



H-2A Agricultural Clearance Order
Form ETA-790A
U.S. Department of Labor

A. Job Offer Information

1. Job Title * Supervisor							
2. Workers Needed *		a. Total	b. H-2A Workers	Period of Intended Employment			
		11	11	3. First Date * 7/1/2025	4. Last Date * 8/7/2025		
5. Will this job generally require the worker to be on-call 24 hours a day and 7 days a week? * If "Yes", proceed to question 8. If "No", complete questions 6 and 7 below.						<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
6. Anticipated days and hours of work per week (an entry is required for each box below) *						7. Hourly Work Schedule *	
42	a. Total Hours	7	c. Monday	7	e. Wednesday	7	g. Friday
0	b. Sunday	7	d. Tuesday	7	f. Thursday	7	h. Saturday
						a. 7 : 00	<input checked="" type="checkbox"/> AM <input type="checkbox"/> PM
						b. 2 : 00	<input type="checkbox"/> AM <input checked="" type="checkbox"/> PM
Temporary Agricultural Services and Wage Offer Information							
8a. Job Duties - Description of the specific services or labor to be performed. * (Please begin response on this form and use Addendum C if additional space is needed.) Crops/Commodities: Corn. First-line supervision and coordination of agricultural workers. Under the direction of farm management, assign tasks and monitor crop production operations. Train workers in techniques such as planting, cultivating, or harvesting and in use of safety measures. Train workers in safe equipment operation. Direct or assist with adjustment or repair of equipment or machinery. Take directions from managers on work schedules, production requirements, and conditions of equipment and supplies. Maintain details of personnel actions. Operate employer's electronic timekeeping system. First-line supervisors do not have direct hiring or firing authority, but may be asked by farm management to give warnings or take disciplinary action against works for safety or work rule violations Workers may be required to tag and number corn rows. Depending on responsibilities performed, registration certificates and licenses held, workers will be paid on an hourly, piece rate or salary basis. Regardless of the method of pay, workers will earn at least the Adverse Effect Wage Rate for all hours worked, and overtime (if applicable) will be paid for workweeks in which nonexempt work and more than forty (40) hours are worked. Overtime will not be paid for workweeks when workers become eligible to perform only exempt work and are paid on a salary basis for all hours worked. Front line Supervisor must have a valid Farm Labor Contractor license with driving authorization. Also, Front Line Supervisors must have a valid state Farm Labor Contractor card for states that have state Farm Labor Contractor license requirements. Working outside thumping large clumps of dirt off of corn roots then further cleaning the roots at table customized with a power washer hose until the root is clean for full time employees to rate for insect damage.							
8b. Wage Offer *		8c. Per *		8d. Piece Rate Offer \$		8e. Piece Rate Units / Estimated Hourly Rate / Special Pay Information \$	
\$ 30 . 62		<input checked="" type="checkbox"/> HOUR <input type="checkbox"/> MONTH		\$.			
9. Is a completed Addendum A providing additional information on the crops or agricultural activities to be performed and wage offers attached to this job offer? *						<input type="checkbox"/> Yes <input checked="" type="checkbox"/> N/A	
10. Frequency of Pay: * <input checked="" type="checkbox"/> Weekly <input type="checkbox"/> Biweekly <input type="checkbox"/> Other (specify): N/A							
11. State all deduction(s) from pay and, if known, the amount(s). * (Please begin response on this form and use Addendum C if additional space is needed.) See Addendum C							

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B. Minimum Job Qualifications/Requirements

1. Education: minimum U.S. diploma/degree required. *			
<input checked="" type="checkbox"/> None <input type="checkbox"/> High School/GED <input type="checkbox"/> Associate's <input type="checkbox"/> Bachelor's <input type="checkbox"/> Master's or higher <input type="checkbox"/> Other degree (JD, MD, etc.)			
2. Work Experience: number of <u>months</u> required. *		6	3. Training: number of <u>months</u> required. * 0
4. Basic Job Requirements (check all that apply) §			
<input checked="" type="checkbox"/> a. Certification/license requirements		<input checked="" type="checkbox"/> f. Exposure to extreme temperatures	
<input checked="" type="checkbox"/> b. Driver requirements		<input checked="" type="checkbox"/> g. Extensive pushing or pulling	
<input checked="" type="checkbox"/> c. Criminal background check		<input checked="" type="checkbox"/> h. Extensive sitting or walking	
<input checked="" type="checkbox"/> d. Drug screen		<input checked="" type="checkbox"/> i. Frequent stooping or bending over	
<input checked="" type="checkbox"/> e. Lifting requirement <u>60</u> lbs.		<input checked="" type="checkbox"/> j. Repetitive movements	
5a. Supervision: does this position supervise the work of other employees? *		<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	5b. If "Yes" to question 5a, enter the number of employees worker will supervise. § 150
6. Additional Information Regarding Job Qualifications/Requirements. * (Please begin response on this form and use Addendum C if additional space is needed. If no additional skills or requirements, enter " NONE " below) This job requires a minimum of 6 months of agricultural experience overseeing crews handling mechanized and manual tasks. Crew supervisors are responsible for overseeing that farmworkers perform manual tasks with accuracy and efficiency. Applicants must be able to furnish verbal or written statement establishing relevant prior work experience. Saturday work required. Must be able to lift/carry 60 lbs.			

C. Place of Employment Information

1. Place of Employment Address/Location *			
41.898100, -89.289600			
2. City *	3. State *	4. Postal Code *	5. County *
Franklin Grove	Illinois	61031	Ogle
6. Additional Place of Employment Information. (If no additional information, enter " NONE " below) *			
Employer reserves the right to move workers between worksites as needed.			
7. Is a completed Addendum B providing additional information on the places of employment and/or agricultural businesses who will employ workers, or to whom the employer will be providing workers, attached to this job order? *			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> N/A

D. Housing Information

1. Housing Address/Location *			
2105 1st Avenue			
2. City *	3. State *	4. Postal Code *	5. County *
Rock Falls	Illinois	61071	Whiteside
6. Type of Housing (check only one) *		7. Total Units *	8. Total Occupancy *
<input type="checkbox"/> Employer-provided (including mobile or range) <input checked="" type="checkbox"/> Rental or public		25	75
9. Identify the entity that determined the housing met all applicable standards: *			
<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other (specify): _____			
10. Additional Housing Information. (If no additional information, enter " NONE " below) *			
See Addendum C			
11. Is a completed Addendum B providing additional information on housing that will be provided to workers attached to this job order? *			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> N/A

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E. Provision of Meals

1. Describe how the employer will provide each worker with three meals per day or furnish free and convenient cooking and kitchen facilities. *

(Please begin response on this form and use Addendum C if additional space is needed.)

For workers residing in employer-provided housing, employer will provide three daily meals in accordance with 20 CFR 655.122(g). Employer will deduct the cost of such meals up to the maximum allowable amount published in the Federal Register, or as otherwise approved by the U.S. Department of Labor. The employer also provides free transportation once per week to/from closest town or city for personal errands (e.g., groceries, banking services). Dining and other common areas are shared by all workers.

2. The employer: *

☐ **WILL NOT** charge workers for meals.

☒ **WILL** charge each worker for meals at \$ 16 . 28 per day, if meals are provided.

F. Transportation and Daily Subsistence

1. Describe the terms and arrangements for daily transportation the employer will provide to workers. *

(Please begin response on this form and use Addendum C if additional space is needed.)

Employer will provide free daily transportation via a fleet of 60 passenger-capacity buses.

2. Describe the terms and arrangements for providing workers with transportation (a) to the place of employment (i.e., inbound) and (b) from the place of employment (i.e., outbound). *

(Please begin response on this form and use Addendum C if additional space is needed.)

Employer will permit workers to select any means of transportation they choose and reimburse workers at no less than the most economical and reasonable common carrier (e.g., van, bus, plane) transportation charges for the distances involved for both inbound and outbound transportation. Inbound transportation provided from the foreign worker's home city to the U.S. consulate and from the U.S. Consulate to the work site.

3. During the travel described in Item 2, the employer will pay for or reimburse daily meals by providing each worker *

a. no less than \$ 16 . 28 per day *

b. no more than \$ 68 . 00 per day with receipts

G. Referral and Hiring Instructions



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1. Explain how prospective applicants may be considered for employment under this job order, including verifiable contact information for the employer (or the employer's authorized hiring representative), methods of contact, and the days and hours applicants will be considered for the job opportunity. *

(Please begin response on this form and use Addendum C if additional space is needed.)

Employer accepts referrals/applicants from all sources. Interview required - conducted at no cost to applicant, via phone or in-person. Employer will conduct interview as expeditiously as possible. Contact employer Monday through Friday during the hours of 9:00 AM - 5:00 PM EDT at phone (+18633244654) or email (arubio@overlookharvesting.com). Employer will hire those who meet the following conditions: be able, willing, and available to perform the specified job duties for the duration of the contract period; have been apprised of all material terms and conditions of employment; agree to abide by all material terms and conditions of employment; be legally authorized to work in the United States; and satisfy all minimum job requirements.

Referring State Workforce Agency (SWA) is responsible for informing applicants of all terms and conditions of employment, and to notify the employer in advance of any referrals. If appropriate, the SWA should furnish translator services.

2. Telephone Number to Apply *
+1 (863) 324-4654

3. Extension §
N/A

4. Email Address to Apply *
arubio@overlookharvesting.com

5. Website Address (URL) to Apply *
N/A

H. Additional Material Terms and Conditions of the Job Offer

1. Is a completed **Addendum C** providing additional information about the material terms, conditions, and benefits (monetary and non-monetary) that will be provided by the employer attached to this job order? *

☒ Yes ☐ No

I. Conditions of Employment and Assurances for H-2A Agricultural Clearance Orders

By virtue of my signature below, I **HEREBY CERTIFY** my knowledge of and compliance with applicable Federal, State, and local employment-related laws and regulations, including employment-related health and safety laws, and certify the following conditions of employment:

- JOB OPPORTUNITY:** Employer assures that the job opportunity identified in this clearance order (hereinafter also referred to as the "job order") is a full-time temporary position being placed with the SWA in connection with an *H-2A Application for Temporary Employment Certification* for H-2A workers and this clearance order satisfies the requirements for agricultural clearance orders in 20 CFR part 653, subpart F and the requirements set forth in 20 CFR 655, subpart B. This job opportunity offers U.S. workers no less than the same benefits, wages, and working conditions that the employer is offering, intends to offer, or will provide to H-2A workers and complies with the requirements at 20 CFR part 655, subpart B. The job opportunity is open to any qualified U.S. worker regardless of race, color, national origin, age, sex, religion, handicap, or citizenship.
- NO STRIKE, LOCKOUT, OR WORK STOPPAGE:** Employer assures that this job opportunity, including all places of employment for which the employer is requesting temporary agricultural labor certification does not currently have workers on strike or being locked out in the course of a labor dispute. 20 CFR 655.135(b).
- HOUSING FOR WORKERS:** Employer agrees to provide or secure housing for the H-2A workers and those workers in corresponding employment who are not reasonably able to return to their residence at the end of the work day. That housing complies with the applicable local, State, and/or Federal standards and is sufficient to house the specified number of workers requested through the clearance system. The employer will provide the housing without charge to the worker. Any charges for rental housing will be paid directly by the employer to the owner or operator of the housing. If public accommodations or public housing are provided to workers, the employer agrees to pay all housing-related charges directly to the housing's management. The employer agrees that charges in the form of deposits for bedding or other similar incidentals related to housing (e.g., utilities) must not be levied upon workers. However, the employer may require workers to reimburse them for damage caused to housing by the individual worker(s) found to have been responsible for damage which is not the result of normal wear and tear related to habitation. When it is the prevailing practice in the area of intended employment and the occupation to provide family housing, the employer agrees to provide family housing at no cost to workers with families who request it. 20 CFR 655.122(d), 653.501(c)(3)(vi).
Request for Conditional Access to Intrastate or Interstate Clearance System: Employer assures that the housing disclosed on this clearance order will be in full compliance with all applicable local, State, and/or Federal standards at least 20 calendar days before the housing is to be occupied. 20 CFR 653.502(a)(3). The Certifying Officer will not certify the application until the employer provides evidence that housing has been inspected and approved or, in the case of rental or public accommodations, is otherwise in full compliance.
- WORKERS' COMPENSATION COVERAGE:** Employer agrees to provide workers' compensation insurance coverage in compliance with State law covering injury and disease arising out of and in the course of the worker's employment. If the type of employment for which the certification is sought is not covered by or is exempt from the State's workers' compensation law, the employer agrees to provide, at no cost to the worker, insurance covering injury and disease arising out of and in the course of the worker's employment that will provide benefits at least equal to those provided under the State workers' compensation law for other comparable employment. 20 CFR 655.122(e).
- EMPLOYER-PROVIDED TOOLS AND EQUIPMENT:** Employer agrees to provide to the worker, without charge or deposit charge, all tools, supplies, and equipment required to perform the duties assigned. 20 CFR 655.122(f), .210(d), or .302(c).



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6. **MEALS:** Employer agrees to provide each worker with three meals a day or furnish free and convenient cooking and kitchen facilities to the workers that will enable the workers to prepare their own meals. Where the employer provides the meals, the job offer will state the charge, if any, to the worker for such meals. The amount of meal charges is governed by 20 CFR 655.173. 20 CFR 655.122(g). When a charge or deduction for the cost of meals would bring the worker's wage below the minimum wage set by the FLSA at 29 U.S.C. 206, the charge or deduction must meet the requirements of 29 U.S.C. 203(m) of the FLSA, including the recordkeeping requirements found at 29 CFR 516.27.

For workers engaged in the herding or production of livestock on the range, the employer agrees to provide each worker, without charge or deposit charge, (1) either three sufficient meals a day, or free and convenient cooking facilities and adequate provision of food to enable the worker to prepare his own meals. To be sufficient or adequate, the meals or food provided must include a daily source of protein, vitamins, and minerals; and (2) adequate potable water, or water that can be easily rendered potable and the means to do so. 20 CFR 655.210(e).

7. **TRANSPORTATION AND DAILY SUBSISTENCE:** Employer agrees to provide the following transportation and daily subsistence benefits to eligible workers.

A. *Transportation to Place of Employment (Inbound)*

If the worker completes 50 percent of the work contract period, and the employer did not directly provide such transportation or subsistence or otherwise has not yet paid the worker for such transportation or subsistence costs, the employer agrees to reimburse the worker for reasonable costs incurred by the worker for transportation and daily subsistence from the place from which the worker came to work for the employer to the employer's place of employment, whether in the U.S. or abroad. The amount of the transportation payment must be no less (and is not required to be more) than the most economical and reasonable common carrier transportation charges for the distances involved. The amount the employer will pay for daily subsistence expenses are those amounts disclosed in this clearance order, which are at least as much as the employer would charge the worker for providing the worker with three meals a day during employment (if applicable), but in no event will be less than the amount permitted under 20 CFR 655.173(a). The employer understands that the Fair Labor Standards Act applies independently of the H-2A requirements and imposes obligations on employers regarding payment of wages. 20 CFR 655.122(h)(1).

B. *Transportation from Place of Employment (Outbound)*

If the worker completes the work contract period, or is terminated without cause, and the worker has no immediate subsequent H-2A employment, the employer agrees to provide or pay for the worker's transportation and daily subsistence from the place of employment to the place from which the worker, disregarding intervening employment, departed to work for the employer. Return transportation will not be provided to workers who voluntarily abandon employment before the end of the work contract period, or who are terminated for cause, if the employer follows the notification requirements in 20 CFR 655.122(n).

If the worker has contracted with a subsequent employer who has not agreed in such work contract to provide or pay for the worker's transportation and daily subsistence expenses from the employer's place of employment to such subsequent employer's place of employment, the employer must provide for such expenses. If the worker has contracted with a subsequent employer who has agreed in such work contract to provide or pay for the worker's transportation and daily subsistence expenses from the employer's place of employment to such subsequent employer's place of employment, the subsequent employer must provide or pay for such expenses.

The employer is not relieved of its obligation to provide or pay for return transportation and subsistence if an H-2A worker is displaced as a result of the employer's compliance with the employer's obligation to hire U.S. workers who apply or are referred after the employer's date of need during the recruitment period set out in 20 CFR 655.135(d). 20 CFR 655.122(h)(2).

C. *Daily Transportation*

Employer agrees to provide transportation between housing provided or secured by the employer and the employer's place(s) of employment at no cost to the worker. 20 CFR 655.122(h)(3).

D. *Compliance with Transportation Standards*

Employer assures that all employer-provided transportation will comply with all applicable Federal, State, or local laws and regulations. Employer agrees to provide, at a minimum, the same transportation safety standards, driver licensure, and vehicle insurance as required under 29 U.S.C. 1841 and 29 CFR 500.104 or 500.105 and 29 CFR 500.120 to 500.128. If workers' compensation is used to cover transportation, in lieu of vehicle insurance, the employer will ensure that such workers' compensation covers all travel or that vehicle insurance exists to provide coverage for travel not covered by workers' compensation. Employer agrees to have property damage insurance. 20 CFR 655.122(h)(4).

8. **THREE-FOURTHS GUARANTEE:** Employer agrees to offer the worker employment for a total number of work hours equal to at least three-fourths of the workdays of the total period beginning with the first workday after the arrival of the worker at the place of employment or the advertised contractual first date of need, whichever is later, and ending on the expiration date specified in the work contract or in its extensions, if any. 20 CFR 655.122(i).

The employer may offer the worker more than the specified hours of work on a single workday. For purposes of meeting the three-fourths guarantee, the worker will not be required to work for more than the number of hours specified in the job order for a workday, or on the worker's Sabbath or Federal holidays. If, during the total work contract period, the employer affords the U.S. or H-2A worker less employment than that required under this guarantee, the employer will pay such worker the amount the worker would have earned had the worker, in fact, worked for the guaranteed number of days. An employer will not be considered to have met the work guarantee if the employer has merely offered work on three-fourths of the workdays if each workday did not consist of a full number of hours of work time as specified in the job order. All hours of work actually performed may be counted by the employer in calculating whether the period of guaranteed employment has been met. Any hours the worker fails to work, up to a maximum of the number of hours specified in the job order for a workday, when the worker has been offered an opportunity to work, and all hours of work actually performed (including voluntary work over 8 hours in a workday or on the worker's Sabbath or Federal holidays), may be counted by the employer in calculating whether the period of guaranteed employment has been met. 20 CFR 655.122(i).

If the worker is paid on a piece rate basis, the employer agrees to use the worker's average hourly piece rate earnings or the required hourly wage rate, whichever is higher, to calculate the amount due under the three-fourths guarantee. 20 CFR 655.122(i).



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If the worker voluntarily abandons employment before the end of the period of employment set forth in the job order, or is terminated for cause, and the employer follows the notification requirements in 20 CFR 655.122(n), the worker is not entitled to the three-fourths guarantee. The employer is not liable for payment of the three-fourths guarantee to an H-2A worker whom the Department of Labor certifies is displaced due to the employer's requirement to hire qualified and available U.S. workers during the recruitment period set out in 20 CFR 655.135(d), which lasts until 50 percent of the period of the work contract has elapsed (50 percent rule). 20 CFR 655.122(i).

Important Note: In circumstances where the work contract is terminated due to contract impossibility under 20 CFR 655.122(o), the three-fourths guarantee period ends on the date of termination.

9. **EARNINGS RECORDS:** Employer agrees to keep accurate and adequate records with respect to the workers' earnings at the place or places of employment, or at one or more established central recordkeeping offices where such records are customarily maintained. The records must include each worker's permanent address, and, when available, permanent email address, and phone number(s). All records must be available for inspection and transcription by the Department of Labor or a duly authorized and designated representative, and by the worker and representatives designated by the worker as evidenced by appropriate documentation. Where the records are maintained at a central recordkeeping office, other than in the place or places of employment, such records must be made available for inspection and copying within 72 hours following notice from the Department of Labor, or a duly authorized and designated representative, and by the worker and designated representatives. The content of earnings records must meet all regulatory requirements and be retained by the employer for a period of not less than 3 years after the date of certification by the Department of Labor. 20 CFR 655.122(j).

10. **HOURS AND EARNINGS STATEMENTS:** Employer agrees to furnish to the worker on or before each payday in one or more written statements the following information: (1) the worker's total earnings for the pay period; (2) the worker's hourly rate and/or piece rate of pay; (3) the hours of employment offered to the worker (showing offers in accordance with the three-fourths guarantee as determined in 20 CFR 655.122(i), separate from any hours offered over and above the guarantee); (4) the hours actually worked by the worker; (5) an itemization of all deductions made from the worker's wages; (6) if piece rates are used, the units produced daily; (7) beginning and ending dates of the pay period; and (8) the employer's name, address and FEIN. 20 CFR 655.122(k).

For workers engaged in the herding or production of livestock on the range, the employer is exempt from recording and furnishing the hours actually worked each day, the time the worker begins and ends each workday, as well as the nature and amount of work performed, but otherwise must comply with the earnings records and hours and earnings statement requirements set out in 20 CFR 655.122(j) and (k). The employer agrees to keep daily records indicating whether the site of the employee's work was on the range or off the range. If the employer prorates a worker's wage because of the worker's voluntary absence for personal reasons, it must also keep a record of the reason for the worker's absence. 20 CFR 655.210(f).

11. **RATES OF PAY:** The employer agrees that it will offer, advertise in its recruitment, and pay at least the Adverse Effect Wage Rate (AEWR), a prevailing wage rate, the agreed-upon collective bargaining rate, the Federal minimum wage, or the State minimum wage, whichever is highest, for every hour or portion thereof worked during a pay period. If the offered wage(s) disclosed in this clearance order is/are based on commission, bonuses, or other incentives, the employer guarantees the wage paid on a weekly, semi-monthly, or monthly basis will equal or exceed the AEWR, prevailing wage rate, Federal minimum wage, State minimum wage, or any agreed-upon collective bargaining rate, whichever is highest. If the applicable AEWR or prevailing wage is adjusted during the contract period, and that new rate is higher than the highest of the AEWR, the prevailing wage, the collective bargaining rate, the Federal minimum wage, or the State minimum wage, the employer will increase the pay of all employees in the same occupation to the higher rate no later than the effective date of the adjustment. If the new AEWR or prevailing wage is lower than the rate guaranteed on this job order, the employer will continue to pay at least the rate guaranteed on this job order.

If the worker is paid on a piece rate basis, the piece rate must be no less than the prevailing piece rate for the crop activity or agricultural activity and, if applicable, a distinct work task or tasks performed in that activity in the geographic area, if one has been issued. At the end of the pay period, if the piece rate does not result in average hourly piece rate earnings during the pay period at least equal to the amount the worker would have earned had the worker been paid at the appropriate hourly rate, the employer agrees to supplement the worker's pay at that time so that the worker's earnings are at least as much as the worker would have earned during the pay period if the worker had instead been paid at the appropriate hourly wage rate for each hour worked. 20 CFR 655.120, 655.122(l).

For workers engaged in the herding or production of livestock on the range, the employer agrees to pay the worker at least the monthly AEWR, the agreed-upon collective bargaining wage, or the applicable minimum wage imposed by Federal or State law or judicial action, in effect at the time work is performed, whichever is highest, for every month of the job order period or portion thereof. If the offered wage disclosed in this clearance order is based on commissions, bonuses, or other incentives, the employer guarantees that the wage paid will equal or exceed the monthly AEWR, the agreed-upon collective bargaining wage, or the applicable minimum wage imposed by Federal or State law or judicial action, whichever is highest, and will be paid to each worker free and clear without any unauthorized deductions. The employer may prorate the wage for the initial and final pay periods of the job order period if its pay period does not match the beginning or ending dates of the job order. The employer also may prorate the wage if an employee is voluntarily unavailable to work for personal reasons. 20 CFR 655.210(g).

12. **FREQUENCY OF PAY:** Employer agrees to pay workers when due based on the frequency disclosed in this clearance order. 20 CFR 655.122(m).
13. **ABANDONMENT OF EMPLOYMENT OR TERMINATION FOR CAUSE:** If a worker voluntarily abandons employment before the end of the contract period, or is terminated for cause, the employer is not responsible for providing or paying for the subsequent transportation and subsistence expenses of that worker, and that worker is not entitled to the three-fourths guarantee, if the employer notifies the U.S. Department of Labor and, if applicable, the Department of Homeland Security, in writing or by any other method specified by the Department of Labor or the Department of Homeland Security in the *Federal Register*, not later than 2 working days after the abandonment or termination occurs. A worker will be deemed to have abandoned the work contract after the worker fails to show up for work at the regularly scheduled time for 5 consecutive work days without the consent of the employer. 20 CFR 655.122(n).
14. **CONTRACT IMPOSSIBILITY:** The work contract may be terminated before the end date of work specified in the work contract if the services of the workers are no longer required for reasons beyond the control of the employer due to fire, weather, or other Act of God that makes fulfillment of the contract impossible, as determined by the Department of Labor. In the event that the work contract is terminated, the employer agrees to fulfill the three-fourths guarantee for the time that has elapsed from the start date of work specified in the work contract to the date of termination. The employer also agrees that it will make efforts to transfer the worker to other comparable employment acceptable



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to the worker and consistent with existing immigration laws. In situations where a transfer is not affected, the employer agrees to return the worker at the employer's expense to the place from which the worker, disregarding intervening employment, came to work for the employer, or transport the worker to his/her next certified H-2A employer, whichever the worker prefers. The employer will also reimburse the worker the full amount of any deductions made by the employer from the worker's pay for transportation and subsistence expenses to the place of employment. The employer will also pay the worker for any transportation and subsistence expenses incurred by the worker to that employer's place of employment. The amounts the employer will pay for subsistence expenses per day are those amounts disclosed in this clearance order. The amount of the transportation payment must not be less (and is not required to be more) than the most economical and reasonable common carrier transportation charges for the distances involved. 20 CFR 655.122(o).

The employer is not required to pay for transportation and daily subsistence from the place of employment to a subsequent employer's place of employment if the worker has contracted with a subsequent employer who has agreed to provide or pay for the worker's transportation and subsistence expenses from the present employer's place of employment to the subsequent employer's place of employment. 20 CFR 655.122(h)(2).

15. **DEDUCTIONS FROM WORKER'S PAY:** Employer agrees to make all deductions from the worker's paycheck required by law. This job offer discloses all deductions not required by law which the employer will make from the worker's paycheck and all such deductions are reasonable, in accordance with 20 CFR 655.122(p) and 29 CFR part 531. The wage requirements of 20 CFR 655.120 will not be met where undisclosed or unauthorized deductions, rebates, or refunds reduce the wage payment made to the employee below the minimum amounts required under 20 CFR part 655, subpart B, or where the employee fails to receive such amounts free and clear because the employee kicks back directly or indirectly to the employer or to another person for the employer's benefit the whole or part of the wage delivered to the employee. 20 CFR 655.122(p).
16. **DISCLOSURE OF WORK CONTRACT:** Employer agrees to provide a copy of the work contract to an H-2A worker no later than the time at which the worker applies for the visa, or to a worker in corresponding employment no later than on the day work commences. For an H-2A worker coming to the employer from another H-2A employer or who does not require a visa for entry to the United States, the employer agrees to provide a copy of the work contract no later than the time an offer of employment is made to the H-2A worker. A copy of the work contract will be provided to each worker in a language understood by the worker, as necessary or reasonable. In the absence of a separate, written work contract entered into between the employer and the worker, the work contract at minimum will be the terms of this clearance order, including all Addenda, the certified *H-2A Application for Temporary Employment Certification* and any obligations required under 8 U.S.C. 1188, 29 CFR part 501, or 20 CFR part 655, subpart B. 20 CFR 655.122(q).
17. **ADDITIONAL ASSURANCES FOR CLEARANCE ORDERS:**
- A. Employer agrees to provide to workers referred through the clearance system the number of hours of work disclosed in this clearance order for the week beginning with the anticipated first date of need, unless the employer has amended the first date of need at least 10 business days before the original first date of need by so notifying the Order-Holding Office (OHO) in writing (e.g., email notification). The employer understands that it is the responsibility of the SWA to make a record of all notifications and attempt to inform referred workers of the amended first date of need expeditiously. 20 CFR 653.501(c)(3)(i).
- If there is a change to the anticipated first date of need, and the employer fails to notify the OHO at least 10 business days before the original first date of need, the employer agrees that it will pay eligible workers referred through the clearance system the specified rate of pay disclosed in this clearance order for the first week starting with the originally anticipated first date of need or will provide alternative work if such alternative work is stated on the clearance order. 20 CFR 653.501(c)(3)(5).
- B. Employer agrees that no extension of employment beyond the period of employment specified in the clearance order will relieve it from paying the wages already earned, or if specified in the clearance order as a term of employment, providing transportation from the place of employment, as described in paragraph 7.B above. 20 CFR 653.501(c)(3)(ii).
- C. Employer assures that all working conditions comply with applicable Federal and State minimum wage, child labor, social security, health and safety, farm labor contractor registration, and other employment-related laws. 20 CFR 653.501(c)(3)(iii).
- D. Employer agrees to expeditiously notify the OHO or SWA by emailing and telephoning immediately upon learning that a crop is maturing earlier or later, or that weather conditions, over-recruitment, or other factors have changed the terms and conditions of employment. 20 CFR 653.501(c)(3)(iv).
- E. If acting as a farm labor contractor (FLC) or farm labor contractor employee (FLCE) on this clearance order, the employer assures that it has a valid Federal FLC certificate or Federal FLCE identification card and when appropriate, any required State FLC certificate. 20 CFR 653.501(c)(3)(v).
- F. Employer assures that outreach workers will have reasonable access to the workers in the conduct of outreach activities pursuant to 20 CFR 653.107. 20 CFR 653.501(c)(3)(vii).

I declare under penalty of perjury that I have read and reviewed this clearance order, including every page of this Form ETA-790A and all supporting addendums, and that to the best of my knowledge, the information contained therein is true and accurate. This clearance order describes the actual terms and conditions of the employment being offered by me and contains all the material terms and conditions of the job. 20 CFR 653.501(c)(3)(viii). I understand that to knowingly furnish materially false information in the preparation of this form and/or any supplement thereto or to aid, abet, or counsel another to do so is a federal offense punishable by fines, imprisonment, or both. 18 U.S.C. §§ 2, 1001.

1. Last (family) name * Bentley	2. First (given) name * Raymond	3. Middle initial §
4. Title * President		

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<p>5. Signature (or digital signature) *</p> <p>Digital Signature Verified and Retained By</p> <p><i>Certifying Officer</i></p>	<p>6. Date signed *</p> <p>4/23/2025</p>
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For Public Burden Statement, see the Instructions for Form ETA-790/790A.

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Corteva	41.892100, -89.292300 Franklin Grove, Illinois 61031 OGLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.891200, -89.280700 Franklin Grove, Illinois 61031 OGLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.853400, -89.281100 Franklin Grove, Illinois 61031 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.872000, -89.274600 Ashton, Illinois 61006 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.875500, -89.308500 Franklin Grove, Illinois 61031 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.853400, -89.356200 Franklin Grove, Illinois 61031 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.852900, -89.118100 Rochelle, Illinois 61068 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.822500, -89.202600 Ashton, Illinois 61006 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.810400, -89.261500 Franklin Grove, Illinois 61031 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.797300, -89.197100 Ashton, Illinois 61006 LEE	NONE	7/1/2025	8/7/2025	11

D. Additional Housing Information

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Corteva	41.793100, -89.201200 Ashton, Illinois 61006 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.788800, -89.196900 West Brooklyn, Illinois 61378 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.784200, -89.195300 Ashton, Illinois 61006 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.777500, -89.220700 Franklin Grove, Illinois 61031 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.747200, -89.286400 Amboy, Illinois 61310 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.742500, -89.290100 Amboy, Illinois 61310 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.739500, -89.292700 Amboy, Illinois 61310 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.735000, -89.287400 Amboy, Illinois 61310 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.733300, -89.237000 West Brooklyn, Illinois 61378 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.668200, -89.501500 Harmon, Illinois 61042 LEE	NONE	7/1/2025	8/7/2025	11

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Corteva	41.735100, -89.283600 Amboy, Illinois 61310 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.737500, -89.277400 Amboy, Illinois 61310 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.675500, -89.469200 Amboy, Illinois 61310 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.660700, -90.121000 Erie, Illinois 61250 WHITESIDE	NONE	7/1/2025	8/7/2025	11
Corteva	41.689600, -89.931200 Prophetstown, Illinois 61277 WHITESIDE	NONE	7/1/2025	8/7/2025	11
Corteva	41.574900, -89.123700 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.666900, -89.085200 Compton, Illinois 61318 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.697600, -89.941500 Prophetstown, Illinois 61277 WHITESIDE	NONE	7/1/2025	8/7/2025	11
Corteva	41.470400, -89.754700 Sheffield, Illinois 61361 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.601300, -89.134400 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Corteva	41.594800, -89.139200 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.592000, -89.207400 Sublette, Illinois 61367 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.534200, -89.153300 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.550900, -89.106100 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.595400, -89.137000 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.587500, -89.050600 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.573300, -88.984700 Earlville, Illinois 60518 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.699600, -89.022700 Paw Paw, Illinois 61353 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.705900, -88.909600 Earlville, Illinois 60518 DEKALB	NONE	7/1/2025	8/7/2025	11
Corteva	41.594600, -89.057800 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Corteva	41.486500, -89.132000 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.381100, -89.423900 Princeton, Illinois 61356 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.381200, -89.416100 Princeton, Illinois 61356 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.374300, -89.245100 Spring Valley, Illinois 61362 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.397300, -89.227300 Spring Valley, Illinois 61362 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.456000, -89.183500 Arlington, Illinois 61312 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.424900, -89.321400 Arlington, Illinois 61312 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.374900, -89.237300 Spring Valley, Illinois 61362 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.396600, -89.186600 Arlington, Illinois 61312 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.324900, -89.166100 Peru, Illinois 61354 BUREAU	NONE	7/1/2025	8/7/2025	11

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Corteva	41.324900, -89.157600 Spring Valley, Illinois 61362 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.357200, -89.017400 North Utica, Illinois 61373 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.371700, -89.053400 La Salle, Illinois 61301 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.378200, -89.014100 North Utica, Illinois 61373 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.374500, -89.013400 North Utica, Illinois 61373 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.409200, -89.045500 La Salle, Illinois 61301 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.370500, -89.043600 North Utica, Illinois 61373 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.324900, -89.173400 Spring Valley, Illinois 61362 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.356100, -89.149300 Peru, Illinois 61354 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.373400, -89.063600 La Salle, Illinois 61301 LA SALLE	NONE	7/1/2025	8/7/2025	11

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Corteva	41.421500, -89.111900 La Salle, Illinois 61301 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.465200, -89.124300 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.387200, -89.075700 La Salle, Illinois 61301 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.459200, -89.054200 North Utica, Illinois 61373 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.297600, -89.004500 Oglesby, Illinois 61348 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.307100, -89.032400 Oglesby, Illinois 61348 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.291200, -89.013800 Oglesby, Illinois 61348 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.276000, -88.870600 Ottawa, Illinois 61350 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.279500, -88.870600 Ottawa, Illinois 61350 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.286300, -89.014700 Oglesby, Illinois 61348 LA SALLE	NONE	7/1/2025	8/7/2025	11

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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Corteva	41.287200, -88.977600 Oglesby, Illinois 61348 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.261400, -88.965400 Ottawa, Illinois 61350 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.216000, -88.933200 Grand Ridge, Illinois 61325 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.213600, -88.930500 Grand Ridge, Illinois 61325 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.181800, -88.889200 Streator, Illinois 61364 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.263200, -88.927400 Ottawa, Illinois 61350 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.283600, -88.958400 Ottawa, Illinois 61350 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.225900, -89.006700 Tonica, Illinois 61370 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.480800, -88.951800 Ottawa, Illinois 61350 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.465400, -88.944200 Ottawa, Illinois 61350 LA SALLE	NONE	7/1/2025	8/7/2025	11

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Corteva	41.458100, -88.923800 Ottawa, Illinois 61350 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.474500, -88.848700 Ottawa, Illinois 61350 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.422500, -88.929200 Ottawa, Illinois 61350 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.494900, -89.014700 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.191800, -88.909800 Streator, Illinois 61364 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.181300, -88.897600 Streator, Illinois 61364 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.477100, -88.951700 Ottawa, Illinois 61350 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.480400, -88.886700 Earlville, Illinois 60518 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.420800, -88.929100 Ottawa, Illinois 61350 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.689500, -89.791000 Tampico, Illinois 61283 WHITESIDE	NONE	7/1/2025	8/7/2025	11

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Corteva	41.567100, -88.946200 Earlville, Illinois 60518 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.514800, -88.998900 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.559500, -88.927300 Earlville, Illinois 60518 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.559200, -88.934300 Earlville, Illinois 60518 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.559400, -88.930800 Earlville, Illinois 60518 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.551400, -88.876500 Earlville, Illinois 60518 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.667700, -89.522400 Harmon, Illinois 61042 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.702000, -89.405900 Amboy, Illinois 61310 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.703100, -89.395600 Amboy, Illinois 61310 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.673400, -89.507000 Harmon, Illinois 61042 LEE	NONE	7/1/2025	8/7/2025	11

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Corteva	41.682100, -89.811500 Rock Falls, Illinois 61071 WHITESIDE	NONE	7/1/2025	8/7/2025	11
Corteva	41.653200, -89.722500 Tampico, Illinois 61283 WHITESIDE	NONE	7/1/2025	8/7/2025	11
Corteva	41.754400, -89.681100 Rock Falls, Illinois 61071 WHITESIDE	NONE	7/1/2025	8/7/2025	11
Corteva	41.747100, -89.683700 Rock Falls, Illinois 61071 WHITESIDE	NONE	7/1/2025	8/7/2025	11
Corteva	41.689500, -89.675400 Rock Falls, Illinois 61071 WHITESIDE	NONE	7/1/2025	8/7/2025	11
Corteva	41.682600, -89.646900 Rock Falls, Illinois 61071 WHITESIDE	NONE	7/1/2025	8/7/2025	11
Corteva	41.677500, -89.655100 Rock Falls, Illinois 61071 WHITESIDE	NONE	7/1/2025	8/7/2025	11
Corteva	41.664700, -89.813700 Tampico, Illinois 61283 WHITESIDE	NONE	7/1/2025	8/7/2025	11
Corteva	41.748400, -89.677700 Rock Falls, Illinois 61071 WHITESIDE	NONE	7/1/2025	8/7/2025	11
Corteva	41.701800, -89.677600 Rock Falls, Illinois 61071 WHITESIDE	NONE	7/1/2025	8/7/2025	11

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Corteva	41.702500, -89.673700 Rock Falls, Illinois 61071 WHITESIDE	NONE	7/1/2025	8/7/2025	11
Corteva	41.703800, -89.658000 Rock Falls, Illinois 61071 WHITESIDE	NONE	7/1/2025	8/7/2025	11
Corteva	41.704100, -89.597700 Harmon, Illinois 61042 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.704300, -89.590700 Harmon, Illinois 61042 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.681500, -89.674900 Rock Falls, Illinois 61071 WHITESIDE	NONE	7/1/2025	8/7/2025	11
Corteva	41.682200, -89.656300 Rock Falls, Illinois 61071 WHITESIDE	NONE	7/1/2025	8/7/2025	11
Corteva	41.616000, -89.106000 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.679300, -89.695000 Rock Falls, Illinois 61071 WHITESIDE	NONE	7/1/2025	8/7/2025	11
Corteva	41.651200, -89.120600 West Brooklyn, Illinois 61378 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.664200, -89.097700 Compton, Illinois 61318 LEE	NONE	7/1/2025	8/7/2025	11

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Corteva	41.646200, -89.125200 West Brooklyn, Illinois 61378 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.644600, -89.134100 West Brooklyn, Illinois 61378 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.692800, -89.403000 Amboy, Illinois 61310 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.687300, -89.410700 Amboy, Illinois 61310 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.676900, -89.411500 Amboy, Illinois 61310 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.639600, -89.392700 Amboy, Illinois 61310 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.610500, -89.463600 Ohio, Illinois 61349 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.655100, -89.425100 Amboy, Illinois 61310 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.673200, -89.385100 Amboy, Illinois 61310 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.631800, -89.463800 Ohio, Illinois 61349 LEE	NONE	7/1/2025	8/7/2025	11

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Corteva	41.632300, -89.454000 Amboy, Illinois 61310 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.652000, -89.425200 Amboy, Illinois 61310 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.648200, -89.425300 Amboy, Illinois 61310 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.617100, -89.463400 Ohio, Illinois 61349 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.652400, -89.440300 Amboy, Illinois 61310 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.646400, -89.441600 Amboy, Illinois 61310 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.646900, -89.446200 Amboy, Illinois 61310 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.828000, -89.521000 Dixon, Illinois 61021 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.646400, -89.436600 Amboy, Illinois 61310 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.775100, -89.299000 Franklin Grove, Illinois 61031 LEE	NONE	7/1/2025	8/7/2025	11

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Corteva	41.719200, -88.921100 Earlville, Illinois 60518 DEKALB	NONE	7/1/2025	8/7/2025	11
Corteva	41.711600, -88.937600 Shabbona, Illinois 60550 DEKALB	NONE	7/1/2025	8/7/2025	11
Corteva	41.723600, -88.922400 Shabbona, Illinois 60550 DEKALB	NONE	7/1/2025	8/7/2025	11
Corteva	41.726100, -88.928100 Shabbona, Illinois 60550 DEKALB	NONE	7/1/2025	8/7/2025	11
Corteva	41.721400, -88.931000 Earlville, Illinois 60518 DEKALB	NONE	7/1/2025	8/7/2025	11
Corteva	41.714600, -88.964100 Paw Paw, Illinois 61353 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.709900, -88.951800 Paw Paw, Illinois 61353 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.638200, -89.095000 Mendota, Illinois 61342 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.674000, -89.073000 Compton, Illinois 61318 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.644900, -89.076800 Compton, Illinois 61318 LEE	NONE	7/1/2025	8/7/2025	11

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Corteva	41.585900, -89.196000 Sublette, Illinois 61367 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.581700, -89.196500 La Moille, Illinois 61330 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.585800, -89.201900 Sublette, Illinois 61367 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.630000, -89.086000 Compton, Illinois 61318 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.636300, -89.084100 Compton, Illinois 61318 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.601900, -89.164000 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.596300, -89.161000 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.620100, -89.114300 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.607300, -89.120400 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.631400, -89.094400 Mendota, Illinois 61342 LEE	NONE	7/1/2025	8/7/2025	11

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Corteva	41.638400, -89.087200 Compton, Illinois 61318 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.602500, -89.156200 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.596800, -89.164800 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.621600, -89.095000 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.716200, -88.958200 Paw Paw, Illinois 61353 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.608700, -89.145600 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.602600, -89.115000 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.609300, -89.116600 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.596500, -89.105200 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.580700, -89.106400 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Corteva	41.581500, -89.111900 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.589500, -89.104400 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.578100, -89.121600 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.575900, -89.115200 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.566500, -89.160400 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.584400, -89.135400 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.586100, -89.125800 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.587300, -89.121000 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.587500, -89.116500 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.651600, -89.134200 West Brooklyn, Illinois 61378 LEE	NONE	7/1/2025	8/7/2025	11

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Corteva	41.530000, -89.161800 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.524600, -89.161700 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.655000, -89.134100 West Brooklyn, Illinois 61378 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.653900, -89.140500 West Brooklyn, Illinois 61378 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.561900, -89.160200 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.666300, -89.142200 West Brooklyn, Illinois 61378 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.703600, -90.232900 Albany, Illinois 61230 WHITESIDE	NONE	7/1/2025	8/7/2025	11
Corteva	41.639000, -88.963600 Earlville, Illinois 60518 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.638100, -88.971000 Earlville, Illinois 60518 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.631900, -88.972300 Earlville, Illinois 60518 LEE	NONE	7/1/2025	8/7/2025	11

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Corteva	41.625000, -89.020400 Earlville, Illinois 60518 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.673900, -89.044400 Compton, Illinois 61318 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.611800, -89.056500 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.614500, -89.019400 Earlville, Illinois 60518 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.608800, -89.047200 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.611900, -89.043100 Earlville, Illinois 60518 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.605600, -89.017600 Earlville, Illinois 60518 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.604500, -89.009400 Earlville, Illinois 60518 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.605400, -89.039000 Earlville, Illinois 60518 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.601400, -89.031200 Earlville, Illinois 60518 LA SALLE	NONE	7/1/2025	8/7/2025	11

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Corteva	41.594300, -89.038400 Earlville, Illinois 60518 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.570600, -89.046600 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.565500, -89.000900 Earlville, Illinois 60518 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.558400, -89.000200 Earlville, Illinois 60518 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.579800, -89.039800 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.600100, -89.053800 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.619900, -89.020500 Earlville, Illinois 60518 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.559000, -89.007200 Earlville, Illinois 60518 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.559000, -89.011900 Earlville, Illinois 60518 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.548800, -89.388500 Ohio, Illinois 61349 BUREAU	NONE	7/1/2025	8/7/2025	11

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Corteva	41.551500, -89.560900 Walnut, Illinois 61376 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.552800, -89.536000 Walnut, Illinois 61376 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.534100, -89.448300 Ohio, Illinois 61349 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.528500, -89.448400 Ohio, Illinois 61349 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.530600, -89.455700 Ohio, Illinois 61349 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.512700, -89.477000 Ohio, Illinois 61349 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.505900, -89.482900 Ohio, Illinois 61349 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.492400, -89.462000 Ohio, Illinois 61349 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.490600, -89.455500 Ohio, Illinois 61349 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.484600, -89.459200 Ohio, Illinois 61349 BUREAU	NONE	7/1/2025	8/7/2025	11

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Corteva	41.511000, -89.461800 Ohio, Illinois 61349 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.484600, -89.455100 Ohio, Illinois 61349 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.506200, -89.476500 Ohio, Illinois 61349 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.483900, -89.463800 Ohio, Illinois 61349 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.411100, -89.602900 Princeton, Illinois 61356 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.403700, -89.397200 Princeton, Illinois 61356 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.403300, -89.389600 Princeton, Illinois 61356 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.498000, -89.301500 Princeton, Illinois 61356 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.490900, -89.309800 La Moille, Illinois 61330 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.390300, -89.415900 Princeton, Illinois 61356 BUREAU	NONE	7/1/2025	8/7/2025	11

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Corteva	41.394000, -89.407800 Princeton, Illinois 61356 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.391300, -89.407500 Princeton, Illinois 61356 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.375800, -89.419600 Princeton, Illinois 61356 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.388800, -89.398500 Princeton, Illinois 61356 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.378400, -89.406500 Princeton, Illinois 61356 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.381900, -89.396000 Princeton, Illinois 61356 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.389500, -89.379200 Princeton, Illinois 61356 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.396200, -89.397900 Princeton, Illinois 61356 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.374400, -89.232500 Spring Valley, Illinois 61362 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.360900, -89.446000 Princeton, Illinois 61356 BUREAU	NONE	7/1/2025	8/7/2025	11

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Corteva	41.362600, -89.442800 Princeton, Illinois 61356 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.367700, -89.428000 Princeton, Illinois 61356 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.379100, -89.388300 Princeton, Illinois 61356 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.374600, -89.437700 Princeton, Illinois 61356 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.366300, -89.447500 Princeton, Illinois 61356 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.360900, -89.428100 Princeton, Illinois 61356 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.359000, -89.419500 Princeton, Illinois 61356 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.360500, -89.432500 Princeton, Illinois 61356 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.357500, -89.446400 Princeton, Illinois 61356 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.358800, -89.438400 Princeton, Illinois 61356 BUREAU	NONE	7/1/2025	8/7/2025	11

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Corteva	41.355200, -89.429900 Princeton, Illinois 61356 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.351400, -89.434600 Princeton, Illinois 61356 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.577800, -89.045700 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.584500, -89.140200 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.841900, -89.172100 Ashton, Illinois 61006 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.827300, -89.371400 Dixon, Illinois 61021 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.696100, -89.791400 Rock Falls, Illinois 61071 WHITESIDE	NONE	7/1/2025	8/7/2025	11
Corteva	41.396300, -89.388200 Princeton, Illinois 61356 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.382600, -89.198400 Arlington, Illinois 61312 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.390400, -89.160900 Peru, Illinois 61354 BUREAU	NONE	7/1/2025	8/7/2025	11

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Corteva	41.368800, -89.033100 North Utica, Illinois 61373 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.238700, -88.992100 Tonica, Illinois 61370 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.510500, -89.000500 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.586400, -89.055100 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.644700, -89.106500 Compton, Illinois 61318 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.601700, -89.105700 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.604300, -89.214200 Sublette, Illinois 61367 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.585600, -89.150900 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.609100, -89.104900 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.585500, -89.146200 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Corteva	41.582200, -89.146100 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.576900, -89.133000 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.562700, -89.126000 Mendota, Illinois 61354 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.660500, -89.528000 Harmon, Illinois 61042 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.653300, -89.519300 Harmon, Illinois 61042 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.619000, -90.007300 Prophetstown, Illinois 61277 WHITESIDE	NONE	7/1/2025	8/7/2025	11
Corteva	41.699400, -89.820300 Prophetstown, Illinois 61277 WHITESIDE	NONE	7/1/2025	8/7/2025	11
Corteva	41.743000, -89.805900 Rock Falls, Illinois 61071 WHITESIDE	NONE	7/1/2025	8/7/2025	11
Corteva	41.705700, -89.820800 Prophetstown, Illinois 61277 WHITESIDE	NONE	7/1/2025	8/7/2025	11
Corteva	41.688900, -89.856000 Prophetstown, Illinois 61277 WHITESIDE	NONE	7/1/2025	8/7/2025	11

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Corteva	41.674500, -89.850800 Prophetstown, Illinois 61277 WHITESIDE	NONE	7/1/2025	8/7/2025	11
Corteva	41.692700, -89.704400 Rock Falls, Illinois 61071 WHITESIDE	NONE	7/1/2025	8/7/2025	11
Corteva	41.682500, -89.704500 Rock Falls, Illinois 61071 WHITESIDE	NONE	7/1/2025	8/7/2025	11
Corteva	41.685000, -89.850100 Prophetstown, Illinois 61277 WHITESIDE	NONE	7/1/2025	8/7/2025	11
Corteva	41.678800, -89.858500 Prophetstown, Illinois 61277 WHITESIDE	NONE	7/1/2025	8/7/2025	11
Corteva	41.718700, -89.758800 Rock Falls, Illinois 61071 WHITESIDE	NONE	7/1/2025	8/7/2025	11
Corteva	41.707000, -89.743600 Rock Falls, Illinois 61071 WHITESIDE	NONE	7/1/2025	8/7/2025	11
Corteva	41.689100, -89.852000 Prophetstown, Illinois 61277 WHITESIDE	NONE	7/1/2025	8/7/2025	11
Corteva	41.733800, -89.665400 Rock Falls, Illinois 61071 WHITESIDE	NONE	7/1/2025	8/7/2025	11
Corteva	41.742800, -89.636300 Rock Falls, Illinois 61071 WHITESIDE	NONE	7/1/2025	8/7/2025	11

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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Corteva	41.747400, -89.646000 Rock Falls, Illinois 61071 WHITESIDE	NONE	7/1/2025	8/7/2025	11
Corteva	41.745500, -89.653500 Rock Falls, Illinois 61071 WHITESIDE	NONE	7/1/2025	8/7/2025	11
Corteva	41.749300, -89.655500 Rock Falls, Illinois 61071 WHITESIDE	NONE	7/1/2025	8/7/2025	11
Corteva	41.740600, -89.646000 Rock Falls, Illinois 61071 WHITESIDE	NONE	7/1/2025	8/7/2025	11
Corteva	41.751500, -89.637000 Rock Falls, Illinois 61071 WHITESIDE	NONE	7/1/2025	8/7/2025	11
Corteva	41.716500, -89.656900 Rock Falls, Illinois 61071 WHITESIDE	NONE	7/1/2025	8/7/2025	11
Corteva	41.689500, -89.663600 Rock Falls, Illinois 61071 WHITESIDE	NONE	7/1/2025	8/7/2025	11
Corteva	41.495000, -89.009700 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.570600, -89.133800 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.382000, -89.052800 La Salle, Illinois 61301 LA SALLE	NONE	7/1/2025	8/7/2025	11

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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Corteva	41.376400, -89.045900 La Salle, Illinois 61301 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.661000, -89.540600 Harmon, Illinois 61042 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.655600, -89.544300 Harmon, Illinois 61042 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.934900, -89.219100 Ashton, Illinois 61006 OGLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.880300, -89.146300 Rochelle, Illinois 61068 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.566600, -88.959300 Earlville, Illinois 60518 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.567800, -88.953400 Earlville, Illinois 60518 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.266600, -89.026300 Oglesby, Illinois 61348 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.265900, -89.021500 Oglesby, Illinois 61348 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.466000, -88.936700 Ottawa, Illinois 61350 LA SALLE	NONE	7/1/2025	8/7/2025	11

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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Corteva	41.610200, -89.163900 Mendota, Illinois 61342 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.609800, -89.154200 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.562400, -89.170800 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.426000, -89.412100 Princeton, Illinois 61356 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.432500, -89.404500 Dover, Illinois 61323 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.600700, -89.222200 Sublette, Illinois 61367 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.575500, -89.155500 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.580100, -89.156500 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.941500, -89.249800 Ashton, Illinois 61006 OGLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.589300, -89.160100 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11

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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Corteva	41.586000, -89.161800 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.575000, -89.143200 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.880400, -89.254100 Ashton, Illinois 61006 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.333600, -89.465600 Princeton, Illinois 61356 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.645400, -89.101300 Mendota, Illinois 61342 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.538500, -88.899000 Earlville, Illinois 60518 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.564900, -89.576400 Walnut, Illinois 61376 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.673700, -89.762800 Tampico, Illinois 61283 WHITESIDE	NONE	7/1/2025	8/7/2025	11
Corteva	41.414300, -88.942000 North Utica, Illinois 61373 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.428100, -89.406500 Princeton, Illinois 61356 BUREAU	NONE	7/1/2025	8/7/2025	11

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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Corteva	41.383600, -89.321800 Princeton, Illinois 61356 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.384400, -89.318100 Princeton, Illinois 61356 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.580400, -89.053700 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.653200, -89.152600 West Brooklyn, Illinois 61378 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.594200, -89.258000 Sublette, Illinois 61367 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.460600, -89.177200 Arlington, Illinois 61312 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.653200, -89.155000 West Brooklyn, Illinois 61378 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.460600, -89.174600 Arlington, Illinois 61312 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.594200, -89.255800 Sublette, Illinois 61367 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.189100, -88.922700 Streator, Illinois 61364 LA SALLE	NONE	7/1/2025	8/7/2025	11

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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Corteva	41.189200, -88.919300 Streator, Illinois 61364 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.443500, -88.939800 Ottawa, Illinois 61350 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.443500, -88.937500 Ottawa, Illinois 61350 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.777000, -89.213700 West Brooklyn, Illinois 61378 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.827900, -89.192900 Ashton, Illinois 61006 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.826100, -89.192800 Ashton, Illinois 61006 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.777400, -89.207500 West Brooklyn, Illinois 61378 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.580400, -89.058400 Compton, Illinois 61318 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.673500, -89.009700 Paw Paw, Illinois 61353 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.638500, -89.075800 Compton, Illinois 61318 LEE	NONE	7/1/2025	8/7/2025	11

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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Corteva	41.675300, -89.009700 Paw Paw, Illinois 61353 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.594200, -89.052600 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.859600, -89.260300 Ashton, Illinois 61006 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.375400, -89.226400 Ladd, Illinois 61329 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.432100, -89.409300 Princeton, Illinois 61356 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.432100, -89.413000 Princeton, Illinois 61356 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.398000, -89.187200 Arlington, Illinois 61312 BUREAU	NONE	7/1/2025	8/7/2025	11
Corteva	41.594700, -89.055200 Mendota, Illinois 61342 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.857700, -89.270500 Franklin Grove, Illinois 61031 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.372700, -89.226300 Spring Valley, Illinois 61362 BUREAU	NONE	7/1/2025	8/7/2025	11

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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Corteva	41.635600, -89.075800 Compton, Illinois 61318 LEE	NONE	7/1/2025	8/7/2025	11
Corteva	41.410900, -88.830900 Ottawa, Illinois 61350 LA SALLE	NONE	7/1/2025	8/7/2025	11
Corteva	41.798000, -89.172500 Ashton, Illinois 61006 LEE	NONE	7/1/2025	8/7/2025	11
BAYER	41.629, -89.747 Tampico, Illinois 61283 WHITESIDE	NE Corner of Hahnman Rd and Ridge RD intersection	7/1/2025	8/7/2025	11
BAYER	41.734, -89.631 Rock Falls, Illinois 61071 LEE	At the County Line Rd and Coon Rd intersection, N.E. corner	7/1/2025	8/7/2025	11
BAYER	41.702, -89.787 Rock Falls, Illinois 61071 WHITESIDE	0.75 S of Gaulrapp Rd and Tampico Rd Intersection. W side of Tampico Rd.	7/1/2025	8/7/2025	11
BAYER	41.790, -89.601 Dixon, Illinois 61021 LEE	0.65 Miles N of the Rock Island RD and Nelson Rd intersection. On E side of Nelson Rd	7/1/2025	8/7/2025	11
BAYER	41.714, -89.646 Rock Falls, Illinois 61071 WHITESIDE	S side of Gaulrapp Rd. 0.5 miles E of Polo Rd.	7/1/2025	8/7/2025	11
BAYER	41.799, -89.602 Nelson, Illinois 61021 LEE	On the W side of Nelson Rd, Immedietaly after the Nelson train tracks.	7/1/2025	8/7/2025	11
BAYER	41.683, -89.881 Rock Falls, Illinois 61071 WHITESIDE	Directly North of the where Perkins Rd T's into Prophet Rd	7/1/2025	8/7/2025	11

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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
BAYER	41.737, -89.731 Rock Falls, Illinois 61071 WHITESIDE	0.5 mile N.E. of the the Hickory Hills Rd and Knief RD interesection	7/1/2025	8/7/2025	11
BAYER	41.756, -89.709 Rock Falls, Illinois 61071 WHITESIDE	On the W side of Buell Rd (14th Ave). Directly North of the I-88 overpass	7/1/2025	8/7/2025	11
BAYER	41.734, -89.748 Rock Falls, Illinois 61071 WHITESIDE	N.W. of where Knief Rd T's into Ridge Rd. W side of Ridge Rd	7/1/2025	8/7/2025	11
BAYER	41.739, -89.747 Rock Falls, Illinois 61071 WHITESIDE	N.E. of where Knief Rd T's into Ridge Rd interection. E side of Ridge Rd	7/1/2025	8/7/2025	11
BAYER	41.732, -89.754 Rock Falls, Illinois 61071 WHITESIDE	Where Knief Rd T's into Ridge Rd. Follow the gravel lane W	7/1/2025	8/7/2025	11
BAYER	41.665, -89.729 Rock Falls, Illinois 61071 WHITESIDE	NW corner of Hickory Hills Rd and Bell Rd	7/1/2025	8/7/2025	11
BAYER	41.664, -89.726 Rock Falls, Illinois 61071 WHITESIDE	NE corner of Hickory Hills Rd and Bell Rd	7/1/2025	8/7/2025	11
BAYER	41.686, -89.763 Tampico, Illinois 61283 WHITESIDE	NW corner of the Star Rd and Luther Rd interesection. E side of Luther Rd	7/1/2025	8/7/2025	11
BAYER	41.685, -89.760 Tampico, Illinois 61283 WHITESIDE	0.4 miles E of Luther Rd and Star Rd (Rt 172) interection. N side of Star RD	7/1/2025	8/7/2025	11
BAYER	41.621, -89.786 Tampico, Illinois 61283 WHITESIDE	By Tampico. SW corner of Hahnaman Rd and Rt 172 interesection.	7/1/2025	8/7/2025	11

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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
BAYER	41.645, -89.767 Tampico, Illinois 61283 WHITESIDE	NE corner of the the Luther RD and Fargo RD intersection.	7/1/2025	8/7/2025	11
BAYER	41.742, -89.749 Rock Falls, Illinois 61071 WHITESIDE	East side of Bottom Rd. 0.6 miles from SE of the Prophet Rd and Bottom RD intersection	7/1/2025	8/7/2025	11
BAYER	41.570, -89.815 Tampico, Illinois 61283 BUREAU	On the NE corner of 2900 N Ave (Rt 92) and 200 E St	7/1/2025	8/7/2025	11
BAYER	41.627, -89.704 Deer Grove, Illinois 61243 WHITESIDE	0.7 miles East of the Rt 40 and Hahnman Rd Intersection. On S side of Hahnman.	7/1/2025	8/7/2025	11
BAYER	41.722, -89.767 Rock Falls, Illinois 61071 WHITESIDE	0.5 miles North of intersection of Luther Rd and Gaulrapp Rd on East side of Rd	7/1/2025	8/7/2025	11
BAYER	41.645, -89.633 Deer Grove, Illinois 61243 WHITESIDE	1.7 miles South of the Arch RD and County Line Rd Intersection. W side of County Line Rd	7/1/2025	8/7/2025	11
BAYER	41.652, -89.748 Tampico, Illinois 61283 WHITESIDE	0.7 Miles S of where Bell Rd T's into Ridge Rd. W side of Ridge RD	7/1/2025	8/7/2025	11
BAYER	41.786, -89.593 Dixon, Illinois 61021 LEE	0.61 miles E of Rock Island Rd and Nelson Rd intersection. N side of Rock Island Rd	7/1/2025	8/7/2025	11
BAYER	41.680, -89.594 Harmon, Illinois 61042 LEE	1.2 miles South of where Indian Head Rd T's into Van Petten Rd. W side of Indian Head Rd	7/1/2025	8/7/2025	11
BAYER	41.563, -89.801 Tampico, Illinois 61283 BUREAU	1/2 mile south of Rt92 and 300E on east side of road	7/1/2025	8/7/2025	11

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BAYER	41.669, -89.729 Tampico, Illinois 61283 WHITESIDE	1/4 mile north of NW corner of Hickory Hills Rd and Bell Rd	7/1/2025	8/7/2025	11
BAYER	41.808, -89.583 Dixon, Illinois 61021 LEE	Head N through Nelson and follow Nelson RD E 0.9 miles. On N and S side of Nelson RD	7/1/2025	8/7/2025	11
BAYER	41.611, -89.714 Deer Grove, Illinois 61243 WHITESIDE	S side of Arrow Rd. 1.3 miles W of RT 40	7/1/2025	8/7/2025	11
BAYER	41.613, -89.801 Tampico, Illinois 61283 WHITESIDE	On the NE corner of Jersey RD and Coleta RD intersection	7/1/2025	8/7/2025	11
BAYER	41.670, -89.830 Tampico, Illinois 61283 WHITESIDE	NW of Tampico. SE corner of Matznick Rd and Arch RD	7/1/2025	8/7/2025	11
BAYER	41.804, -89.602 Dixon, Illinois 61021 LEE	0.4 miles N of the the train tracks on Nelson Rd. On W side of Rd	7/1/2025	8/7/2025	11
BAYER	41.741, -89.601 Harmon, Illinois 61042 LEE	1.2 miles South of intersection of 30 and Schilpp Rd just over creek on East side of Schilpp	7/1/2025	8/7/2025	11
BAYER	41.710, -89.786 Rock Falls, Illinois 61071 WHITESIDE	SW corner of Gaulrapp Rd and and Tampico RD.	7/1/2025	8/7/2025	11
BAYER	41.658, -89.613 Harmon, Illinois 61042 LEE	0.8 miles sout of intersection of Arch Rd and Eakle Rd on west side of road	7/1/2025	8/7/2025	11
BAYER	41.729, -89.690 Rock Falls, Illinois 61071 WHITESIDE	0.5 mile SW of the Thome RD and RT 40 intersection.	7/1/2025	8/7/2025	11

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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
BAYER	41.663, -89.768 Tampico, Illinois 61283 WHITESIDE	On the West side of Fargo RD and 1.5 miles North of Fargo Rd	7/1/2025	8/7/2025	11
BAYER	41.741, -89.690 Rock Falls, Illinois 61071 WHITESIDE	Entrance is across from the Rock Falls airport's entrance. W side rt 40, 0.7 mi S of I-88	7/1/2025	8/7/2025	11
BAYER	41.664, -89.665 Rock Falls, Illinois 61071 WHITESIDE	1 mi E of Rt 40 and Bell Rd intersection. S side of Bell Rd	7/1/2025	8/7/2025	11
BAYER	41.786, -89.592 Dixon, Illinois 61021 LEE	0.65 E of Nelson Rd and Rock Island Rd intersection. S side Rock Island Rd	7/1/2025	8/7/2025	11
BAYER	41.640, -89.650 Deer Grove, Illinois 61243 WHITESIDE	NE corner of PoloRd and Cooper Rd	7/1/2025	8/7/2025	11
BAYER	41.658, -89.612 Harmon, Illinois 61042 LEE	1 mi S of the Arch Rd and Eakle Rd intersection. W side of Eakle Rd	7/1/2025	8/7/2025	11
BAYER	41.581, -89.688 Deer Grove, Illinois 61243 WHITESIDE	S of Deer Groove. SE corner of RT 40 and Osage Rd intersection.	7/1/2025	8/7/2025	11
BAYER	41.642, -89.595 Harmon, Illinois 61042 LEE	SW corner of Indian Head Rd and McElwee Rd. Entrance is on McElwee Rd.	7/1/2025	8/7/2025	11
BAYER	41.612, -89.713 Deer Grove, Illinois 61243 WHITESIDE	1.2 mi W of RT 40 and Arrow Rd intersection. N side of Arrow Rd	7/1/2025	8/7/2025	11
BAYER	41.727, -89.689 Rock Falls, Illinois 61071 WHITESIDE	0.65 Mi S of the Thome Rd and Rt 40 intersection. E side of Rt 40	7/1/2025	8/7/2025	11

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BAYER	41.706, -89.785 Rock Falls, Illinois 61071 WHITESIDE	0.5 mi S of Gaulrapp Rd and Tampico Rd. E side of Tampico Rd	7/1/2025	8/7/2025	11
BAYER	41.725, -89.748 Rock Falls, Illinois 61071 WHITESIDE	On the W side of Ridge Rd. 0.5 mil S of Knief RD	7/1/2025	8/7/2025	11
BAYER	41.628, -89.751 Tampico, Illinois 61283 WHITESIDE	NW corner of Hahnaman Rd and Ridge Rd Inersection	7/1/2025	8/7/2025	11
BAYER	41.661, -89.728 Tampico, Illinois 61283 WHITESIDE	SW corner of Hickory Hills Rd and Bell Rd	7/1/2025	8/7/2025	11
BAYER	41.658, -89.729 Tampico, Illinois 61283 WHITESIDE	W side of Hickory Hills Rd. 1.0 mile N of Fargo Rd	7/1/2025	8/7/2025	11
BAYER	41.663, -89.743 Tampico, Illinois 61283 WHITESIDE	SE corner of Ridge RD and Bell Rd intersection	7/1/2025	8/7/2025	11
BAYER	41.739, -89.708 Rock Falls, Illinois 61071 WHITESIDE	Across From Airport. W side of rt 40, 0.7 mi S of I-88 entrance.	7/1/2025	8/7/2025	11
BAYER	41.790, -89.608 Rock Falls, Illinois 61071 LEE	0.65 Miles N of the Rock Island Rd and Nelson Rd intersection. Turn on to Anderson Dr. and drive (0.4 miles) past the house and across the train tracks. (Anderson Dr. looks like a private driveway)	7/1/2025	8/7/2025	11
BAYER	41.634, -89.574 Harmon, Illinois 61042 LEE	0.5 mi S of McElwee Rd and Ryan Rd intersection, W side of Ryan Rd	7/1/2025	8/7/2025	11
BAYER	41.642, -89.742 Tampico, Illinois 61283 WHITESIDE	SE Corner of Ridge Rd and Fargo RD intersection	7/1/2025	8/7/2025	11

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BAYER	41.627, -89.674 Deer Grove, Illinois 61243 WHITESIDE	0.75 E of Rt 40 and Hahnman Rd intersection. S side of Hahnman Rd	7/1/2025	8/7/2025	11
BAYER	41.628, -89.684 Deer Grove, Illinois 61243 WHITESIDE	SE corner of Rt 40 and Hahnman Rd. S side of Hahnman Rd	7/1/2025	8/7/2025	11
BAYER	41.627, -89.693 Deer Grove, Illinois 61243 WHITESIDE	SW corner of Rt 40 and Hahnman Rd. W side Rt 40	7/1/2025	8/7/2025	11
BAYER	41.783, -89.582 Dixon, Illinois 61021 LEE	SW corner of where Bollman Rd Ts into Rock Island rd. Entrance on W side of Bollman Rd	7/1/2025	8/7/2025	11
BAYER	41.631, -89.574 Harmon, Illinois 61042 LEE	NE corner of Tampico Rd and Ryan Rd intersection. Entrance N side of Tampico Rd	7/1/2025	8/7/2025	11
BAYER	41.714, -89.762 Rock Falls, Illinois 61071 WHITESIDE	SE corner of Gaulrapp Rd and Tampico Rd	7/1/2025	8/7/2025	11
BAYER	41.633, -89.554 Walnut, Illinois 61376 LEE	SE corner of Harmon Rd. and Power Rd intersection. S of Green River	7/1/2025	8/7/2025	11
BAYER	41.628, -89.805 Tampico, Illinois 61283 WHITESIDE	next to Tampico. 0.9 mi W of the Hahnman Rd and Rt 172 intersection.	7/1/2025	8/7/2025	11
BAYER	41.610, -89.705 Deer Grove, Illinois 61243 WHITESIDE	NE Corner of Aror Rd and Rt 40 intersection. Entrance on N side of Arrow Rd	7/1/2025	8/7/2025	11
BAYER	41.727, -89.575 Harmon, Illinois 61042 LEE	SW of Where Porter RD T's into Long Rd. 0.9 mi N of Harmon	7/1/2025	8/7/2025	11

D. Additional Housing Information

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
BAYER	41.628, -89.584 Harmon, Illinois 61042 LEE	NE Corner of Tampico Rd and Indian Head Rd intersection.	7/1/2025	8/7/2025	11
BAYER	41.739, -89.709 Rock Falls, Illinois 61071 WHITESIDE	On the W side of Buell Rd. 0.2 miles N of where Thome Rd T's into Buell RD	7/1/2025	8/7/2025	11
BAYER	41.638, -89.573 Harmon, Illinois 61042 LEE	SE corner of Ryan RD and Mcelwee Rd.	7/1/2025	8/7/2025	11
BAYER	41.725, -89.728 Rock Falls, Illinois 61071 WHITESIDE	Hickory Hills Rd runs into it. 0.5 mi S of Knief Rd	7/1/2025	8/7/2025	11
BAYER	41.643, -89.560 Harmon, Illinois 61042 LEE	On the NW corner of Harmon Rd and McElwee Rd. Entrance is on McElwee Rd	7/1/2025	8/7/2025	11
BAYER	41.808, -89.591 Dixon, Illinois 61021 LEE	follow Nelson Rd N of Railroad Tracks. It will be after on the 90 degree bend in the road, on the South Side of the rd .	7/1/2025	8/7/2025	11
BAYER	41.728, -89.747 Rock Falls, Illinois 61071 WHITESIDE	On E side of Ridge Rd. Just S of Knief Rd	7/1/2025	8/7/2025	11
BAYER	41.729, -89.728 Rock Falls, Illinois 61071 WHITESIDE	SE corner of the Knief Rd and Hickory Hills Rd intersection	7/1/2025	8/7/2025	11
BAYER	41.740, -89.766 Rock Falls, Illinois 61071 WHITESIDE	on E side of Luther RD. 0.5 Mi S of Prophet RD	7/1/2025	8/7/2025	11
BAYER	41.721, -89.708 Rock Falls, Illinois 61071 WHITESIDE	On the E side of Buell Rd. 0.7 mi S of Buel Rd and Knief Rd intersection	7/1/2025	8/7/2025	11

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
BAYER	41.790, -89.563 Dixon, Illinois 61021 LEE	On S Side of Rock Island Rd. 0.7 miles E of Bollman RD.	7/1/2025	8/7/2025	11
BAYER	41.724, -89.689 Rock Falls, Illinois 61071 WHITESIDE	E side of Rt 40. 0.8 miles S of Rt 40 and Thome Rd intersection	7/1/2025	8/7/2025	11
BAYER	41.787, -89.591 Dixon, Illinois 61021 LEE	0.61 miles E of Rock Island Rd and Nelson Rd intersection. N side of Rock Island Rd (Same entrance as field 76 and field 71)	7/1/2025	8/7/2025	11
BAYER	41.748, -89.708 Rock Falls, Illinois 61071 WHITESIDE	On the E Side of Buell Rd. 0.2 miles S of the I-88 overpass.	7/1/2025	8/7/2025	11
BAYER	41.566, -89.776 Tampico, Illinois 61283 BUREAU	S side of Rt 92 0.75 miles. E of Rt 172 and Rt 92 intersection. W of Hennepin Canal.	7/1/2025	8/7/2025	11
BAYER	41.794, -89.577 Dixon, Illinois 61021 LEE	N side of Rock Island RD. 1 mile E of Bollman RD	7/1/2025	8/7/2025	11
BAYER	41.664, -89.695 Rock Falls, Illinois 61071 WHITESIDE	NW corner of Rt40 and Bell Rd	7/1/2025	8/7/2025	11
BAYER	41.701, -89.622 Harmon, Illinois 61042 LEE	North side of Vanpatten rd 1 mile east of County Line Rd, Next to RR tracks	7/1/2025	8/7/2025	11
BAYER	41.669, -89.496 Amboy, Illinois 61310 LEE	1/4 mile south of corner of Arch and pump factory rd on east side of road	7/1/2025	8/7/2025	11
BAYER	41.713, -89.468 Dixon, Illinois 61021 LEE	NW corner of Amboy rd and Halligan rd	7/1/2025	8/7/2025	11

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
BAYER	41.662, -89.498 Amboy, Illinois 61310 LEE	3/4 mile south of corner of Arch and pump factory rd on west side of road	7/1/2025	8/7/2025	11
BAYER	41.656, -89.497 Amboy, Illinois 61310 LEE	1 mile south of corner of Arch and pump factory rd on west side of road	7/1/2025	8/7/2025	11
BAYER	41.654, -89.496 Harmon, Illinois 61042 LEE	1 mile south of corner of Arch and pump factory rd on east side of road	7/1/2025	8/7/2025	11
BAYER	41.628, -89.473 Ohio, Illinois 61349 LEE	NE corner of Maytown rd and Rogers rd	7/1/2025	8/7/2025	11
BAYER	41.649, -89.407 Amboy, Illinois 61310 LEE	SW corner of Union rd and Carter rd	7/1/2025	8/7/2025	11
BAYER	41.620, -89.516 Harmon, Illinois 61042 LEE	1 mile south of Maytown rd and Pump factory rd on west side of road	7/1/2025	8/7/2025	11
BAYER	8350 Minnegan Road Waterman, Illinois 60556 DEKALB		7/1/2025	8/7/2025	11

D. Additional Housing Information



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1. Type of Housing *	2. Physical Location *	3. Additional Housing Information §	4. Total Units *	5. Total Occupancy *	6. Inspection Entity *
<input type="checkbox"/> Employer-provided <input checked="" type="checkbox"/> Rental or public accommodations	2100 1st Ave City Rock Falls, Illinois 61071 WHITESIDE	The employer attests that the rental/public accommodations are compliant with the applicable housing health and safety standards set forth by the regulations in 20 CFR 655.122(d)(1)(ii). The units rented are sufficient to accommodate the number of workers requested. Each worker will be provided their own bed. Housing will be inspected by the appropriate local/state inspection requirements. Number of beds: 81 Number of rooms: 27 Total occupancy: 81	27	81	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input type="checkbox"/> Employer-provided <input checked="" type="checkbox"/> Rental or public accommodations	32871 U.S. 6 Spring Valley, Illinois 61362 BUREAU	The employer attests that the rental/public accommodations are compliant with the applicable housing health and safety standards set forth by the regulations in 20 CFR 655.122(d)(1)(ii). The units rented are sufficient to accommodate the number of workers requested. Each worker will be provided their own bed. Housing will be inspected by the appropriate local/state inspection requirements. Number of beds: 39 Number of rooms: 13 Total occupancy: 39	13	39	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations					<input type="checkbox"/> Local authority <input type="checkbox"/> SWA <input type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations					<input type="checkbox"/> Local authority <input type="checkbox"/> SWA <input type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations					<input type="checkbox"/> Local authority <input type="checkbox"/> SWA <input type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other _____

For Public Burden Statement, see the Instructions for Form ETA-790/790A.

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H. Additional Material Terms and Conditions of the Job Offer

a. Job Offer Information 1

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Deductions from Pay
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Worker must authorize in writing all voluntary deductions, such as cash advances\loans, health insurance payments, cell phones, and other services to benefit the worker. Employer will make all deductions required by state/federal law, if applicable, such as: FICA, federal, state and/or local income tax withholding. Employer may deduct reasonable repair or replacement costs if worker is found to have been responsible for damage to or loss of equipment, tools, vehicles, housing or furnishings - beyond normal wear and tear - caused by the worker through willful, dishonest, or grossly negligent actions. Employer will pay each worker by check, pay card, or direct deposit (employer pays any associated fees). Work performed under the contract is exempt from federal overtime pay requirements under the FLSA, but may be subject to state overtime requirements, if applicable.			

b. Job Offer Information 2

1. Section/Item Number *	D.10	2. Name of Section or Category of Material Term or Condition *	Additional Housing Information
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * The employer attests that the rental/public accommodations are compliant with the applicable housing health and safety standards set forth by the regulations in 20 CFR 655.122(d)(1)(ii). The units rented are sufficient to accommodate the number of workers requested. Each worker will be provided their own bed. Housing will be inspected by the appropriate local/state inspection requirements. Number of beds: 75 Number of rooms: 25 Total occupancy: 75			

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H. Additional Material Terms and Conditions of the Job Offer

c. Job Offer Information 3

1. Section/Item Number *	E.1	2. Name of Section or Category of Material Term or Condition *	Meal Provision - Additional Housing Information
3. Details of Material Term or Condition (up to 3,500 characters) * Housing is only available to non-local workers (permanent residence outside normal commuting distance) and is not offered to non-working family members. Employer possesses and controls premises at all times. Female workers will be provided bedroom and bathroom facilities shared only with other female workers. Common areas of the housing may be shared with male workers. Workers must vacate housing promptly at end of contract period or upon termination, in accordance with state law. If one has not already been performed at the time of this filing, the employer(s) request(s) an inspection of the property.			

d. Job Offer Information 4

1. Section/Item Number *	E.1	2. Name of Section or Category of Material Term or Condition *	Meal Provision - Additional Meal Provision Information
3. Details of Material Term or Condition (up to 3,500 characters) * Maria Rocha at El Jacalito in Sterling, IL (815) 625-3404 Caterer will provide 11 H-2A workers meals 3 times per day, Monday through Sunday. A company representative will pick up breakfast and lunch in to-go containers so it may be served at the worksite. Meals will be distributed daily as follows: Breakfast will be served at the worksite location and distributed approx. between 9:00AM - 9:30AM. Lunch will be picked up at the same time as breakfast, and stored in large coolers that are provided by the company until it is distributed at a time between 12:00PM and 3:00PM depending on the workload that day. Dinner will be picked up from the restaurant at a time between 6:00PM and 8:00PM. Meal times may vary by the needs of the employees' work schedules. Meals will meet the nutritional and dietary guidelines set forth by the USDA. Caterer will, in good faith, provide a variety of meals for the employees. Meals will include utensils, plates, napkins, etc. Employer will pay the caterer directly for the meals.			

For Public Burden Statement, see the Instructions for Form ETA-790/790A.



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H. Additional Material Terms and Conditions of the Job Offer

e. Job Offer Information 5

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Workers' Compensation Insurance
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Employer will provide workers' compensation insurance coverage in accordance with 20 CFR 655.122(e). Employer attests that the policy will be renewed as necessary to cover the entire certified contract period and any extension of employment. Name of insurance carrier: FCCI INSURANCE COMPANY Name of policyholder: OVERLOOK HARVESTING CO, LLC Name of person to be notified of claim: JULIE URBAN (JU) Telephone number for point-of-contact: (863)439-3671 Deadline for filing a claim: Report within the timeframe specified by state law			

f. Job Offer Information 6

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Additional Conditions of Employment Part I
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Employer may discipline and/or terminate the worker with notification to the Job Service local office if the worker fails to meet the established production standard contained in this petition when employed under the piece rate system after the first 6 work days. Employer requires all newly-hired employees to take and pass an employer-paid drug test before starting work. Drug test not required for prospective applicants prior to hiring decision. All testing is conducted uniformly after an initial job offer has been extended and accepted by the new hire. Workers testing positive will be immediately terminated and paid for all hours worked between the first date of employment and the date of termination, if any. In the case of a non-local or foreign worker who is terminated for failure to pass a drug test, the employer will arrange leastcost transportation to the worker's place of recruitment, at the worker's expense. Workers may not report for work while under the influence of alcohol or drugs. The possession or use of illegal drugs or marijuana, or alcohol consumption on company premises or housing is prohibited and may be cause for termination. Use, possession, transfer, offer, sale or manufacture of alcohol, marijuana and/or controlled substances strictly prohibited. All work sites are alcohol and drug free work places. Employees must not report for work, enter the employers' property or perform service while under the influence of or having used alcohol, marijuana, illegal controlled substances, or any other substance that may in any way adversely affect their alertness, coordination, reaction or safety. Employer requires all newly hired employees to take and pass an employer-paid background check. All background checks are conducted uniformly after an initial job offer has been extended and accepted by the new hire. Applicants found to have felony convictions (including, but not limited to assault, child molestation, sex or drug-related convictions) will be immediately terminated out of concern for general public safety, and paid for all hours worked between the first date of employment and the date of termination, if any. In the case of a non-local worker who is terminated for cause resulting from findings of the background check, the employer will arrange least-cost transportation to the worker's place of recruitment, at the worker's expense. Workers with a clean driving record (no major moving violations such as but not limited to Driving While Intoxicated or Reckless Driving) and able to obtain an insurable driver's license may drive company vehicles. Workers with appropriate licenses and a valid doctor's certificate may transport other workers. Supervisor(s) will provide instructions and directions to workers. Workers must be able to comprehend and follow instructions and communicate effectively to supervisors. Unusual, complex or non-routine activities will be supervised. Workers expected to perform basic duties in a proficient manner without close supervision. Overlook will not require the workers to take a lunch break and no lunch break will be deducted. Employer attests that it has sent (or will promptly send) original surety bond to CNPC. Employer may request, but not require, workers to work more than the stated daily hours and/or on a worker's Sabbath or federal holidays. Worker must report to work at designated time and place each day.			

For Public Burden Statement, see the Instructions for Form ETA-790/790A.



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H. Additional Material Terms and Conditions of the Job Offer

g. Job Offer Information 7

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Additional Conditions of Employment: Terminations Part I
3. Details of Material Term or Condition (up to 3,500 characters) * <small>TERMINATION. Through its new hire orientation, employer will share its expectations regarding your performance, its Work Rules, Progressive Discipline Policy, and other employer policies and procedures (collectively, "Policies") that will govern your seasonal employment. You are responsible for knowing the employer's Policies and for complying with them as a condition of your employment. Employer may terminate a worker's employment if the worker's performance repeatedly and/or substantially fails to satisfy the employer's reasonable performance expectations (in accordance with the criteria set forth herein), or otherwise engages in serious or egregious misconduct that endangers health or safety of others, or property. Following a reasonable investigation into alleged egregious conduct, workers who fail to cooperate in the investigation or who are found likely to have engaged in the alleged behavior that would be plainly illegal or that a reasonable person would understand as being unacceptable behavior (such as engaging in violence, drug or alcohol use on the job, or unlawful assault) is engaging in egregious conduct and such conduct shall be grounds for immediate termination from employment.</small> <small>In assessing whether workers' performance meets expectations necessary for continued employment, employer will evaluate multiple criteria, including whether the worker: (1) has complied with its Policies, Work Rules, Housing Rules and any other policies or procedures in its Employee Manual; (2) has complied with all health and safety guidelines, including the use of tools or equipment in accordance with best practices to protect the employer's property, crops, and in a manner that avoids injury or damage; (3) has treated employer's property (tools, equipment, crops, fixtures, etc.), with care and respect, avoiding damage or improper cleanliness or maintenance standards; (4) has timely and consistently followed verbal and written instructions communicated by supervisors, crew leaders, and management personnel; (5) has complied with the employer's quality control standards for ensuring a marketable product; (6) has met employer's attendance requirements by reporting to work at the time and place instructed, and for the agreed-upon work hours, unless such absence was excused or the worker timely communicated and sought approval for any deviation from such schedule; (7) has consistently performed the duties assigned, in accordance with the manner instructed. Non-U.S. workers may be displaced as a result of one or more qualified U.S. workers becoming available for the job during the employer's recruitment period. Job abandonment will be deemed to occur after five consecutive workdays of unexcused absences. Workers may not report for work under the influence of alcohol or drugs. Possession or use of illegal drugs or alcohol on company premises (including temporary housing) is prohibited and</small>			

h. Job Offer Information 8

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Additional Conditions of Employment: Terminations Part II and Work Rules Part I
3. Details of Material Term or Condition (up to 3,500 characters) * <small>Any worker found during the period of employment to have a criminal conviction record or status as a registered sex offender that the employer reasonably believes will endanger the safety or welfare of other workers, company staff, customers, or the public at large is subject to termination from employment.</small> WORK RULES <small>These Work Rules provide guidance regarding acceptable conduct standards and general expectations. This document is not intended to be comprehensive. Disciplinary measures may be applied for unreasonable worker conduct at the employer's discretion. However, employer will conduct a fair investigation into alleged conduct which may lead to worker termination, including providing notice to the worker, allowing his response to the allegations, and providing the worker with documentation regarding the completed investigation and imposed discipline.</small> <small>1. Workers must comply with all rules relating to discipline, attendance, work quality and effort, and the care and maintenance of all employer-provided property.</small> <small>2. Workers must perform work carefully and in accordance with employer's verbal and written instructions. Workers violating Work Rules may be suspended without pay for the remainder of a workday and up to three days, depending on the degree of infraction, the worker's prior performance record, and other relevant factors. Employer may discontinue the worker's employment for subsequent offenses.</small> <small>3. Workers may not use or possess alcohol or illegal drugs during work time or during any workday before work is completed for the day (e.g., during meals). Workers may not report for work under the influence of alcohol or illegal drugs. Employer may terminate workers for excessive alcohol use or drunk/disorderly conduct in employer-provided housing. Workers may not use, possess, sell, or manufacture illegal drugs on any employer premises, including employer-provided housing.</small> <small>4. Workers must be present, able, and willing to perform every scheduled workday at the scheduled time unless excused by employer. Workers must report any absence from work by 7:00 AM. of their scheduled workday.</small> <small>5. Workers must keep employer-provided housing and common areas neat, clean, and in good repair, except for normal wear and tear. Workers must cooperate in keeping common kitchen and living areas clean and free from trash. Employer does not permit pets of any kind. Workers must occupy housing that employer assigns to them.</small>			

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H. Additional Material Terms and Conditions of the Job Offer

i. Job Offer Information 9

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Additional Conditions of Employment: Work Rules Part II
3. Details of Material Term or Condition (up to 3,500 characters) * 11. Workers may not take unauthorized breaks from work, except for reasonable breaks to use field sanitation, toilet, or hand-washing facilities, to obtain drinking water or to rest consistent with employer's heat stress prevention policy. 12. Workers may not sleep, waste time, or loiter during working hours. 13. Workers may not leave the field or other assigned work area without permission of employer or supervisor. 14. Workers and their guests may not enter another worker's assigned housing without authorization from the workers assigned to such housing. 15. Workers must be present at their assigned worksite at the scheduled start time. Workers may not begin work prior to scheduled starting time or continue working after stopping time. 16. Workers may not entertain guests in employer-provided housing premises after 10:30 PM, except on Saturdays when guest hours end at 12:00 midnight. No persons, other than workers assigned by employer, may sleep in employer-provided housing. 17. Workers may not deliberately restrict production or damage products/commodities. 18. Workers may not in any way verbally or physically threaten other workers, the employer, supervisors, or members of the public, including with any tool or weapon. Workers who violate this rule will be subject to immediate termination at the employer's discretion. 19. Workers are prohibited from harassing others and engaging in abusive or egregious behavior of any kind. 20. Workers may not fight on employer's premises, including housing, at any time. Workers who violate this rule will be subject to immediate termination. 21. Workers are prohibited from carrying, possessing, or using any dangerous or deadly weapon. 22. Workers may not steal from other workers or from the employer. 23. Workers may not falsify identification, personnel, medical, production or other work-related records. 24. Workers may not drive any vehicles on employer's property without proper licensing, if required. 25. Workers may not abuse or destroy any machinery, truck or other vehicle, equipment, tools, or other property belonging to the employer or to other workers. 26. Workers must report any damage or breakdown to equipment, tools, or other property belonging to the employer. 27. Workers may not use or operate trucks or other vehicles, machines, tools or other equipment and property that has not been specifically assigned to worker by the employer or supervisor. Workers may not use or operate trucks or other vehicles, tools or other equipment or			

j. Job Offer Information 10

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Additional Conditions of Employment: Work Rules Part III
3. Details of Material Term or Condition (up to 3,500 characters) * 31. Workers may not reveal confidential or proprietary business information to any third-party. Confidential information includes, but is not limited to, worker lists, customer lists, financial information, or other business records. 32. Workers may not make long distance phone calls on the employer's phone without employer's explicit permission. 33. Workers are only permitted to perform job duties at worksites disclosed on the application. Workers are not permitted to perform job duties for any grower or at any worksite not listed on the application. 34. Except as otherwise noted above or in cases involving egregious worker conduct, employees who violate any of these Work Rules may be disciplined according to the following schedule of progressive discipline, which are used to help the worker improve his or her performance and retain employment: First Offense: Verbal warning and correction (documented). Second Offense: Written warning and suspension for balance of workday (or longer) Third Offense: Immediate termination. For more serious violations of the Work Rules, workers may be suspended without pay during the period of any investigation. Workers will be asked to sign written fact statement.			

For Public Burden Statement, see the Instructions for Form ETA-790/790A.



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H. Additional Material Terms and Conditions of the Job Offer

k. Job Offer Information 11

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Additional Conditions of Employment
<p>3. Details of Material Term or Condition (up to 3,500 characters) *</p> <p><small>NO COMPLETE, NO REHIRE POLICY.</small> The employer has a No Complete, No Rehire policy. Termination for lawful job-related reasons before the specified ending date listed in this job order will disqualify the employee from future employment opportunities with the employer. Workers who abandon their employment without notice to the employer during the period covered by this job order will be disqualified from future employment opportunities. Voluntary resignation before the specified ending date listed in this application may disqualify the employee from future employment opportunities with the employer. For workers who resign their employment voluntarily and with notice, the employer will consider and evaluate special circumstances and hardship cases on a case-by-case basis in determining eligibility for rehire. Workers, without exception, are required to notify appropriate supervisory staff prior to voluntarily terminating their employment to be considered eligible for exemption to the No Complete, No Rehire policy.</p> <p>If a worker receives a motor vehicle citation while driving an employer provided vehicle or equipment and he or she is at fault, the amount of the citation will be deducted from the employees' wages when expressly authorized by the worker in writing. No arrangements have been made with establishment owners or agents for the payment of a commission or other benefits for sales made to workers. In accordance with 8 CFR 214.2(h)(5)(xi)(A) and 20 CFR § 655.135(j)-(k), employer prohibits the solicitation and payment of recruitment fees by prospective workers. Workers who are asked to pay or have been solicited to pay such a fee must inform the employer immediately at or prior to new hire orientation. Employer will investigate all claims of unauthorized payment of fees and take immediate remedial action as appropriate.</p> <p><small>ADDITIONAL TERMS, CONDITIONS, AND ASSURANCES. SCHEDULING CHANGES.</small> Workers should expect occasional periods of little or no work because of weather, crop or other conditions beyond the employer's control. These periods may occur anytime throughout the season. Workers may be assigned a variety of duties in any given day and different tasks on different days.</p> <p><small>REASONABLE ACCOMMODATIONS.</small> Qualified workers with disabilities must notify the employer of any accommodations needed to perform the job. Workers must be able to perform the job tasks required, with or without reasonable accommodations. A worker is not eligible for</p>			

l. Job Offer Information 12

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - DEPARTURE ACKNOWLEDGEMENT.
<p>3. Details of Material Term or Condition (up to 3,500 characters) *</p> <p>Employer will advise all H-2A workers of their responsibility to depart the United States upon separation of employment or completion of the H-2A contract period, unless the worker timely obtains a new job order or an extension of status. All job tasks are compensated at the hourly rate specified in the job order except for any specified piece rates and discretionary raises/bonuses. Piece rate compensation will be at or higher than the prevailing piece rate in the area of intended employment. When work is performed according to the stated piece rate schedule, workers are guaranteed that they will be paid no less than the applicable H-2A hourly rate for each hour worked. Pay ranges, if applicable, are determined based on a variety of factors including but not limited to crop size, quality, yield, and other circumstances that affect the difficulty of the work or the market value of the commodity.</p> <p>Pay shall not be less than the stated minimum wage rate required by applicable law and shall not exceed the stated maximum piece-rate for each activity, if applicable. The employer may, in its sole discretion, raise or suspend the piece rate scheme in favor of hourly pay at the applicable H-2A hourly rate.</p>			

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H. Additional Material Terms and Conditions of the Job Offer

m. Job Offer Information 13

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Pay Deductions - Additional Deduction:
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * At the beginning of employment every worker receives a free punch card for time keeping. However, if the card is lost or broken, there will be a fee of \$4.00 for a replacement.			

n. Job Offer Information 14

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Pay Deductions - Additional Pay Information Continued:
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Employer expressly prohibits the solicitation and payment of recruitment fees by workers. Workers who pay or are solicited to pay must inform the employer immediately. Employer will investigate all claims of illegal fees and take immediate remedial action as appropriate. The employer attests they will not seek or receive payment of any kind from workers for anything related to obtaining the H-2A labor certification, including the employer's attorney or agent fees, application fees, or recruitment costs. FIRST TWO WEEKS' PAY. All applicants are required to provide employer a reliable method of being contacted by employer to confirm the initial date of need for this job offer. In the event that the initial date of need is delayed, employer will notify the applicant within ten (10) business days of the original date of need to identify the revised initial date of need. RAISES/BONUSES. To encourage good performance and retention of experienced workers, employer may offer workers raises and/or bonuses to any seasonal worker employed pursuant to this job order, at the company's sole discretion, based on non-discriminatory individualized factors.			

For Public Burden Statement, see the Instructions for Form ETA-790/790A.

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H. Additional Material Terms and Conditions of the Job Offer

o. Job Offer Information 15

1. Section/Item Number *	F.1	2. Name of Section or Category of Material Term or Condition *	Daily Transportation - Daily Transportation Continued
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Vehicles utilized to transport workers are covered under a valid insurance policy which includes property damage insurance. Workers will be picked up at the employer-provided housing address(es) on work days approximately 60 minutes before the day's scheduled start time. Workers will be picked up from the worksite(s) at the end of the work day and returned to the designated employer-provided housing location. The above-referenced vehicles will be used to make multiple trips to transport the total number of requested workers to the worksites as outlined in Clearance Order. Daily transportation to and between worksites provided at no cost to workers living in employer- provided housing. Use of employer-provided transportation is voluntary. Local workers and workers who decline employer-provided housing are responsible for their own daily transportation.			

p. Job Offer Information 16

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - Inbound/Outbound Transportation Continued:
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Outbound transportation provided from the work site to the foreign worker's home city. Employer pays/reimburses foreign workers for all visa-related costs (excluding passport fees) in accordance with H-2A regulations and FLSA wage requirements. For non-commuting domestic workers, employer pays/reimburses reasonable travel costs (transportation, daily subsistence, and lodging if applicable) from the place the worker departed from to the employer's place of employment. Employer pays/reimburses outbound travel costs to workers who complete the contract or are dismissed early. Employer does not pay or reimburse travel costs to any worker who voluntarily resigns, abandons employment, or is terminated for cause.			

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H. Additional Material Terms and Conditions of the Job Offer

q. Job Offer Information 17

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Additional Job Requirements
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			
<p>Front-line Supervisor must have either a U.S. CDL license with a Class B and Passenger Endorsement or a Mexican CDL - Digital Mexican License with A and B Endorsements.</p> <p>Front line Supervisor must have a valid Farm Labor Contractor license with driving authorization. Also, Front Line Supervisors must have a valid state Farm Labor Contractor card for states that have state Farm Labor Contractor license requirements.</p>			

r. Job Offer Information 18

1. Section/Item Number *		2. Name of Section or Category of Material Term or Condition *	
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			

For Public Burden Statement, see the Instructions for Form ETA-790/790A.