



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

A. Job Offer Information

1. Job Title * Truck Drivers							
2. Workers Needed *	a. Total 10	b. H-2A Workers 4	Period of Intended Employment				
			3. First Date * 7/1/2025	4. Last Date * 10/7/2025			
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 *	
66	a. Total Hours 11	c. Monday 11	e. Wednesday 11	g. Friday	a. 5 : 00	<input checked="" type="checkbox"/> AM	<input type="checkbox"/> PM
0	b. Sunday 11	d. Tuesday 11	f. Thursday 11	h. Saturday	b. 4 : 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.) These duties fall under the FLSA definition of secondary agriculture since the job duties are incidental and in conjunction with Seneca' farming operations. These truck drivers will exclusively transport crop and waste water generated from our agricultural operations. Driver will pick up trucks at Seneca's yard at 200 North Green Bay Avenue, Gillett, WI 54124. Drivers will then deliver loads to customer locations, all of which are located within 2 hours of the truckyard. Drivers will then return to the truck yard and drop off trucks at the end of the day. 100 percent of the crop is produced and owned by Seneca Food Corporation. Perform daily pre & post trip inspection on vehicle and trailer. Document/report all safety items that need to be addressed in the Inspection book. Fuel truck, wash windows, mirrors, lights, and clean interior of truck as needed. Inspection form dropped off daily in the AG shop at the designated area at the end of shift. Other duties as assigned. Essential Job Functions: Large Semi Trucks •Drive large semi-trucks (26,001 pounds and higher) •Haul raw product and take empty trailers to designed fields and wait to be loaded. •Receive load ticket, verify load is secure, transport load and load ticket back to Gillett. •Unhook trailer on loading pad and delivery load ticket to scale house. Essential Job Functions: Large Straight Trucks •Haul wastewater. •Proceed to go to spray field and unload. •Ensure that documentation, log sheet is accurate. Delivering log sheet to the AG shop. •Ensure correct field and direction is being used.							
8b. Wage Offer *		8c. Per *		8d. Piece Rate Offer \$		8e. Piece Rate Units / Estimated Hourly Rate / Special Pay Information \$	
\$ 27 . 40		<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): <u>N/A</u>							
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. *		1	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 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>50</u> lbs.		<input checked="" type="checkbox"/> j. Repetitive movements	
5a. Supervision: does this position supervise the work of other employees? *		<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	5b. If "Yes" to question 5a, enter the number of employees worker will supervise. §
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) See Addendum C			

C. Place of Employment Information

1. Place of Employment Address/Location *			
200 North Green Bay Ave			
2. City *	3. State *	4. Postal Code *	5. County *
Gillett	Wisconsin	54124	Oconto
6. Additional Place of Employment Information. (If no additional information, enter " NONE " below) * Seneca Foods Corporation- DROP OFF LOCATION Buhrandt Farms Inc - 9239 Willow Road. Suring WI, 54174, Oconto County			
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 *			
Amerivu Inn and Suites - 211 S Waukechon St.			
2. City *	3. State *	4. Postal Code *	5. County *
Shawano	Wisconsin	54166	Shawano
6. Type of Housing (check only one) * <input type="checkbox"/> Employer-provided (including mobile or range)		<input checked="" type="checkbox"/> Rental or public	7. Total Units * 2
			8. Total Occupancy * 4
9. Identify the entity that determined the housing met all applicable standards: * <input 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) * The Employer will offer housing, bedding (mattresses, blankets, sheets, pillows and pillow cases), storage for personal belongings, and utilities at no cost to workers recruited from beyond normal commuting distances who are unable to return to their place of residence on a daily basis.			
11. Is a completed Addendum B providing additional information on housing that will be provided to workers attached to this job order? *			<input type="checkbox"/> Yes <input checked="" 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.)

Workers living in housing will receive meals from the migrant camp canteen located on the property. Workers occupying employer-provided housing are charged \$4.00 per meal, \$12.00 per day for 3 meals per day. Employees are charged for meals provided and received. This deduction applies to employees who are offered meals beginning on the first day the worker occupies the housing. This deduction will be made for each day the worker is assigned to such housing. Deductions will be made only for meals provided by the employer. Employer will not deduct for meals not received.

If meals are provided, the employer WILL charge workers for such meals \$12.00 per day per worker.

2. The employer: *

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

☒ **WILL** charge each worker for meals at \$ 12 . 00 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.)

See Addendum C

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.)

See Addendum C

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.)

Applicants, Workforce Agency Personnel, Walk-ins, Gate Hires, etc. may call for an interview during normal business hours at the number listed on the ETA 790. Alternately, applicants may report to the farm office or worksite listed on the ETA 790.

Applicants may contact Jennifer Miller by email (jemiller@senecafoods.com) or by telephone (920) 855-1869 extension 33870 to request an appointment for an interview. The days and hours available for telephone calls are Monday through Friday, 8:00 a.m. to 3:00 p.m. Central Time. All referrals from State Workforce Agencies must be sent to the employer by email or telephone and must include referral contact name, phone number, and email address if an email address is available.

After the interview appointment, the employer will determine if the applicant meets the requirements and if the applicant will be hired or not and will be informed of the outcome. If the applicant is hired, there will be an orientation on the first day of employment that the worker must attend.

Walk-in applicants whose pre-employment paperwork was completed at the time of hire must have a valid identity document when they report to work. No worker will be considered to have completed the hiring process, nor be permitted to start work, and/or occupy Company-provided housing, without completing (the pertinent sections of) an I-9 Form and presenting required documentation of identity and employment eligibility within the legally required time frames. Although the job holding office is not required to verify employment authorization documentation, Employer requests that the Employment Service staff apprise applicants that they will be required to provide documentary proof of work authorization to the Employer.

Telephone Number to Apply: +1 (920) 855-1869 extension 33870

2. Telephone Number to Apply * +1 (920) 855-1869	3. Extension § N/A	4. Email Address to Apply * jemiller@senecafoods.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? *	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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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), 655.501(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 655.122(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 * Schilling	2. First (given) name * Aimee	3. Middle initial § Jo
4. Title * Vice President - HR		

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<p>5. Signature (or digital signature) *</p> <p>Digital Signature Verified and Retained By <i>Certifying Officer</i></p>	<p>6. Date signed *</p> <p>5/9/2025</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 §
Seneca Foods Corporation	200 North Green Bay Ave Gillett, Wisconsin 54124 OCONTO	PICK-UP LOCATION	7/1/2025	10/7/2025	4
Seneca Foods Corporation	Buhrandt Farms Inc - 9239 Willow Road Suring, Wisconsin 54174 OCONTO	DROP OFF LOCATION	7/1/2025	10/7/2025	4
Seneca Foods Corporation	Bula Potato Farms Inc - W11957 Highland Road Antigo, Wisconsin 54409 LANGLADE	DROP OFF LOCATION	7/1/2025	10/7/2025	4
Seneca Foods Corporation	Bushman Riverside Ranch - 205047 Franzen Drive Wittenberg, Wisconsin 54499 MARINETTE	DROP OFF LOCATION	7/1/2025	10/7/2025	4
Seneca Foods Corporation	Chad Fleischman - W11260 Spring Brook Road Antigo, Wisconsin 54409 LANGLADE	DROP OFF LOCATION	7/1/2025	10/7/2025	4
Seneca Foods Corporation	Dudkiewicz Farms - W8495 County Rd A Crivitz, Wisconsin 54114 MARINETTE	DROP OFF LOCATION	7/1/2025	10/7/2025	4
Seneca Foods Corporation	Dale Fronek - N4259 County Highway H Antigo, Wisconsin 54409 LANGLADE	DROP OFF LOCATION	7/1/2025	10/7/2025	4
Seneca Foods Corporation	David Braun - 10064 Balcom Lake Rd Gillett, Wisconsin 54124 LANGLADE	DROP OFF LOCATION	7/1/2025	10/7/2025	4
Seneca Foods Corporation	David Fleischman - N2568 County Highway HH Antigo, Wisconsin 54409 LANGLADE	DROP OFF LOCATION	7/1/2025	10/7/2025	4
Seneca Foods Corporation	Dillon Matelski - 12236 County Road Z Suring, Wisconsin 54174 OCONTO	DROP OFF LOCATION	7/1/2025	10/7/2025	4

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 §
Seneca Foods Corporation	Edward Albert - 7035 Daly Creek Road Oconto Falls, Wisconsin 54154 OCONTO	DROP OFF LOCATION	7/1/2025	10/7/2025	4
Seneca Foods Corporation	Francis Wojta- -N1866 Lakeshore Rd Kewaunee, Wisconsin 54216 MANITOWOC	DROP OFF LOCATION	7/1/2025	10/7/2025	4
Seneca Foods Corporation	Gallenberg Farms Inc - W7932 Eddison Road Bryant, Wisconsin 54418 LANGLADE	DROP OFF LOCATION	7/1/2025	10/7/2025	4
Seneca Foods Corporation	Gary Anderson - N6367 Hwy C Cecil, Wisconsin 54111 SHAWANO	DROP OFF LOCATION	7/1/2025	10/7/2025	4
Seneca Foods Corporation	Gary Tuschy - 13399 Clear Lane Suring, Wisconsin 54174 OCONTO	DROP OFF LOCATION	7/1/2025	10/7/2025	4
Seneca Foods Corporation	Golden Arch Farms LLC - W11090 South Shore Rd Deerbrooke, Wisconsin 54424 LANGLADE	DROP OFF LOCATION	7/1/2025	10/7/2025	4
Seneca Foods Corporation	Hafner Seed Farms - W8243 Hwy B Bryant, Wisconsin 54418 LANGLADE	DROP OFF LOCATION	7/1/2025	10/7/2025	4
Seneca Foods Corporation	Hartman Farms - N2846 County Highway HH Antigo, Wisconsin 54409 LANGLADE	DROP OFF LOCATION	7/1/2025	10/7/2025	4
Seneca Foods Corporation	Heritage Farms - 12236 County Highway Z Suring, Wisconsin 54174 OCONTO	DROP OFF LOCATION	7/1/2025	10/7/2025	4
Seneca Foods Corporation	Hyland Lakes Spuds Inc - N4491 County Highway BB Antigo, Wisconsin 54409 LANGLADE	DROP OFF LOCATION	7/1/2025	10/7/2025	4

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 §
Seneca Foods Corporation	Igls Homestead Inc - W10303 County N Antigo, Wisconsin 54409 LANGLADE	DROP OFF LOCATION	7/1/2025	10/7/2025	4
Seneca Foods Corporation	Jacobs Brothers - 668 Fernando Drive De Pere, Wisconsin 54115 OCONTO	DROP OFF LOCATION	7/1/2025	10/7/2025	4
Seneca Foods Corporation	James Gallenberg Farms LLC - N3418 Shady Road Antigo, Wisconsin 54409 LANGLADE	DROP OFF LOCATION	7/1/2025	10/7/2025	4
Seneca Foods Corporation	James Mahoney - 8641 Highway 32 Suring, Wisconsin 54174 OCONTO	DROP OFF LOCATION	7/1/2025	10/7/2025	4
Seneca Foods Corporation	Jesse Teal - W11543 Cty Rd I Antigo, Wisconsin 54409 LANGLADE	DROP OFF LOCATION	7/1/2025	10/7/2025	4
Seneca Foods Corporation	John Sylevester - 9413 Sylevester Lane Suring, Wisconsin 54174 OCONTO	DROP OFF LOCATION	7/1/2025	10/7/2025	4
Seneca Foods Corporation	Joseph Peterson - 11654 Town Hall Road Gillett, Wisconsin 54124 OCONTO	DROP OFF LOCATION	7/1/2025	10/7/2025	4
Seneca Foods Corporation	Kostreva Farms LLC - 11902 Ucil Lake Road Pound, Wisconsin 54161 OCONTO	DROP OFF LOCATION	7/1/2025	10/7/2025	4
Seneca Foods Corporation	Lisa Shafel - W10641 County Highway I Antigo, Wisconsin 54409 LANGLADE	DROP OFF LOCATION	7/1/2025	10/7/2025	4
Seneca Foods Corporation	Marvin Brothers - 246524 County Road Y Antigo, Wisconsin 54409 MARATHON	DROP OFF LOCATION	7/1/2025	10/7/2025	4

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 §
Seneca Foods Corporation	Mary Jo Breitenfeldt - W11039 Spring Brook Road Antigo, Wisconsin 54409 LANGLADE	DROP OFF LOCATION	7/1/2025	10/7/2025	4
Seneca Foods Corporation	Matthew Fronek - N4259 County H Antigo, Wisconsin 54409 LANGLADE	DROP OFF LOCATION	7/1/2025	10/7/2025	4
Seneca Foods Corporation	Michael Gardebrecht & Katie Davis - 12890 Willow Road Suring, Wisconsin 54174 OCONTO	DROP OFF LOCATION	7/1/2025	10/7/2025	4
Seneca Foods Corporation	Michael Kleiber - 6366 County Road G Gillett, Wisconsin 54124 OCONTO	DROP OFF LOCATION	7/1/2025	10/7/2025	4
Seneca Foods Corporation	Michael Wisnicky - 810 Baumeister DR Kewaunee, Wisconsin 54216 KEWAUNEE	DROP OFF LOCATION	7/1/2025	10/7/2025	4
Seneca Foods Corporation	Mitch Nelson - W11359 Fronek Ln Antigo, Wisconsin 54409 LANGLADE	DROP OFF LOCATION	7/1/2025	10/7/2025	4
Seneca Foods Corporation	Morris & Virginia Wegner Trust - W5917 Hearthstone Drive Appleton, Wisconsin 54915 LANGLADE	DROP OFF LOCATION	7/1/2025	10/7/2025	4
Seneca Foods Corporation	Nagel Dairy Farms LLC - N6841 Deerbrook, Wisconsin 54424 LANGLADE	DROP OFF LOCATION	7/1/2025	10/7/2025	4
Seneca Foods Corporation	Paul Linzmeyer - 504 East Cassidy Drive Wausau, Wisconsin 54401 OCONTO	DROP OFF LOCATION	7/1/2025	10/7/2025	4
Seneca Foods Corporation	Rine Ridge Farms Inc - W8132 County Highway O Bryant, Wisconsin 54418 LANGLADE	DROP OFF LOCATION	7/1/2025	10/7/2025	4

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 §
Seneca Foods Corporation	Riverside Farms Inc - W11392 County Highway Y Antigo, Wisconsin 54409 LANGLADE	DROP OFF LOCATION	7/1/2025	10/7/2025	4
Seneca Foods Corporation	Roger Delzer - 7086 Busy Nook Road Oconto Falls, Wisconsin 54154 OCONTO	DROP OFF LOCATION	7/1/2025	10/7/2025	4
Seneca Foods Corporation	Roger Fleischman - 245838 County Highway HH Antigo, Wisconsin 54409 LANGLADE	DROP OFF LOCATION	7/1/2025	10/7/2025	4
Seneca Foods Corporation	Schaal Farms - 10051 Schaal Road Gillett, Wisconsin 54124 OCONTO	DROP OFF LOCATION	7/1/2025	10/7/2025	4
Seneca Foods Corporation	Seidl Farms Inc - N5677 Chillie Road Deerbrook, Wisconsin 54424 LANGLADE	DROP OFF LOCATION	7/1/2025	10/7/2025	4
Seneca Foods Corporation	Sevick Agri Business Inc. - N3331 Cty C Kewaunee, Wisconsin 54126 KEWAUNEE	DROP OFF LOCATION	7/1/2025	10/7/2025	4
Seneca Foods Corporation	Steven Fisher - W11932 Spring Road Antigo, Wisconsin 54409 LANGLADE	DROP OFF LOCATION	7/1/2025	10/7/2025	4
Seneca Foods Corporation	Steve Huncosky - 14172 Apple Blossom Lane Suring, Wisconsin 54174 OCONTO	DROP OFF LOCATION	7/1/2025	10/7/2025	4
Seneca Foods Corporation	Stodola Farms LLC - N3039 Stodola Rd Luxemburg, Wisconsin 54217 KEWAUNEE	DROP OFF LOCATION	7/1/2025	10/7/2025	4
Seneca Foods Corporation	Sunnydale Farms Inc - W9751 County Highway I Bryant, Wisconsin 54418 LANGLADE	DROP OFF LOCATION	7/1/2025	10/7/2025	4

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 §
Seneca Foods Corporation	Wade & Carrie Kempka - 7998 Redbank Road Suring, Wisconsin 54174 OCONTO	DROP OFF LOCATION	7/1/2025	10/7/2025	4
Seneca Foods Corporation	Wayne Prosbrig - W528 Cty E Green Valley, Wisconsin 54127 SHAWANO	DROP OFF LOCATION	7/1/2025	10/7/2025	4

D. Additional Housing Information

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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 (up to 3,500 characters) * The following deductions will be made from the worker's pay: FICA (if applicable); federal income tax withholding (if applicable); state and/or local tax withholding (if applicable); Employer may deduct the reasonable cost of damages or loss of equipment; housing or furnishings (beyond normal wear and tear) after the damage has occurred and after gaining the employee's written authorization to make the deduction. . . .cash advances, (if any); and deductions expressly authorized by the worker in writing (if any). No deductions except those required or permitted by law will be made which bring the worker's earnings for any pay period below the applicable statutory federal or state minimum wage.			

b. Job Offer Information 2

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Additional Information Regarding Job Qualifications/Requirements
3. Details of Material Term or Condition (up to 3,500 characters) * Qualifications: Proven work experience as a truck driver. Valid Class A CDL commercial driver license with tanker endorsement (or Canadian provincial or Mexican federal equivalent (Class B or Class E Mexican LFC). Extensive knowledge of applicable truck driving rules and regulations. Adaptability and foresight to handle unexpected situations (traffic, weather conditions etc.). No recent moving or driving violations.			

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

c. Job Offer Information 3

1. Section/Item Number *	F.1	2. Name of Section or Category of Material Term or Condition *	Daily Transportation
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Company will offer transportation at no cost to workers occupying Company-provided housing to the work site and return on a daily basis. The Company will also offer transportation at no cost to workers who commute to work on a daily basis and workers who elect not to occupy the Company-provided housing from one or more pre-designated pick-up points to and from the daily work site. The use of this transportation is voluntary.			

d. Job Offer Information 4

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Inbound and Return Transportation: The following provisions pertaining to provision or reimbursement for inbound and return transportation and subsistence apply only to persons recruited from outside normal commuting distance. If Seneca Foods advances the costs of inbound and outbound transportation and subsistence for H-2A workers, it will also advance such costs to U.S. workers who come to work for the employer from outside a reasonable commute distance.			

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 - PERFORMANCE STANDARDS
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>a. Must act with respect to employer-designated representatives and following specific work-related instructions</p> <p>b. Must not commit acts of misconduct, such as severe or willful damage/injury housing, equipment, or fighting or willful injury to co-worker(s) or any other person</p> <p>c. Must not engage in work during the period of this contract for any person other than employer</p> <p>d. Must not violate any U.S., State, or local law</p> <p>e. Must not fail to report for work without justified cause</p> <p>f. Must not leave work without employer's permission</p> <p>g. Must not possess firearms or other weapons without prior employer authorization; and</p> <p>h. No drinking alcoholic beverages on the job or engage in other substance abuse.</p>			

f. Job Offer Information 6

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - TERMINATIONS
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>The employer may terminate the worker with notification to the Employment Service if the worker: (a) refuses without justified cause to perform work for which the worker was recruited and hired; (b) commits serious acts of misconduct; (c) fails to reach productions standards when production standards are applicable; or (d) violation of company policies.</p> <p>All employees must respect and follow company policies including any new or changed policies which may be communicated during the course of the season. Employees must work in a safe manner and adhere to all safety training provided by the company. Employees must follow the directions of their supervisors regarding work efficiency and quality</p> <p>Violation of Performance Standards and Company Policies:</p> <p>a.Failure or refusal after any break-in period to satisfactorily complete duties described in (job specifications) with reasonable diligence</p> <p>b.Failure to perform work in accordance with terms of this agreement</p> <p>c.Wanton disrespect to employer-designated representative and not following specific work-related instructions</p> <p>d.Committing an act of misconduct, such as severe or willful damage/injury, housing, equipment, or fighting or willful injury to co-worker(s) or any other person</p> <p>e.Engaging in work during the period of this contract for any person other than employer</p> <p>f.Violating any U.S., State, or local laws</p> <p>g.Failure to report for work without justified cause</p> <p>h.Leaving work without employer's permission</p> <p>i.Possession of firearms or other weapons without prior employer authorization; and</p> <p>j.Drinking alcoholic beverages on the job or other substance abuse.</p> <p>Employer will apply the above standards on a nondiscriminatory basis as required by law.</p> <p>All employees must respect and follow company policies as stated in the company handbook including any new or changed policies which may be communicated during the course of the season. Employees must work in a safe manner and adhere to all safety training provided by the company. Employees must follow the directions of their supervisors regarding work efficiency and quality—the work must adhere to the quality standards of the grower for which they are working.</p>			

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 - WAGE OFFER
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			
Wage offer: \$27.40 per hour			
Workers will be guaranteed not less than the higher of the AEWR in effect at the time work is performed, the prevailing hourly wage or piece rate, the agreed upon collective bargaining wage, or the Federal or State minimum wage for all hours worked. Employer will guarantee the required wage for work performed in Wisconsin (\$27.40 per hour). Employer assures that the required wage rate will be paid during the entire period of the work contract.			
If a prevailing wage or AEWR (hourly) increases during the contract period, the employer will pay any higher rate after written notice is received from the Department of Labor. Notice can be in the form of a written letter or publication in the Federal Register.			
OVERTIME – truck drivers are exempt from OT unless voluntarily paid by the employer.			
Frequency of Pay: Weekly			
Workers will be paid on a weekly basis by check. Payday is Friday of the week following the end of the payroll period.			

h. Job Offer Information 8

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - PRODUCTION STANDARDS
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			
Workers must be able to perform the job and its requirements as defined in this Clearance Order after a reasonable period of on-the-job training. We consider 2 days from a worker's initial date of employment as a reasonable period of on-the-job training. The production standard includes keeping up with the pace of the harvesting crew in performing the required job duties and at the time the work is performed.			

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

i. Job Offer Information 9

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - COVID-19 PRECAUTIONS
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>To the extent consistent, all federal, state and local COVID 19 requirements and guidelines will be implemented and strictly followed, including but not limited to the CDC, OSHA, EEOC guidelines. Moreover, all company COVID 19 policies are subject to change based on federal, state, and/or local requirements and guidelines. Any employee violating these measures will be subject to disciplinary action up to and including termination.</p>			

j. Job Offer Information 10

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - HOUSING INFORMATION
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Employer-provided housing will be clean and in compliance with applicable housing standards when made available for occupancy and will be maintained in compliance with applicable standards during the period of occupancy. The Employer assures that all rental and/or public accommodations will meet local, State or Federal Standards. Workers occupying employer-provided housing will be responsible for maintaining their living areas in a neat, clean manner and in compliance with the employer's "Housing Complex Rules", a copy of which will be provided upon assignment to housing. Specifically, workers must maintain housing in the same conditions as provided by the employer at the time of initial occupancy (i.e., beds may not be moved closer together; mattresses may not be moved onto the floor).</p> <p>Seneca Foods housing is offered to workers only. No housing will be provided to non-workers. Female workers will be offered housing with bedroom and bathroom facilities shared only with other female workers. Common areas of the housing may be shared with male workers.</p> <p>Workers may be reached at the following address and phone number</p> <p>ADDRESS: PO BOX 258, Gillett, WI 54124 W1026</p> <p>PHONE: (920) 855-2181</p> <p>Mail intended for workers should be addressed to the worker at the address above. In case of emergency only, workers occupying employer-provided housing may be contacted by calling the above number.</p> <p>Workers eligible for employer-provided housing may elect to provide their own housing at the worker's expense. Such election must be in writing. The Company assumes no responsibility whatsoever for housing arranged by workers on their own. The employer will not provide a housing allowance or assistance to workers eligible for employer-provided housing who elect to provide their own housing. Workers who elect to provide their own housing will not be offered daily transportation to and from the worksite and/or transportation to and from shopping facilities, from their housing location. Workers who elect to provide their own housing will also not be eligible or provided transportation from their elected housing to pre-designated pick-up points (i.e., Workers will not be picked up at their elected housing by the employer). Such workers may decide to provide their own transportation to and from the worksite. They may also decide to provide their own transportation to and from their own housing to the pre-designated pick-up points in order to ride free bus transportation to and from the pre-designated pick-up points to the fields where they will be working. Workers who elect to provide their own housing will be responsible for their own meals and are not eligible for employer-provided meals.</p> <p>Workers eligible for employer-provided housing who elect to provide their own housing may withdraw such election at any time during the period of employment, and upon doing so will be provided housing by the employer as set forth in this Clearance Order. A worker who elects to provide his or her own housing and subsequently withdraws such election may not again elect to provide his or her own housing during the same employment season.</p> <p>No tenancy in employer-provided housing is created by the offer of employer-provided housing. The employer retains possession and control of the housing premises at all time. Workers housed under the terms of this Clearance Order shall vacate the housing as soon as possible upon termination of employment.</p>			

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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 - HOUSING INFORMATION
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Employer may deduct the reasonable repair costs of damages (beyond normal wear and tear) after the damage has occurred and after gaining the employee's written authorization to make the deduction.			

l. Job Offer Information 12

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - WORK SCHEDULE
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Work Schedule <p>The normal work week is ten to twelve (10 to 12) hours per day, six (6) days a week, sixty-six (66) hours per week on average, with optional hours on the seventh (7th) day. Workdays and hours may vary. Workers' days off may vary. Workers may be requested to work on Sundays or Federal Holidays. However, Employer does not require work on Sundays or Federal Holidays. The employer may request workers to work additional hours, however, the worker has the right to work only the 66 hours per week. Overtime may be requested, but is not required.</p> <p>The work day start times may vary based on weather and field conditions. Work start and end times may vary between 5:00 a.m. to 7:00 p.m. during scheduled rest breaks and for the full period of the scheduled lunch break. Workers will be assigned a specific work schedule at the sole discretion of the employer. Work schedule assignments may be changed at the sole discretion of the employer.</p> <p>The work described in this Clearance Order is regular, full time work for a temporary period of time requiring all workers to be available for work on a daily basis. This is not "day work". Tardiness and/or unexcused absences will not be tolerated and will result in disciplinary action as set forth in the employer's employment policies.</p> <p>All workers not occupying employer-provided housing must provide the employer with contact information before the worker commences employment. This contact information will be used to notify the worker not to report to work due to inclement weather or when work is not available, to notify the worker of any change in the worker's daily work schedule, or for any other reason.</p> <p>Employees may experience a temporary reduction in work and/or a temporary work stoppage due to the natural agricultural cycle.</p>			

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H. Additional Material Terms and Conditions of the Job Offer

m. Job Offer Information 13

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - Inbound and Outbound Transportation
<p>3. Details of Material Term or Condition (up to 3,500 characters) * For workers who complete 50 percent of the work period, the Company will reimburse the worker for costs incurred by the worker, if any, for transportation and reasonable subsistence from the place from which the worker has come to work for the Company which for the H-2A workers is San Luis Rio Colorado, Sonora, Mexico. The recruitment location for reimbursement is based on where the applicant applied for and interviewed for the H-2A job opportunity. For U.S. workers who reside outside a reasonable commute distance, the place of recruitment is also where the applicant applied for and interviewed for the H-2A job opportunity. For U.S. workers who come to work for the employer from beyond a reasonable commute distance, the Employer will reimburse such costs or advance such costs if the Employer advanced such costs for H-2A workers.</p> <p>Notwithstanding the language herein (i.e. reimbursement of inbound transportation and subsistence and visa cost at the 50% mark), the employer will reimburse inbound transportation, subsistence and/or visa costs before the end of the first week, if required by law (i.e. if such costs, if deducted from the employees pay would reduce the wage to below the required wage).</p> <p>If the worker completes the period of employment, the Company will provide or pay for the worker's transportation and subsistence from the place of employment to the place from which the worker came to work for the Company which is the place of recruitment as defined above. Return transportation will not be provided to workers who voluntarily abandon employment before the end of the employment period, or who are terminated for cause. For the purposes of this paragraph, the "period of employment" shall be the period from the first workday the worker is at the Company's work site and is ready, willing, able and eligible to work, until the anticipated ending day of employment set forth in this Clearance order, or until the services of the worker are no longer required, whichever comes first.</p>			

n. Job Offer Information 14

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - Inbound and Outbound Transportation
<p>3. Details of Material Term or Condition (up to 3,500 characters) * Inbound: The Employer will reimburse the workers for transportation to travel from the place of recruitment to the border, at no charge to the workers. For the workers to travel from the border to the place of employment, workers will be transported via air if possible, and by bus if no air arrangements can be made, at no cost to the workers. The Employer will reimburse the workers for any additional reasonable travel expenses. For U.S. workers who come to work for Seneca Foods from beyond a reasonable commute distance, Seneca will reimburse outbound transportation and subsistence or advance such costs, when required, from the place of employment to the place of recruitment. For U.S. workers, if Seneca advances the costs of inbound transportation to H-2A workers, Seneca will also advance such costs for U.S. workers who are unable to return to their permanent place of residence each day.</p> <p>Outbound: The Employer will provide transportation for the workers to travel from the place of employment to the border. Workers will be transported via air if possible, and by bus if no air arrangements can be made. The Employer will also provide transportation for the workers to travel from the place of employment back to the place of recruitment, at no charge to the workers. The Employer will reimburse the workers for any additional reasonable travel expenses. For U.S. workers who come to work for the Employer from beyond a reasonable commute distance, the Employer will reimburse outbound transportation and subsistence or advance such costs, when required, from the place of employment to the place of recruitment.</p> <p>If a sufficient number of able, willing qualified and eligible workers are available in a single facility at the same time to come to work for the Company from a location beyond normal commuting distance, the Company may arrange transportation and subsistence at the most economical rate attainable for such workers. Such transportation will be at the workers' expense. The cost of inbound transportation and subsistence will be reimbursed as set forth in this Clearance Order.</p> <p>Subsistence will be reimbursed at the rate of \$16.28 per day without documentation and of actual expenditures, and at actual cost up to a maximum of \$68.00 per day with documentation of actual expenditures. The amount of reimbursement for transportation shall be the worker's actual cost, but not more than the most economical and reasonable common carrier transportation charges for the distance involved.</p> <p>During the travel described above (inbound and outbound transportation), the employer will pay for or reimburse daily meals by providing each worker:</p> <p>a.No less than \$16.28 per day b.No more than \$68.00 per day with receipts</p>			

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.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - Required Departure
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			
<p>H-2A workers must depart the United States at the completion of the work contract period. If registration upon departure is required, employer will notify such H-2A workers of the required departure registration and the place and manner of such registration.</p> <p>ARRIVAL/DEPARTURE RECORDS: Employees permit the employer and/or employer's agents to access electronically-issued Arrival/Departure Records (Form I-94) issued by the Customs and Border Protections.</p>			

p. Job Offer Information 16

1. Section/Item Number *	F.1	2. Name of Section or Category of Material Term or Condition *	Daily Transportation - TRANSPORTATION AND DAILY SUBSISTENCE
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			
<p>. Employer will provide 3 company-owned or rented sedans/vans/light trucks with a combined passenger capacity of 10 for workers to transport themselves from housing to the worksite at the beginning of the workday and from the worksite to the housing at the end of the workday. No worker will be required, as a condition of employment, to utilize any of the transportation offered by the Company. Such transportation will be in accordance with applicable laws and regulations. All transportation to and from the daily work site is offered solely for the convenience of the workers and is strictly voluntary. No worker is required to use such transportation. Workers are free to provide their own transportation to and from the daily work site.</p>			

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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 Information Regarding Job Qualifications/Requirements
<p>3. Details of Material Term or Condition (up to 3,500 characters) *</p> <p>Minimum Job Qualifications: Proven work experience as a truck driver. Valid Class A CDL commercial driver license with tanker endorsement (or Canadian provincial or Mexican federal equivalent (Class B or E Mexican LFC)). Specific requirements include lifting up to 50 pounds. Must be able to work under conditions where skin and clothing become heavily soiled with mud, water, grease, etc. Must be able to work outdoors in inclement weather conditions, including rain, cold, high winds, etc. Must have extensive knowledge of applicable truck driving rules and regulations and adaptability and foresight to handle unexpected situations (traffic, weather conditions etc.). No recent moving or driving violations. No smoking, alcohol, firearms in the field or residential housing.</p> <p>Work may be performed in open fields and may involve exposure to mud, dust, wind, heat, cold, and other natural elements. Temperatures can range from 30 degrees Fahrenheit to over 100 degrees Fahrenheit during the period of employment. Workers should come prepared with appropriate clothing and footwear for the environmental and working conditions described.</p> <p>The work may entail exposure to plant pollens, insects, snakes, rodents, noxious plants and/or plant materials that have been treated with insect and/or disease control sprays. The Company will comply with all worker protection standards and restrictions applicable to pesticides and other chemicals. Workers are also required to comply with all applicable worker protection standards as communicated by forepersons, supervisors, and managers.</p> <p>Daily individual work assignments will be made by, and at the sole discretion of, the Company as the needs of the harvesting operation dictate. Workers must perform the assigned work, and work at the assigned crew/field site, and may not switch assignments or crew/field site without the specific authorization of a company supervisor. Workers may be re-assigned to a different workstation at various times during the workday and/or on different days.</p> <p>Workers will be expected to comply with all provisions of this Clearance Order and the Company's work rules, policies and procedures, and to perform any and all assigned tasks in a work-person-like and efficient manner. Failure to do so will subject the worker to the employer's disciplinary procedures. Seneca Foods endeavors to produce a premium product. This is a demanding, competitive business. A high-quality product is expected and demanded by our customers. Sloppy or improper work cannot and will not be tolerated.</p> <p>All safety rules and instructions must be meticulously observed throughout the workday. All Company rules and policies must be followed, to the extent that they do not conflict with the provisions of this Clearance Order and/or the U.S. Department of Labor's H-2A regulations. A copy of the applicable rules and policies will be provided to each worker on or before the first day of work. Failure to comply with the Company policies and/or meet expectations will result in the applications of disciplinary procedures, up to and including termination.</p>			

r. Job Offer Information 18

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Additional Information Regarding Job Qualifications/Requirements
<p>3. Details of Material Term or Condition (up to 3,500 characters) *</p> <p>No non-workers will be permitted at the worksites or on Company property without the permission of the Company. Importantly, no non-working children may be present at or adjacent to the worksite or left in vehicles at or adjacent to the work site or in Company provided housing during the workday. Workers arriving to work with non-working children or other non-workers will be sent home.</p> <p>Employees must not report for work, enter the worksite, or perform service while under the influence of or having used alcohol or any illegal controlled substance. Employees must not report for work, or perform services, while under the influence of, or impaired by, prescription drugs, medications or other substances that may in any way adversely affect their alertness, coordination, reaction response or safety. The Company may require the worker to submit to a drug/alcohol test, at the employer's expense, upon the occurrence of a reportable accident, or upon reasonable suspicion, in conjunction with the Company's Substance Abuse Policy.</p>			

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H. Additional Material Terms and Conditions of the Job Offer

s. Job Offer Information 19

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Pay Deductions - WORKER'S COMPENSATION
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>All employees are covered by workers' compensation insurance in accordance with Wisconsin State law. This insurance covers injury or disease out of and in the course of the workers employment. Employer assures that its workers' compensation policy will remain valid throughout the contract period. Insurance coverage is provided by American Zurich Insurance Company. The policy number is: WC 1040866-09. The Policy is effective beginning 3/31/2025 and expires 3/31/2026.</p> <p>Name and address of policyholder: Seneca Foods Corporation 418 East Conde Street Janesville, Wisconsin 53546</p> <p>Person(s) and phone numbers(s) of person(s) to be notified to file claim: Aimee Jo Schilling Jennifer Miller (608) 757-6035 (920) 855-1869.</p> <p>Deadline for filing claim: 24 Hours or as soon as possible</p> <p>Employees may be put on modified/light work duty as a result of a work-related injury or illness. Modified/light duty activities will be in accordance with state law and related advisories.</p>			

t. Job Offer Information 20

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - PHYSICAL QUALIFICATIONS
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Physical Qualifications:</p> <ul style="list-style-type: none">•Driving environment: 70-80% of on-duty time will be in the truck.•Exposed to noise and vibration levels which may be higher than those experienced in passenger cars.•Drivers may also spend some time outdoors, exposed to potentially difficult environmental conditions.•Communicates orally with management, employees, co-workers, vendors, and the public by telephone or in person, in one-on-one or group settings.•Regularly uses a telephone.•Required to stand, walk, and sit for extended periods of time during work shift.•Routinely required to stoop, bend, kneel, lift, and reach, in the performance of job function•Vision requirements include close and distance vision, color vision, peripheral and depth vision, and the ability to adjust focus as needed.•Requires the essential use of hands, speech, eyesight, and hearing.•Must be able to pass drug and alcohol tests as required by Department of Transportation. Drug testing is at no cost to the workers. Drug test will take place upon arrival in the United States. All drivers of vehicles exceeding 26,000 LBS are required to enroll in the DOT's Drug and Alcohol Clearinghouse and participate in random drug & alcohol testing as required by the USDOT <p>Working Conditions</p> <ul style="list-style-type: none">•Outdoors, vehicle cabs, crop field environment.			

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