm labor contractor*, as specified, and establishes civil penalties for any person who violates these provisions. (Labor Code §1683)
  - a) Prohibits the Labor Commissioner from issuing a license to a person to act as a farm labor contractor, or renewing that license, until specified conditions are met, including a written application, a surety bond, and a license fee, as specified. (Labor Code §1683-1699)
  - b) Permits the Labor Commissioner to revoke, suspend, or refuse to renew a license if the farm labor contractor fails to comply with specified state or federal laws, or has been found by a court or administrative agency to have committed sexual harassment of an employee. (Labor Code §1690)
  - c) Requires every licensed farm labor contractor to, among other things, make specified disclosures to employers and workers, maintain specified records, promptly pay all moneys owed to workers, conspicuously post information related to workers' rights, provide mandated training, including sexual harassment prevention training for all supervisors and farm workers, and comply with all federal law requirements, including the Migrant and Seasonal Agricultural Workers Protection Act. (Labor Code §1695-1696)
- 7) Establishes, under the federal Migrant and Seasonal Agricultural Worker Protection Act (MSPA), employment standards for migrant and seasonal farmworkers related to wages, housing, transportation, disclosures and recordkeeping. The MSPA also requires farm labor contractors to register with the U.S. Department of Labor. (29 U.S.C. Sections 1801, et seq.; 29 C.F.R. Part 500.)
- 8) Authorizes, under the federal Immigration and Naturalization Act, the lawful admission of temporary foreign workers who have no intention of abandoning their country of origin or becoming citizens or legal permanent residents in the United States. Distinguishes between foreign temporary workers (H-2A workers) who perform agricultural labor or services of a temporary or seasonal nature, and foreign temporary workers who perform nonagricultural labor or services (H-2B workers) of a temporary or seasonal nature. (8 U.S.C. 1101 (a) (15) (H) (i)-(ii).)

This bill:

- 1) Beginning July 1, 2027, expands the foreign labor contractor registration program requirements to agricultural workers under the federal H2-A visa program.
- 2) Beginning July 1, 2027, requires a person who is licensed or acting as a farm labor contractor, as defined, and who performs foreign labor contracting activities to register with the Labor Commissioner, as specified.
  - a) Specifies that the Labor Commissioner, in registering a person already licensed as a farm labor contractor, as defined, has discretion, to the extent feasible for the efficient administration of the program, to eliminate duplicative application information requirements for information previously obtained under the farm labor contractor's license if the applicant provides the farm labor contractor license number and attests that there are no changes in the information previously provided to the Labor Commissioner.
- 3) Requires a person who is registering to act as a foreign labor contractor to include in their written application, beginning in July 1, 2027, a listing of each federal visa program under which the person will be performing foreign labor contractor activities.
- 4) Allows the Labor Commissioner to enforce these requirements, as specified.
- 5) Requires DIR to submit to the Legislature, by January 1, 2028, as specified, a study of how to extend foreign labor contractor registration requirements to those foreign labor contractors recruiting or soliciting workers authorized to work in the United States under visa programs not included in this bill. That study, at a minimum, must include all of the following:
  - a) An overview of federal visa programs not covered by the foreign labor contractor registration program.
  - b) An analysis of the demographics of foreign workers in California authorized to work through federal visa programs, as specified.
  - c) A discussion on any additional steps the Labor Commissioner would need to take to ensure all foreign labor contractors are required to register under the foreign labor contractor registration program.

- d) A discussion of operational needs, including access to data, fee increases to cover costs, and enforcement options, as specified.
  - e) Recommendations of options to expand the foreign labor contractor registration program that considers the following:
    - i.) Risks to workers authorized to work in the United States through the visa programs, as specified.
    - ii.) Costs and staffing needs to expand the registration process required for foreign labor contractors under the foreign labor contractor registration program.
    - iii.) Enforcement costs and options, as specified.
    - iv.) Operational constraints, as specified.
  - f) Allows DIR to contract with a third party to conduct the study.
  - g) Repeals this study requirement on January 1, 2029, pursuant to Section 10231.5 of the Government Code.
- 6) Makes a series of related and conforming changes.
- 7) Makes a series of legislative findings and declarations related to foreign labor recruiters.

## **Background**

*Foreign Labor Visas.* While employers in the United States may recruit foreign nationals to work in the country with the protection of specific visas granted by the federal government on a temporary or permanent basis, the individuals must first obtain authorization to work in the U.S. A nonimmigrant visa provides temporary status and work authorization and immigrant visas grant permanent residency status.

Most employment-based nonimmigrant visas require employer sponsorship where the employer files for a specific visa with the U.S. Citizenship and Immigration Services (USCIS) on behalf of the prospective employee. Some circumstances also require U.S. Department of Labor (DOL) approval to demonstrate that the foreign national will not displace U.S. workers. Below are some of the most common visa classifications under which a foreign national may temporarily work or train in the U.S:

- H-1B: Specialty occupations in fields requiring highly specialized knowledge, specified fashion models, or certain services of an exceptional nature, as specified.
- H-2A: Temporary agricultural workers.
- H-2B: Temporary nonagricultural workers performing other services or labor.
- H-3: Trainees or special education exchange visitors.
- I: Representatives of foreign media.
- L-1A: Intra-company transferees (executives, managers).
- L-1B: Intra-company transferees (employees with specialized knowledge).
- O-1: Individuals with extraordinary ability or achievement in the sciences, arts, education, business, or athletics.
- P-3: Foreign nationals who perform, teach, or coach a program that is culturally unique.
- R-1: Temporary religious workers.

According to the Economic Policy Institute, California is the state with the largest number of migrant workers, with at least 300,000 nonimmigrants who were “temporary workers” in a list of visa programs included by U.S. Department of Homeland Security (DHS) in 2019.

*Foreign Labor Contractors and the Legislative History on this Bill.* California’s foreign labor contractor laws were enacted in 1988 to regulate individuals – i.e. foreign labor contractors – who, for compensation, recruited or solicited persons abroad to work as temporary migrant workers in the U.S.

Recruitment abuses are well-documented and temporary migrant workers often find themselves facing abuse before arriving in the U.S. by having to pay exorbitant and illegal fees to labor recruiters to secure employment in the U.S. In 2013, SB 516 (Steinberg) was introduced to make several changes to foreign labor contractor laws aimed at strengthening the law and provide more protections to foreign workers. SB 516 was vetoed but later reintroduced and signed into law the next year with SB 477 (Steinberg, Chapter 711, Statutes of 2014).

Among other things, SB 477 required foreign labor contractors to register with the Labor Commissioner, which included payment of a licensing fee and the posting of a surety bond. Foreign labor contractors were also required to make certain disclosures to workers and employers about their rights and responsibilities and the law imposed penalties on any employer who used an unregistered foreign labor contractor. SB 477 also expanded the remedies available to foreign workers



aggrieved by a violation of the law, and extended the prohibition against retaliation to include acts of retaliation against a worker's family members.

SB 477 expressly exempted two categories of foreign workers: foreign workers recruited by talent agencies, because talent agencies were already licensed and subject to protective regulations, and holders of J-1 visas that authorize persons participating in an educational or cultural program to work while they are in the United States. The changes enacted with SB 477 were to various codes within Chapter 21.5 of the Business and Professions Code including Section 9998.1, which amended the definitions of “foreign labor contractor,” “foreign labor contracting activity,” and “foreign worker” as noted under existing law above.

The changes made to the foreign labor contractor provisions under SB 477, however, did not amend section 9998, which limited the chapter’s applicability to only “nonagricultural workers” as defined by Section 1101(a)(15)(H)(ii)(b) of Title 8 of the federal Immigration and Nationality Act, which are H-2B visas. The chapter also expressly stated that it did *not* apply to a "farm labor contractor" or to any employer of H-2A agricultural workers.

This bill would include agricultural H-2A visa workers to the foreign labor contractor registration program requirements. The bill also requires DIR to conduct a study with recommendations of how to extend foreign labor contractor registration to these recruiting or soliciting workers in the U.S. under visa programs not included in this bill.

*Foreign Labor Contractors vs. Farm Labor Contractors.* Although this bill would ensure that the foreign labor contractor registration program requirements cover agricultural H2-A visa holders, opponents argue that “H-2A visas were simply not intended to be covered by the program because of the lack of necessity to do so because the H-2A visa program is already regulated by a restrictive application and enforcement program at the federal level and California has a specific farm labor contractor (FLC) licensing program that is managed by the California Labor Commissioner’s Office.”

While both foreign labor contractor and farm labor contractor provisions contain registration and bonding requirements with the Labor Commissioner, the laws appear to regulate two different steps in the process of engaging in foreign labor. Specifically, the foreign labor contractor statute contains provisions that are focused on the recruitment activities to bring foreign workers to the country, whereas the farm labor contractor provisions address processes and protections for workers once they are working in the country.

[NOTE: See the Senate Labor, Public Employment and Retirement Committee analysis for detailed background of this bill.]

### **Related/Prior Legislation**

AB 364 (Rodriguez, 2022, Vetoed) was identical to this bill, but did not include findings and declarations. The bill was vetoed by Governor Newsom.

AB 1913 (Kalra, 2018) was identical to AB 364. The bill failed passage on the Assembly floor.

SB 477 (Steinberg, Chapter 711, Statutes of 2014) established a registration and oversight process for foreign labor contractors with the Labor Commissioner, including enumerated protections for temporary foreign workers who are recruited to work in California.

SB 516 (Steinberg, 2013, Vetoed) was nearly identical to SB 477, but it specified a contractor registration fee of \$500. The bill was vetoed by Governor Brown.

**FISCAL EFFECT:** Appropriation: No   Fiscal Com.: Yes   Local: Yes

According to the Senate Appropriations Committee:

- The Department of Industrial Relations (DIR) indicates that, absent an approved fee increase, at a minimum it would incur first-year costs of \$2.5 million, and \$1.4 million annually thereafter, to implement and maintain the Foreign Labor Contractor Registration Program under the bill. To the extent that the regulated community is larger than DIR's estimate, resulting costs could be higher.
- The bill would result in an expansion of the Labor Commissioner's (LC's) foreign labor contractor registration requirement to apply to more contractors, a violation of which is punishable as a misdemeanor and subject to a civil penalty and other civil remedies through the courts. Consequently, this bill would result in potentially significant cost pressures; the magnitude is unknown (Trial Court Trust Fund (TCTF)). The specific number of new actions that could be filed under the bill also is unknown; however, it generally costs about \$10,500 to operate a courtroom for an eight-hour day. Courts are not funded on the basis of workload, and increased pressure on TCTF may create a need for increased funding for courts from the General Fund. The enacted 2025-26 budget includes \$38

million in ongoing support from the General Fund to continue to backfill TCTF for revenue declines.

[NOTE: The Senate Appropriations Committee analysis reflects the bill as amended on February 21, 2025 and not the most recent bill language, as amended on 9/5/25.]

**SUPPORT:** (Verified 9/5/25)

Coalition for Humane Immigrant Rights (Co-Source)  
Farmworker Justice (Co-Source)  
Freedom United (Co-Source)  
Justice At Last (Co-Source)  
Pilipino Workers Center of Southern California (Co-Source)  
Santa Clara Wage Theft Coalition (Co-Source)  
Sunita Jain Anti-Trafficking Initiative (Co-Source)  
Attorney General Rob Bonta  
Ambassador (RET.) Cindy Dyer  
Ambassador (RET.) John Cotton Richmond  
Ambassador (RET.) Luis C.debaca  
Ambassador (RET.) Mark P. Lagon  
Ambassador (RET.) Nancy Ely-raphel  
Ambassador (RET.) Susan P. Coppedge  
American Apparel & Footwear Association  
Asian Americans Advancing Justice Southern California  
Bet Tzedek  
Bet Tzedek Legal Services  
California Federation of Labor Unions, Afl-cio  
California Food and Farming Network  
California Rural Legal Assistance  
California Rural Legal Assistance Foundation, INC.  
California State Council of Service Employees International Union  
Center for Human Rights and Constitutional Law  
Central California Environmental Justice Network  
Central Coast Alliance United for a Sustainable Economy  
Central Valley Justice Coalition  
Centro Binacional Para El Desarrollo Indigena Oaxaqueño  
Centro De Los Derechos Del Migrante  
Cierito  
Coalition to Abolish Slavery and Trafficking  
Community Legal Services in East Palo Alto

Economic Policy Institute  
Farm2people  
Former Mayor Steinberg  
Hadassah  
Jcc/Federation of San Luis Obispo  
Jcrc Bay Area  
Jewish Community Federation and Endowment Fund  
Jewish Council for Public Affairs  
Jewish Democratic Club of Marin  
Jewish Family & Children's Service of Long Beach and Orange County  
Jewish Family and Children's Services of San Francisco, the Peninsula, Marin and Sonoma Counties  
Jewish Family Service of San Diego  
Jewish Family Service of the Desert  
Jewish Family Services of Silicon Valley  
Jewish Federation of the Greater San Gabriel and Pomona Valleys  
Jewish Free Loan Association  
Jewish Long Beach  
Jewish Public Affairs Committee  
Justice in Motion  
Jvs Socal  
LA Raza Centro Legal  
Los Angeles County Democratic Party  
Mixteco/indígena Community Organizing Project  
National Domestic Workers Alliance  
Pesticide Action Network  
Praeveni U.S. INC.  
San Francisco Safehouse  
Sierra Harvest  
Sister Warriors Freedom Coalition  
South Asian Network  
Teamsters California  
The Women's Employment Rights Clinic  
United Food and Commercial Workers - Western States Council  
Verité  
Worksafe

**OPPOSITION:** (Verified 9/5/25)

California Association of Winegrape Growers  
California Chamber of Commerce

California Farm Bureau  
Nisei Farmers League

**ARGUMENTS IN SUPPORT:** According to the sponsors, the Sunita Jain Anti-Trafficking Initiative, Pilipino Workers Center of Southern California, Santa Clara Wage Theft Coalition, Coalition for Humane Immigrant Rights (CHIRLA), Farmworker Justice, Freedom United, and Justice At Last:

“The temporary visa program creates a specific vulnerability to trafficking. Based on false promises made by fraudulent foreign labor recruiters (FRLs), workers often take on exorbitant debt to pay for a legal visa to come to California and then, due to false promises and coercion, are trafficked into exploitative situations. AB 1362 provides a vital framework for addressing this systemic exploitation and ensuring California remains a leader in combating human trafficking.

The Agriculture Community and business communities' assertions that the protections under AB 1362 for H-2A workers are duplicative or unnecessary are deeply flawed. Farm Labor Contractors have consistently been documented as some of the worst offenders in cases of wage theft and worker abuse across California. AB 1362 is specifically designed to protect workers at the critical point of recruitment, where they face the highest risk of exploitation. It is essential to note that the provisions governing Farm Labor Contractors and the unique protections outlined in AB 1362 for Foreign Labor Recruiters are distinct and complementary, with no overlap.

Farm Labor Contractors involved in the recruitment of foreign H-2A workers must be required to register under AB 1362. This ensures consistent and uniform protections for all temporary visa workers entering California. Furthermore, the fact that the National Human Trafficking Hotline reports H-2A workers as the largest category of abuse cases underscores the pervasive exploitation by Foreign Labor Recruiters and the glaring inadequacies in the enforcement of current laws regarding H-2A workers.

Without these critical protections, such exploitation will undoubtedly persist. AB 1362 is a necessary and timely measure to uphold workers' rights and reaffirm California's leadership in combating labor trafficking and abuse.”

**ARGUMENTS IN OPPOSITION:** According to the opposition, including the California Association of Winegrape Growers, California Chamber of Commerce, California Farm Bureau, and Nisei Farmers League:

“This bill unnecessarily expands the provisions of California’s foreign labor contracting regulations to include agricultural workers under the H-2A visa program. The H-2A visa program was NOT overlooked during the discussion and negotiations of SB 477 (Steinberg) in 2014 which created the foreign labor contracting registration program. H-2A visas were simply not intended to be covered by the program because of the lack of necessity to do so because the H-2A visa program is already regulated by a restrictive application and enforcement program at the federal level and California has a specific farm labor contractor (FLC) licensing program that is managed by the California Labor Commissioner’s Office.

Under the present federal regulations employers must, among other requirements, demonstrate the need to hire an H-2A visa holder, pay the highest of the Adverse Effect Wage Rate (AEWR), the prevailing wage determined by a prevailing wage survey, or the applicable statutory minimum wage, guarantee work hours, and provide housing at no cost to the worker. H-2A employees must also receive a copy of their work contract in a language that they understand.

In addition, California also has a unique FLC licensing program that is managed and enforced by the California Labor Commissioner’s Office and already covers farm labor contractors and, in fact, served as a model for the creation of SB 477. This program was specifically referenced as a model in the Assembly Committee on Judiciary analysis for SB 477, ‘currently California law requires licensing of farm labor contractors only. This has curtailed human trafficking-related abuses...’ As a result, expanding the California foreign labor contracting regulation to cover agricultural workers – who are already covered federally and are already covered by a program that preceded and inspired the foreign labor contracting regulation – makes little sense.”

ASSEMBLY FLOOR: 57-12, 6/2/25

AYES: Addis, Aguiar-Curry, Ahrens, Alvarez, Arambula, Ávila Farías, Bauer-Kahan, Bennett, Berman, Boerner, Bonta, Bryan, Calderon, Caloza, Carrillo, Connolly, Elhawary, Fong, Gabriel, Garcia, Gipson, Mark González, Haney, Harabedian, Hart, Irwin, Jackson, Kalra, Krell, Lee, Lowenthal, McKinnor, Muratsuchi, Nguyen, Ortega, Pacheco, Papan, Patel, Pellerin, Petrie-Norris, Quirk-Silva, Ramos, Ransom, Celeste Rodriguez, Michelle Rodriguez, Rogers, Blanca Rubio, Schiavo, Schultz, Sharp-Collins, Solache, Stefani, Valencia, Ward, Wicks, Zbur, Rivas

NOES: Alanis, Castillo, DeMaio, Dixon, Ellis, Gallagher, Jeff Gonzalez, Hadwick, Hoover, Patterson, Sanchez, Wallis

NO VOTE RECORDED: Bains, Chen, Davies, Flora, Lackey, Macedo, Soria, Ta,  
Tangipa, Wilson

Prepared by: Jazmin Marroquin / L., P.E. & R. / (916) 651-1556  
9/8/25 21:40:16

**\*\*\*\* END \*\*\*\***