

ANTI-THEFT REWARD PROGRAM

A. PERSONS ELIGIBLE TO RECEIVE A REWARD (CLAIMANT)

A Claimant is defined as any individual, or group of individuals, who provide information directly leading to the conviction of another for the unlawful taking, transporting, selling, or possession of California avocados. If Claimant is a California Avocado Commission (Commission) employee, Board member, or Finance Committee member involved in the decision about a reward (or if Claimant is an immediate family member of a Commission employee, Board member or Finance Committee member), that individual shall recuse himself or herself completely from any discussion or decision related to eligibility, amount, or award of the reward. For purposes of this policy, "immediate family" shall include spouses, children, parents, or siblings.

B. AMOUNT OF REWARD

Rewards will be presented to Claimant according to the chart below in amounts up to \$2,500 payable upon conviction of a perpetrator for an avocado theft-related crime.

CRIME	CONVICTION
Infraction	\$250
Misdemeanor	\$500
Felony	\$2,500

Rewards deemed payable shall be divided equally among all eligible Claimant members. Only one reward shall be presented for each occurrence, regardless of the number of perpetrators involved in the occurrence. Only one reward shall apply for each conviction of a perpetrator regardless of the number of theft occurrences that lead to conviction. Claimants who provide information leading to a subsequent conviction of the same perpetrator may be eligible to receive a subsequent reward, subject to the terms of Section D of this policy.

C. PROCEDURE

A Claimant for anti-theft rewards should notify the Commission that an avocado-related theft and conviction has taken place. Claimant must submit the following documents and information:

1. Claimant's full name(s), mailing address(es), telephone number(s), email address(es), and social security number(s)
2. Copies of all crime incident reports or other law enforcement summaries of the occurrence; these documents must clearly reflect the Claimant's involvement and eligibility for a reward, otherwise the Claimant should provide the

Commission with a letter from the investigating law enforcement agency verifying their involvement and eligibility

3. Copies of clerks' dockets, or other court documents clearly indicating a conviction for avocado theft-related crimes

The Commission staff (Staff) will verify the Claimant's eligibility to receive a reward and determine the amount of the reward based on the criteria set forth above. Staff will not contact law enforcement agencies or the court to gather additional information. Claimant will have the entire burden of providing the Commission with supporting documents. Staff will complete its review, decision and payment on rewards within thirty (30) days from receipt of the claim and all necessary supporting documents and information. If the claim is deemed to fall under special circumstances outlined in Section D of this policy, rewards will be paid within ten (10) days of the Commission Finance Committee's determination regarding the claim.

It will be the responsibility of the Claimant to notify the Commission of further developments in the case (such as additional convictions) which would make Claimant eligible for additional rewards.

D. SPECIAL CIRCUMSTANCES

Reward claims that fall within the following categories are deemed Special Circumstances and shall require review and approval by the Commission Finance Committee:

1. Claimant is a Commission employee, Board member, Finance Committee member, or Avocado Inspection Program personnel
2. Claimant is an immediate family member of Commission employee, Board member, Finance Committee member, or Avocado Inspection Program personnel
3. Claimant provides information leading to a subsequent conviction of the same perpetrator, resulting in combined rewards totaling \$5,000 or more

For claims identified as Special Circumstances, Staff will prepare a brief, written summary of the case and a reward recommendation for review by the Finance Committee. A majority of the Finance Committee members must approve Staff's recommendation, at a regularly scheduled Finance Committee meeting, before a reward may be presented to Claimant.