



TIM BALOIAN

CEO | BALOIAN FARMS

EDUCATION: HIGH SCHOOL, SOME COLLEGE COURSEWORK | **AGE:** 71 | **FAMILY:** SPOUSE (BARBARA WE WILL CELEBRATE OUR 50TH WEDDING ANNIVERSARY NEXT APRIL), CHILDREN (EMILY 48, JULIE 47, MELISSA 45) FIVE GRANDCHILDREN FROM AGES 3 ½ TO 20 YEARS OLD. GABRIELA, LOGAN, CHARLES, EDWARD, JAMES.

What we do:

Grow and sell vegetables.

Can you tell us a bit of the history of Baloian Farms?

The Baloian Family immigrated to the United States from Armenia to escape the massacres of their people by the Turkish government. By 1917, Charles Baloian had established himself as a farmer with a 70-acre ranch on Staten Island, New York. During harvest, he would take his produce by horse and wagon across the Staten Island Ferry and sell it on the New York City market.

Relocating to Fresno, the Baloian family adapted to new challenges. Charles' innovative spirit led to expanded distribution and the establishment of the Charles Baloian Company, laying the groundwork for future growth. As Charles transformed his business model, he made a name for himself with merchants and farmers across California for his quality product, honest nature, and timely cash payments. World War II brought hardships, but the post-war era saw second generation James and Edward Baloian rejuvenating the business. This period is characterized by recovery, perseverance, and the strengthening of our family's agricultural roots.

Pam Pak Distributors, Inc. started its own farming operations around 1965, allowing them to control quality from the field to the packing house while developing a program with more consistent and reliable supplies for customers. The formation of Pam-Pak and the expansion into new markets manifested a period of significant growth. Innovations in produce preservation and quality control redefined the business, setting new industry standards.

Marked by the establishment of Baloian Packing Co., Inc., and later the transition to Baloian Farms, this current era saw further expansion to farming other areas for consistent supplies, modernization, and a strong commitment to sustainability, with the installation of a large-scale solar power system and continuous innovation in farming practices.

On October 13, 1993, an arsonist set fire to and destroyed the Baloian Packing facility. A Pam Pak carton pulled from the remains of the fire is framed and hanging at our headquarters in Fresno. The plaque reads: October 13, 1993 "Tried By Fire" 1 Peter 1:7. "These have come so that the proven genuineness of your faith—of greater worth than gold, which perishes even though refined by fire—may result in praise, glory and honor when Jesus Christ is revealed."

How has your past experience helped prepare you for the role you serve today?

I always wanted to contribute to the family business. I have always been fascinated with the produce business. I have worked at many jobs in the company at different stages of my life. Janitor, sorter, stacker, dumper on the packing line. Truck driver, dock worker, shipping clerk, field man, salesperson, marketing, different levels of management, planning and strategizing what, where and when to plant different commodities. Now my main function is to enable and encourage the next generation.

What are some of the current challenges in the industry?

Doing business in California is very difficult. I feel like this state no longer wants agriculture to prosper. Inflation has been one of our many challenges; our input costs go up constantly. The price of our commodities fluctuates depending on supply and demand and sometimes it is difficult to re-coup these ever-increasing input costs in our farming, packing and shipping operation.

What would you consider one of your biggest business failures, and what did you learn from it?

I have had many failures in my agriculture business career. I have seen many crop failures due to weather, disease, lack of people to harvest, etc. I have made poor decisions in planning and marketing. I realize that there is little I can control. That is why when we do have success, I give the credit and glory to God. Many times, I have seen God take a seemingly hopeless situation and turn it into a thing of success.

How does your Christian faith guide your work?

God is in control. First, I know at some point in time I have to stand before God and answer for what I did with what he allowed me to have. God has given me many talents and resources and it is up to me to use them to his glory. Luke 12:48

What is one thing you cannot stand in the workplace?

Poor attitude and negative talking.

What do you like to do on your free time?

Fly my airplane.

What is the best piece of advice you ever received?

My Grandmother Baidzar Baloian: "if one door closes, another will open, never give up." My mother Dorothy Baloian; "without God we are nothing."

What was your very first job and what did you learn from it?

Cleaning the office in the early morning and working on the packing line late morning/afternoon. I learned I had to come to work whether I wanted to or not. Once I committed to work a job, I had to do it no matter what. I had a responsibility to the company, my fellow workers and to myself to follow through with what I had committed to. (In my first job, my father took me to work with him in the early morning hours during the summer, so I had little choice in scheduling. By the way, I loved contributing to the family business.)

