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



#### A. Job Offer Information

1 .10	h Title *	Blueberry W	orker								
	Job Title * Blueberry Worker     a. Total    b. H-2A Workers  Period of Intended Employment										
	orkers eeded *	36	36		2 Eirct I	Data * 1 /1 C					26
		generally require				Date * 1/12			ast Date * 9		
lf	"Yes", pro	ceed to question	8. If "No", c	omplete	question	s 6 and 7 be	elow.		☐ Y		
6. Ar	nticipated	days and hours	of work per w	eek (an e	ntry is requ	iired for each bo I	ox below)	<b>,</b>	7. Hourly		
	36	a. Total Hours	6 c	Monday	6	e. Wednes	day 6	g. Friday	a. <u>8</u> :	00 🖸 í	AM PM
	0	b. Sunday		. Tuesday	_	f. Thursday		h. Saturday	b. <u>4</u> :	_	AM PM
9a 1	lob Dution	- Description of						fer Information			
(F	Please begin	response on this for									
See	Adden	dum C									
				T							
8b. V	Vage Offe	er* 8c.	Per *		ece Rate	Offer § 8e		Rate Units / Es al Pay Informati		urly Rate /	
<b>s</b> 12	2 .7	8 2	HOUR	\$ <sup>00</sup>	<u>.</u> 50		ige Offer to I	H-2A workers is no le trabajadores H-2A r	ss than \$11.09 p		
T			MONTH	<u> </u>						11.00 por 11010	•
		ted <b>Addendum</b> A and wage offers a				on on the cr	rops or a	gricultural activ	vities to be	☑ Yes	□ N/A
10. F	requency	of Pay: *	2 Weekly	☐ Biwe	ekly [	☐ Other (spe	ecify): <u>1</u>	I/A			
		eduction(s) from response on this form					)				
	Adden		i and use Addel	iduiri O ii di	aditional SP	ace is riceucu.)	,				

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☑ Yes □ N/A

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B. Minimum Job Qualifications/Requirements				
Education: minimum U.S. diploma/degree required	. *			
☑ None ☐ High School/GED ☐ Associate's ☐	Bachelor's	☐ Master's or high	er 🛘 Other degre	ee (JD, MD, etc.)
Work Experience: number of months required. 2	)	3. Training: number	of months require	ed. * 0
4. Basic Job Requirements (check all that apply) §				•
a. Certification/license requirements		f. Exposure to extr	·	
☐ b. Driver requirements		g. Extensive pushi	• •	
☐ c. Criminal background check☐ d. Drug screen		☑ h. Extensive sittinį ☑ i. Frequent stoopir		
☑ e. Lifting requirement 75 lbs.		☑ i. Frequent stoopii ☑ j. Repetitive mover		
5a Supervision: does this position supervise		5b. If "Yes" to questi		umber
the work of other employees? *  6. Additional Information Regarding Job Qualification	s 🗹 No	of employees wo	orker will supervise	
(Please begin response on this form and use Addendum C if add See Addendum C	ditional space	is needed. If no additional si	kills or requirements, er	iter " <u>NONE</u> " below)
C. Place of Employment Information				
Place of Employment Address/Location *     1824 Moores Swamp Rd				
	3. State * orth Carolina		5. County * Sampson Coul	nty
6. Additional Place of Employment Information. (If no				
Fixed-site employer. Employer owns/co			•	
includes all employer's fields located adj		•	•	•
posee/controla el sitio de trabajo. La dire		•	principal inclu	ye todos los
campos del empleador ubicados adyace	entes/cer	canos.		
7. Is a completed <b>Addendum B</b> providing additional agricultural businesses who will employ workers, c attached to this job order? *				☑ Yes □ N/A
D. Housing Information				
1. Housing Address/Location * S105251853 (A&B) Moores Swamp Rd				
	3. State *	4. Postal Code *	5. County *	
	orth Carolina	28447	Bladen Count 7. Total Units *	•
6. Type of Housing (check only one) *  ☑ Employer-provided (including mobile or range)	or public		2	8. Total Occupancy 20
9. Identify the entity that determined the housing met				
□ Local authority □ SWA □ Other State auth		•	Other (specify): _	
10. Additional Housing Information. (If no additional infor	mation, enter	" <u>NONE</u> " below) *		
See Addendum C				

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11. Is a completed **Addendum B** providing additional information on housing that will be provided to workers attached to this job order? \*

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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.)  The employer will furnish free and convenient cooking and kitchen facilities so that workers may prepare their own meals. Workers will buy their own groceries. In addition, and to assure access to stores where workers can buy groceries, the employer will provide access to one or more passenger vehicles with a GVWR of less than 13 tons and that require a standard driver's license to operate. The passenger vehicle may be used on or off the farm by the workers to transport themselves around the farm during working hours and off-the-farm to the grocery store, bank, etc. outside of working hours at their discretion. Workers are neither required nor expected to arrange for the routine pick-up of another worker or group of workers on a regular schedule at other housing locations or centralized pick-up points. The employer does not control when the workers go to the grocery store during the week or designate any particular worker to drive. The employer will furnish fuel for the vehicle.									
2. The employer: *	☑ WILL NOT	charge workers for me	eals.		_				
2. The employer.	□ WILL char	ge each worker for me	als at	\$		per day, if	meals are provided.		
F. Transportation and Daily									
Describe the terms and a (Please begin response on this is See Addendum C      Describe the terms and a second control of the control of	orm and use Adden	dum Ĉ if additional space is n	eeded.)				oloyment		
(i.e., inbound) and (b) fro (Please begin response on this i See Addendum C	m the place of e	employment (i.e., outboudum C if additional space is no	und). * eeded.)						
During the travel describe	ed in Item 2 the	employer will pay for	a. no	less than	<b>\$</b> 16	. 28	per day *		
or reimburse daily meals			b. no	more than	<b>\$</b> 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.)  All interested local and intrastate candidates should contact their nearest career center for pre-employment screening before contacting the employer. Career center staff may only refer candidates who have been apprised of all the material terms and conditions of employment and have indicated, by accepting referral to the job opportunity, that he or only refer candidates who have been apprised of all the employer directly to schedule a personal interview. Hours for referral candidates name, address and telephone number to employer first, then instruct the candidate to call the employer directly to schedule a personal interview. Hours for referral candidates to call the employer and schedule an interview appointment prior to coming. No referral candidate is to go to the employers address or work site without a scheduled interview appointment. Candidates recruited from outside normal commuting distance are not equired to appear in person for interview. Employer may schedule telephone interview appointments to candidates recruited from outside normal commuting distance.  All interstate applicants interested in this job offer should first contact the nearest career center in their state. Career center staff should contact the North Carolina Department of Commerce, Division of Workforce Solutions Ag Services in Raleigh, North Carolina at h2a joborders@commerce.nc.gov prior to contacting the employer.  Workers should be fully apprised by the local employment office of the terms, conditions and nature of employment prior to referral. Workers recruited against the job offer from within normal commuting distance will not be provided								
2. Telephone Number to Apply * +1 (910) 669-2463	3. Extension § N/A	Email Address to Apply * swtberry@intrstar.net						
5. Website Address (URL) to Apply * https://seasonaljobs.dol.gov/								
H. Additional Material Terms and Condi	itions of the Job C	offer						
<ol> <li>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? *</li> </ol>								
. Conditions of Employment and Assur	rances for H-2A A	gricultural Clearance Orders						
virtue of my signature below, I <b>HEREBY CERTIFY</b> my knowledge of and compliance with applicable Federal, State, and local employment-ated 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. <u>MEALS</u>: 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. <u>EARNINGS RECORDS</u>: 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(I).

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. <u>DEDUCTIONS FROM WORKER'S PAY</u>: 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:

- 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)(5).
- 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).
- 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).
- 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).
- 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).
- 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.

Last (family) name * Barnhill	2. First (given) name * William	3. Middle initial §
4. Title * Manager		

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5. Signature (or digital signature) *			6. Date signed *
Digital Signature Verified and Retained	Partini	All.	11/7/2025
Ву	Certifing	John	

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

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#### A.9. Additional Crop or Agricultural Activities and Wage Offer Information

Cron				
Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	Hand-harvest blueberries	\$_00 <u>.</u> 50	Piece Rate	Per pound, hand-harvest blueberries. No sand, rocks, or lugs in buckets - only berries to be weighed. Estimated hourly wage rate equivalent is \$16.50 based on average 33 piece rate units per hour. Actual piece rate earnings depend on individual factors. U.S. workers guaranteed \$12.78/hr. H-2A workers guaranteed \$11.09/hr.
	Cosecha manual de arndanos	\$ <u></u>	Piece Rate	Cosecha manual de arándanos por libra. No se permite arena, piedras ni cubos con arena; solo se pesan los arándanos. El salario por hora estimado es de \$16.50, basado en un promedio de 33 unidades por hora. Las ganancias reales por pieza dependen de factores individuales. Los trabajadores estadounidenses tienen garantizado un salario de \$12.78 por hora. Los trabajadores con visa H-2A tienen garantizado un salario de \$11.09 por hora.
		\$		
		\$		
		<b>\$</b>		
		<b>\$</b>		
		\$		
		\$		
		<b>\$</b>		
		\$		

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 §
Sweet Berry Farms, LLC	13135 NC Hwy 41 E Harrells, North Carolina 28444 BLADEN COUNTY	Fixed-site employer. Employer owns/controls the work site. Primary work site address includes all employer's fields located adjacent/nearby. Empleador de sitio fijo. El empleador posee/controla el sitio de trabajo. La direccin del sitio de trabajo principal incluye todos los campos del empleador ubicados adyacentes/cercanos.	1/12/2026	9/26/2026	36
Sweet Berry Farms, LLC	4230 Beatty's Bridge Rd Ivanhoe, North Carolina 28447 BLADEN COUNTY	Fixed-site employer. Employer owns/controls the work site. Primary work site address includes all employer's fields located adjacent/nearby. Empleador de sitio fijo. El empleador posee/controla el sitio de trabajo. La direccin del sitio de trabajo principal incluye todos los campos del empleador ubicados adyacentes/cercanos.	1/12/2026	9/26/2026	36

### 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 *
☑ Employer-provided ☐ Rental or public accommodations	S128121857 (A&B) Moores Swamp Rd Ivanhoe, North Carolina 28447 BLADEN COUNTY		2	20	□ Local authority □ SWA □ Other State authority □ Federal authority □ Other
☐ Employer-provided☐ Rental or public accommodations					□ Local authority □ SWA □ Other State authority □ Federal authority □ Other
☐ Employer-provided☐ Rental or public☐ accommodations					□ Local authority □ SWA □ Other State authority □ Federal authority □ Other
☐ Employer-provided☐ Rental or public accommodations					□ Local authority □ SWA □ Other State authority □ Federal authority □ Other
☐ Employer-provided☐ Rental or public accommodations					□ Local authority □ SWA □ Other State authority □ Federal authority □ Other

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#### H. Additional Material Terms and Conditions of the Job Offer

a. Job Offer Information 1			
Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties
hand-harvesting blueberrie will walk along rows as spe vehicles, implements and eduties. Mow grass and open haul crops and drive other for van off the farm and ove and so forth. May operate transportation to market. The driver must possess a valid classifications applicable to	es, packing ecified by e equipment. erate trimm farmworke or the road truck with Though not didriver's lice that license required to	blueberries, and hoeing. Grade, sort, or classify berries by simployer and remove weeds and grass from fields by hand or May repair fences, greenhouses, farm buildings and other state around farm buildings. Direct and monitor the work of cases from place to place around the farm properties (including of the drive themselves or other farmworkers from place to place, GVWR of less than 13 tons to transport crops produced on the a hiring requirement, if a worker drives a company vehicle ducense issued by a U.S. state or foreign equivalent and operates. All workers are required to follow common sanitary practice of cleanse their hands by washing thoroughly with soap and we	ing field-grown blueberry plants, manual labor on a mechanical blueberry harvester, ize, weight, color, or condition. Load and unload crops and farm materials. Workers using a hoe. May operate and perform minor maintenance and repairs on farm tructures, or perform irrigation activities. Perform farm, field and shed sanitation ual and seasonal help during planting and harvesting. May operate farm vehicles to n public roads to reach farmer's fields) during the workday. May operate light truck, such as to the grocery store, bank, government agencies, medical or dental offices e farm (in its unmanufactured state) to storage or to market or to a carrier for uring the period of employment then at the time of operating the company vehicle the e the company vehicle in accordance with the license restrictions and vehicle ces at all times. This is particularly important when touching crops for human vater before entering field for harvest activities and after each break. Smoking and
b. Job Offer Information 2			
1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Deductions from Pay
(unlike U.S. workers advances and repay worker?s damage, b	nake the s, foreign yment of beyond duction	following deductions from the worker?s wag n H-2A workers are not subject to payroll tax f loans; repayment of overpayment of wages normal wear and tear, or loss of equipment o not required by law will be made that brings t	es: FICA, Medicare and income taxes as required by law deductions for FICA, Medicare or federal withholding.); cash to the worker; recovery of any loss to the employer due to the r housing items where it is shown that the worker is he worker?s hourly earnings below the higher of the federal
For Public Burden Sta	atement, s	ee 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			
Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Additional Information Regarding Job Qualifications/Requirements
be requested to sub may result in immed required post-hire at hinder another work prohibited except fo Requires two month	standing omit to radiate terrend before ters proder work-reasons work-reasons work-reasons werifia	g, bending, stooping, and reaching. Job is out andom drug or alcohol tests at no cost to the simination. All testing will occur post-hire and it re commencing work. Must be able to lift and ductivity. Use of personal cell phone or other elated calls or emergencies and violation may	blueberry plants. Must commit to work entire contract period.
d. Job Offer Information 4			
1. Section/Item Number *	D.10	2. Name of Section or Category of Material Term or Condition *	Additional Housing Information
not available and the grupo. Si se contrata	e provis a a una	ion of family housing is not a prevailing practi	lower, and sleeping room will be provided. Family housing is ice in the area of intended employment. La vivienda es para nabitacin separadas. Vivienda para toda la familia no es ara el rea de traba
For Public Burden Sta	itement, s	ee 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			
Section/Item Number *	F.1	2. Name of Section or Category of Material Term or Condition *	Daily Transportation
workers who report at least 42 passenge	oluntary to a des ers each	transportation at no cost to those workers li ignated daily job reporting site. The mode of	ving in housing provided by the employer and for commuting f transportation may be 4 buses with passenger capacities of each, all of which are sufficient to accommodate the number eeded.
f. Job Offer Information 6			
Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation
charter bus or van o means of transporta	on and r other i tion the	subsistence will be reimbursed at the end of modes of inbound and outbound transportation of the contraction of the contract o	the first work week. The employer will provide or pay for on to groups of workers, or permit workers to select any han the most economical and reasonable common carrier n to be arranged by the employer is unknown.
For Public Burden Sta	tement, so	ee the Instructions for Form ETA-790/790A.	

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#### H. Additional Material Terms and Conditions of the Job Offer

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a.	JOD	Oπer	intormation	1 /

Section/Item Number *	E.1	2. Name of Section or Category of Material Term or Condition *	Meal Provision - Board Arrangments Continued and in Spanish
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3. Details of Material Term or Condition (*up to 3,500 characters*) \*
The employer may limit the trip distance to the nearest town or towns with a grocery store, bank etc. In the event that no available worker has a valid driver's license the employer will provide a licensed driver. These board and transportation arrangements apply only to workers living in employer-provided housing.

El empleador proporcionar instalaciones de cocina y cocina convenientes y gratuitas para que los trabajadores puedan preparar sus propias comidas. Los trabajadores comprarn sus propios alimentos. Adems, y para asegurar el acceso a tiendas donde los trabajadores puedan comprar alimentos, el empleador brindar acceso a uno o ms vehculos de pasajeros con un GVWR de menos de 13 toneladas y que requieran una licencia de conducir estndar para operar. Los trabajadores pueden utilizar el vehculo de pasajeros dentro o fuera de la granja para transportarse por la granja durante las horas de trabajo y fuera de la granja, a la tienda de comestibles, al banco, etc., fuera del horario de trabajo, a su discrecin. No se requiere ni se espera que los trabajadores organicen la recogida rutinaria de otro trabajador o grupo de trabajadores en un horario regular en otros lugares de alojamiento o puntos de recogida centralizados. El empleador no controla cundo los trabajadores van al supermercado durante la semana ni designa a ningn trabajador en particular para conducir. El empleador proporcionar combustible para el vehculo. El empleador puede limitar la distancia del viaje a la ciudad o ciudades ms cercanas que tengan una tienda de comestibles, un banco, etc. En caso de que ningn trabajador disponible tenga una licencia de conducir vlida, el empleador proporcionar un conductor con licencia. Estos arreglos de alojamiento y transporte se aplican nicamente a los trabajadores que viven en viviendas proporcionadas por el empleador.

#### h. Job Offer Information 8

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Job requirements continued and in Spanish
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3. Details of Material Term or Condition (up to 3,500 characters) \* as assigned by the employer and/or worker's supervisor.

Caminar, estar de pie, agacharse, agacharse y estirarse durante mucho tiempo. El trabajo es al aire libre y contina en todo tipo de clima. Se puede solicitar a los trabajadores que se sometan a pruebas aleatorias de drogas o alcohol sin costo alguno para el trabajador. El incumplimiento de la solicitud o la prueba positiva pueden resultar en la terminacin inmediata. Todas las pruebas se realizarn despus de la contratacin y no son parte del proceso de entrevista. Es posible que se requiera un resultado negativo despus de la contratacin y antes de comenzar el trabajo. Debe poder levantar y transportar 75 libras. repetidamente a lo largo de la jornada laboral. No debe obstaculizar la productividad de otro trabajador. El uso de un telfono celular personal u otro dispositivo electrnico personal durante el horario laboral est estrictamente prohibido, excepto para llamadas relacionadas con el trabajo o emergencias, y su violacin puede resultar en el despido inmediato. Requiere dos meses de experiencia verificable en poda/cizallamiento de plantas de arndanos cultivadas en el campo. Debe comprometerse a trabajar durante todo el perodo del contrato. Se espera que los trabajadores realicen cualquiera de las tareas enumeradas y trabajen en cualquier cultivo asignado por el empleador y/o el supervisor del trabajador.

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#### H. Additional Material Terms and Conditions of the Job Offer

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Ì.	Job	Offer	Information	9

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Other terms and conditions
3. Details of Material Term or Condition (up to 3,500 characters) * Material terms and conditions of the work contract may be translated into a language understood by the worker, however the English version of the work contract shall always control. To the extent there is any discrepancy between this Form ETA-790A, the Immigration and Nationality Act (the "INA"), and any applicable H-2A regulations, then the INA and the applicable H-2A Regulations shall control. In the event any provision of the H-2A			

Material terms and conditions of the work contract may be translated into a language understood by the worker, however the English version of the work contract shall always control. To the extent there is any discrepancy between this Form ETA-790A, the Immigration and Nationality Act (the "INA"), and any applicable H-2A regulations, then the INA and the applicable H-2A Regulations shall control. In the event any provision of the H-2A Regulations (20 CFR Part 655, Subpart B) in effect as of the date the Form ETA-790A is submitted shall become unenforceable through administrative, legislative, or judicial action, then the employer shall not be subject to the unenforceable provision or provisions. Trainos y condiciones del contrato de trabajo pueden ser traducidos en una lengua comprensible para el trabajador, sin embargo la versin en Ingls del contrato de trabajo siempre deber controlar. En la medida en que hay alguna discrepancia entre este ETA Formulario 790A, la Ley de Inmigracin y Nacionalidad (el "INA") y todos los reglamentos de H-2A aplicables, a continuacin, el INA y los reglamentos H-2A aplicables siempre prevalecern. En el caso de que alguna disposicin de las Regulaciones H-2A (20 CFR Parte 655, Subparte B) vigente a la fecha de presentacin del Formulario ETA-790A se vuelva inaplicable mediante una accin administrativa, legislativa o judicial, entonces el empleador no estar sujeto a la disposicin inaplicable.

SUBSTANCE ABUSE POLICY: The use or possession or being under the influence of illegal drugs or alcohol during working time is prohibited. Workers may be requested to submit to random drug or alcohol tests at no cost to the worker. Failure to comply with the request or testing positive may result in immediate termination. All testing will occur post-hire and is not a part of the interview process. POLTICA DE ABUSO DE SUSTANCIAS: El uso o posesin o estar bajo la influencia de drogas ilegales o alcohol durante el tiempo de trabajo est prohibido. Los trabajadores pueden ser solicitados a someterse a pruebas de drogas y alcohol al azar sin costo alguno para el trabajador. El incumplimiento de la solicitud o de dar positivo puede resultar en la terminacin inmediata. Todas las pruebas se producir despus de la de coches y no es una parte del proceso de la entrevista.

REQUIRED DEPARTURE: H-2A workers are required to leave the United States at the end of the period certified by the Department of Labor or separation from the employer, whichever is earlier, as required under 20 CFR 655.135(i), unless the H-2A worker is being sponsored by another subsequent employer. This shall serve as official notification of this requirement to any H-2A worker employed under the agricultural work agreement. SALIDA OBLIGATORIA: Los trabajadores H-2A necesitan salirse de los Estados Unidos a finales del perodo certificado por el Departamento de Trabajo o separacin por parte del el empleador, lo que ocurra primero, segn lo dispuesto en 20 CFR 655.135 (i), a menos que el H2A trabajador est siendo patrocinado por otro empleador posterior. Esto servir como notificacin oficial de este requisito a cualquier trabajador H-2A empleado bajo el acuerdo de trabajo agrecola.

j. Job Offer Information 10

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - More Details about Pay

3. Details of Material Term or Condition (up to 3,500 characters) \*

To the extent there is any discrepancy between this Form ETA-790A, the Immigration and Nationality Act (the ?INA?), and any applicable H-2A regulations, then the INA and the applicable H-2A Regulations shall control. Employer in its discretion may offer a higher wage rate or bonus to a worker employed under this job order due to work performance, skill or tenure. En la medida en que hay alguna discrepancia entre este ETA Formulario 790A, la Ley de Inmigracin y Nacionalidad (el "INA") y todos los reglamentos de H-2A aplicables, a continuacin, el INA y los reglamentos H-2A aplicables siempre prevalecern. El empleador, a su discrecin, puede ofrecer una tasa salarial ms alta o un bono a un trabajador empleado bajo esta orden de trabajo debido a su desempeo laboral, habilidad o tenencia.

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#### H. Additional Material Terms and Conditions of the Job Offer

k.	Inh	Offer	Inform	ation 1	11

Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Terminations
work for which the worker was justified cause to perform a employment; (g) fails to me related records; (i) fails or related records; (i) fails or related records; (ii) fails or related records; (iii) fails or records; (iii) fails	was recruit so directed the application of the empton of the employer? Sork activitie eft or disheperforming	ed and hired; (b) commits serious acts of misconduct; (c) hind the work for which the worker was recruited and hired; (e) proble production standards when production standards are applicated an alcohol or drug test; (j) employer discovers a criminal living conditions of other workers; (k) commits an act or acts obloyer; (m) collects any money or other thing of value from prossafety rules; (o) unauthorized or illegal possession, use or sets or in employer?s vehicles; (p) unauthorized or illegal possesonesty; (r) inappropriate physical contact; (s) harassment; (t) goutside work or use of employer?s property, equipment or face	e and federal agencies if the worker: (a) refuses without justified cause to perform ders another worker?s productivity; (d) malingers or otherwise refuses without ovides other lawful job-related reason(s) for termination of employment; (f) abandons icable; (h) falsifies identification, personnel, medical, production, or other work-conviction record or status as a registered sex offender that employer reasonably of insubordination, including the failure to regard employer?s authority; (l) lies or espective employees or current employees in order for the payor to work for this ale of alcohol or controlled substances on employer?s premises or during working assion, use or sale of weapons, firearms, or explosives on employer?s premises or in discrimination or retaliation; (u) disrespect toward fellow workers, visitors or other acilities in connection with outside work while on employer?s time; (w) poor aclusive. All termination decisions will be based on an assessment of all relevant

I. Job Offer Information 12

1. Section/Item Number *	A.8a	Name of Section or Category of Material Term or Condition *	Job Duties - Terminations in Spanish
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3. Details of Material Term or Condition (up to 3,500 characters) \*
TERMINACIONES: El empleador puede dar por terminado el trabajador con notificacin a las agencias estatales y federales correspondientes si el trabajador: (a) se niega sin causa justificada para realizar el trabajo para el cual fue reclutado y contratado al trabajador; (b) comete actos graves de mala conducta; (c) dificulta la productividad de otro trabajador; (d) el que no este enfermo o no se niega, sin causa justificada para realizar segn las indicaciones de la obra para la cual fue contratado y contrat al trabajador; (e) proporciona otra razn relacionada con el trabajo legal (s) para la terminacin del empleo; (f) abandona su empleo; (g) no cumple las normas de produccin aplicables cuando las normas de produccin aplicables; (h) falsifica identificacin, personal, mdicos, produccin, u otros registros relacionados con el trabajo; (i) no presenta o rehsa a tomar una prueba de alcohol o drogas; (j) el empleador descubre un registro condena penal o el estado como delincuente sexual registrado que el empleador cree razonablemente perjudicar la seguridad y/o de las condiciones de vida de los dems trabajadores; (k) comete un acto o actos de insubordinacin, incluyendo el hecho de no considerar a la autoridad del empleador; (l) se encuentra o proporciona una declaracin falsa al empleador; (m) recoge dinero u otra cosa de valor a partir de los futuros empleados o empleados actuales a fin de que el pagador de trabajar para este empleador; (n) la violacin de las reglas de seguridad del empleador;(o) no autorizada o ilegal la posesin, uso o venta de alcohol o sustancias controladas en los locales del empleador o durante la jornada laboral, en el ejercicio de las actividades de trabajo o en vehculos del empleador; (p) no autorizada o ilegal la posesin, uso o venta de armas, armas de fuego o explosivos en las instalaciones del empleador o en vehculos del empleador; (q) el robo o la deshonestidad; (r) de contacto fsico inapropiado; (s) el acoso; (t) la discriminacin o represalia; (u) la falta de respeto hacia los compaeros de trabajo, visitantes u otros miembros del pblico; (v) la realizacin de trabajos fuera o utilizacin de bienes, equipos o instalaciones del empleador en relacin con el trabajo fuera, mientras que en el tiempo del empleador; (w) pobre asistencia o mal desempeo. Los motivos para la terminacin inmediata mencionados no son todo incluido. Todas las decisiones de terminacin se basarn en una evaluacin de todos los factores pertinentes.

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2. Name of Section or Category of Material Term or Condition \*

Job Duties - Prohibited Fees



#### H. Additional Material Terms and Conditions of the Job Offer

A.8a

1. Section/Item Number \*

3. Details of Material Term or Condition (up to 3,500 characters) * PROHIBITIONS AGAINST EMPLOYEES PAYING FEES: The employer and its agents have not sought or received payment of any kind from any employee subject to 8 U.S.C. 1188 for any activity related to obtaining H-2A labor certification, including payment of the employer's attorneys? fees, application fees, or recruitment costs, as prohibited by 20 CFR 655.135(j). Costs that are the responsibility and primarily for the benefit of the worker, such as government-required passport fees, are not included in this prohibition. PROHIBICIONES CONTRA QUE EMPLEADOS PAGEN QUOTAS: El empleador y sus agentes no han solicitado o recibido pago de cualquier tipo de cualquier empleado sujeto a 8 USC 1188 para cualquier actividad relacionada con la obtencin de la certificacin de trabajo H-2A, incluyendo el pago de honorarios de abogados del empleador", las tasas de solicitud, o los costos de contratacin, que est prohibido por 20 CFR 655.135 (j). Los costos que son la responsabilidad y sobre todo en beneficio del trabajador, tales como honorarios de pasaporte requerido por el gobierno, no estra incluidos en esta prohibicin.					
CONTRACTS WITH THIRD PARTIES COMPLY WITH PROHIBITIONS: The employer has contractually forbidden any foreign labor contractor or recruiter, if any, whom the employer engages, either directly or indirectly, in international recruitment of H-2A applicants to seek or receive payments from prospective employees, except as provided for in Department of Homeland Security regulations at 8 CFR 214.2(h)(5)(xi)(A). Likewise, all employees are prohibited from collecting any money or other thing of value from prospective employees or current employees in order for the payor to work for the employer. This employer has zero tolerance for prohibited payments. Employees should report to the employer immediately the name of any person seeking to collect a prohibited payment and the amount sought. Any employee found to have collected a prohibited payment will be required to reimburse the injured party immediately and will be terminated from employment. An employee cannot be discriminated against or discharged for reporting a prohibited payment. CONTRATOS CON GRUPOS QUE CUMPLEN CON PROHIBICIONES: El empleador ha prohibido por contrato cualquier contratista laboral extranjero o reclutador, en su caso, a quien el empleador se involucra, ya sea directa o indirectamente, en la contratacin internacional de los solicitantes de H-2A para buscar o recibir pagos de los futuros empleados, con excepcin de lo previsto en el reglamento del Departamento de Seguridad Nacional a las 8 CFR 214.2(h)(5)(xi)(A). Del mismo modo, todos los empleados se les prohibe la recogida de dinero u otra cosa de valor a partir de los futuros empleados actuales a fin de que el pagador de trabajar para el empleador. Este patrn tiene cero tolerancia para los pagos prohibidos. Los empleados deben informar al empleador inmediatamente el nombre de cualquier persona que busca para recoger un pago prohibido y la cantidad solicitada. Cualquier empleado que haya recogido se requerir un pago prohibido a reembolsar a la parte perjudicada de inmediato y se dar por terminado de					
n. Job Offer Information 14					
Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition * Job Duties - Hourly work schedule			
3. Details of Material Term or Condition (up to 3,500 characters)* Taking into account lunch and break periods, the stated hourly work schedule is consistent with the anticipated total hours per week. By its very nature, seasonal agricultural work schedules vary according to numerous factors including but not limited to the elements, weather, crop conditions, job tasks needed to be done and time of the year. Teniendo en cuenta los perodos de almuerzo y descanso, el horario de trabajo por horas indicado es consistente con el total de horas previsto por semana. Por su propia naturaleza, los horarios de trabajo agrcola estacional varan segn numerosos factores que incluyen, entre otros, los elementos, el clima, las condiciones de los cultivos, las tareas laborales que deben realizarse y la poca del ao.					
For Public Burden Sta	tement, se	ee the Instructions for Form ETA-790/790A.			

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H. Additional Material Ter o. Job Offer Information 15	ms and C	onditions of the Job Offer	
Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - No offer of recall for H-2A workers
compliance with 20	guarant CFR § 6	ee to be recalled for future employment exce	pt for the required solicitation of certain former U.S. workers in amado a trabajar para un empleo futuro, excepto la solicitud on el 20 CFR § 655.153.
p. Job Offer Information 16	Λ 0 -		Lab Duties Lab duties in Counish
1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job duties in Spanish
cosechadora mecnica de arrocultivos y materiales agrcolas. Puede operar y realizar mante actividades de riego. Realizar ocasional y estacional durante agrcolas (incluso en caminos a s mismos o a otros trabajado menos de 13 toneladas para t un requisito de contratacin, si conducir vlida emitida por un elicencia. Todos los trabajador humano. Los trabajadores se	danos, cose Los trabaja enimiento y tareas de s e la siembra pblicos para orres agroola rransportar o un trabajad estado de E es se les re les requiere	char arndanos a mano, empacar arndanos y cavar con azada. Cali adores caminarn a lo largo de las hileras segn lo especificado por e reparaciones menores en vehculos, implementos y equipos agrcola caneamiento de granjas, campos y galpones. Corte el csped y oper y y cosecha. Puede operar vehculos agrcolas para transportar cultiva a llegar a los campos de los agricultores) durante la jornada laboral as de un lugar a otro, como al supermercado, banco, agencias gub cultivos producidos en la granja (en su estado no fabricado) al alma or conduce un vehculo de la empresa durante el perodo de empleo E. UU. o su equivalente extranjero y operar el vehculo de la empre equiere seguir las proticas sanitarias comunes en todo momento. Es	podar/cortar plantas de arndanos cultivadas en el campo, trabajo manual en una fique, clasifique o clasifique las bayas por tamao, peso, color o condicin. Cargar y descargar el empleador y quitarn las malas hierbas y el pasto de los campos a mano o con una azada. as. Puede reparar cercas, invernaderos, edificios agrcolas y otras estructuras, o realizar e la podadora alrededor de los edificios agrcolas. Dirigir y monitorear las labores de ayuda ros y conducir a otros trabajadores agrcolas de un lugar a otro alrededor de las propiedades. Pueden operar camionetas o camionetas fuera de la granja y por la carretera para llevarse ernamentales, consultorios mdicos o dentales, etc. Puede operar un camin con un GVWR de acenamiento o al mercado o a un transportista para su transporte al mercado. Aunque no es o, al momento de operar el vehculo de la empresa, el conductor debe poseer una licencia de sa de acuerdo con las restricciones de licencia y clasificaciones de vehculos aplicables a esa esto es particularmente importante cuando se cosecha a mano cultivos para consumo bin antes de entrar en el campo para las actividades de cosecha y despus de cada descanso.
For Public Burden Sta	atement, so	ee the Instructions for Form ETA-790/790A.	

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#### H. Additional Material Terms and Conditions of the Job Offer

q. Job Offer Information 17	ms and C	onditions of the Job Otter			
Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Pay Deductions - Pay deductions in Spanish		
adelantos en efectivo no estn sujetos a de exceso de los salari del desgaste norma	s siguie o y pag duccior os a los les y rot e que la	ntes deducciones de los salarios de los traba o de los prstamos (A diferencia de los trabaja nes de impuestos sobre la nmina por FICA, M trabajadores; recuperacin de cualquier prdid tura o prdida de equipos o elementos de vivie a ley se har que trae ingresos por hora de los	jadores: FICA, Medicare y impuestos como lo requiere la ley; adores estadounidenses, los trabajadores extranjeros H-2A ledicare o retenciones federales.); reembolso del pago en la para el empleador debido a los daos del trabajador, ms all enda, donde se muestra que el trabajador es responsable. No trabajadores por debajo de la ms alta del salario mnimo		
r. Job Offer Information 18					
Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Pay Deductions - More Details about Pay		
3. Details of Material Term or Condition (up to 3,500 characters)* Employer in its discretion may offer a higher wage rate or bonus to a worker employed under this job order due to work performance, skill or tenure. El empleador, a su discrecin, puede ofrecer una tasa salarial ms alta o un bono a un trabajador empleado bajo esta orden de trabajo debido a su desempeo laboral, habilidad o tenencia.					
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#### H. Additional Material Terms and Conditions of the Job Offer

s. Job Offer Information 19				
Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - Inbound/Outbound Transportation continued and in Spanish	
3. Details of Material Term or Condition ( <i>up to 3,500 characters</i> ) * These arrangements apply only to workers who are recruited from outside the area of intended employment.				
servicios de alquiler permitir que los trab cargos de transporte	de auto ajadore e comn	bbuses o camionetas u otros modos de trans s seleccionen cualquier medio de transporte ms econmicos y razonables para las distanc	semana laboral. El empleador proporcionar o pagar los porte de entrada y salida para grupos de trabajadores, o que elijan y reembolsar a los trabajadores a no menos de los ias involucradas. Se desconoce el modo de transporte que s que son contratados fuera del rea de empleo previsto.	
t. Job Offer Information 20				
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> ) * El empleador ofrecer transporte voluntario sin costo a aquellos trabajadores que vivan en viviendas proporcionadas por el empleador y a los trabajadores que se presenten diariamente en un sitio designado para reportar su trabajo. El medio de transporte podr ser de 4 autobuses con capacidad de pasajeros de al menos 42 pasajeros cada uno, y 3 camionetas con capacidad de 15 pasajeros cada uno, los cuales sean suficientes para acomodar la cantidad de trabajadores que se solicita. Adems, se pueden realizar mltiples viajes segn sea necesario.				
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