Annual Director and GLC Election

Frequently Asked Questions

Where can I find the petitions to run as a Director or Grower Liaison Committee Member?

The forms are updated annually in June on the grower website, which can be accessed under the Grower Resources tab or by clinking the link below:

Blue Diamond Growers Forms

When are the petitions due?

- All petitions must be submitted to Lauren Leonard, Vice President, Corporate Counsel, Corporate Secretary at lleonard@bdgrowers.com or mailed to 1802 C Street, Sacramento, CA 95811 and received by August 1.
- **We strongly recommend email submission** as soon as you have your forms completed. You do not need to wait until August 1 to submit via email.
- **Petitions that are received on or before August 1st will be considered on time.** Petitions received after August 1 will not be considered.

Who can I contact if I have questions about serving as a Director or GLC Committee member?

- Please submit your questions to Matt Efird, Chairman of the Governance Committee, at mefird@bluediamond.com or at 559-999-5470.

What Districts are part of the election this year?

- Districts 3, 5 and 7.

What is required in the petition and nomination process for a District Director?

- Candidates must be qualified under the bylaws. Please see Article VII, Section 1(b)(1)-(5).
- Candidates must fill out the Petition and Acceptance form.
- Candidates must collect signatures from at least fifteen (15) voting (i.e., MBA or MB5) members in good standing.
- Candidates must prepare a 500-word statement (optional, but recommended).
- All submissions must be received by August 1.
- Once a candidate has indicated interest in running, a Blue Diamond team member will coordinate with the candidate to film an optional, video interview (five (5) minutes maximum).

What are the Responsibilities of Directors:

- Directors are expected to commit significant time to board meetings, demonstrate integrity, and prioritize the interests of all members. They should be prepared to engage constructively with management and contribute to the board's effectiveness.
- Directors play a role in driving company strategy to maximize grower return for Blue Diamond members.
- This includes at least four (4) quarterly board meetings, the Annual and Organization meetings every November, Grower Liaison Committee and District Meetings, strategy and education sessions, board committee participation, political and fundraising events, and other additional time commitments on an annual basis.

What is required in the petition and nomination process for a GLC Member?

- Candidates must be qualified under the bylaws. Please see Article XI, Section 2.
- Candidates must fill out the Petition and Acceptance form.
- Candidates must collect signatures from at least five (5) voting (i.e. MBA or MB5) members in good standing.
- All submissions are due by August 1.

What qualities are you looking for in Directors?

Below please find a Director Skills list that will also appear in the May/June 2026 issue of Almond Facts:

DIRECTOR SKILLS DESIRED ON THE BOARD

1) **SALES & COMMERCIAL**
    - Understanding how business in general and particularly, the almond industry, works from a sales and commercial standpoint. This includes knowledge of key customers in the retail (e.g. Walmart) and food service (e.g. Sysco) channels, as well as knowledge of what products will sell well and why.
    - Understanding the role pricing plays in purchase decisions and how products are merchandised on-shelf.

Growers need not have actual sales or commercial experience to demonstrate competence in this area. All growers are consumers who purchase products in retail channels. If you find yourself interested in why certain products sell while others do not, you likely have the sales and commercial acumen needed on the board.

2) FINANCE & ACCOUNTING

- Understanding the key financial principles of profit margin, cash flow, and EBIT. Some knowledge of accounting is helpful.

Growers utilize financial principles given the nature of their business. If you find yourself particularly interested and focused on how to make your business more profitable, you likely have the financial skills needed on the board.

3) PEOPLE & CULTURE

- Understanding the value a strong team brings to a business and how to recruit, motivate, and retain key talent.
- Understanding how to develop and sustain an effective work environment and culture.

Growers build teams and attract and retain talent given the nature of their business. If this is a strong area for you, or if you are interested in growing in this area, you likely have the people and culture skills needed on the board.

4) INTERNATIONAL OPERATIONS

- Operating in markets outside the U.S. is different from within the U.S. Given the importance of these markets to Blue Diamond’s strategic plan, these skills and experiences are key.

Growers who have worked and lived in markets outside the United States will likely have the experiences and international business acumen needed on the board.