



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

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. *	2	3. Training: number of <u>months</u> required. *	0
4. Basic Job Requirements (check all that apply) §			
<input type="checkbox"/> a. Certification/license requirements <input type="checkbox"/> b. Driver requirements <input type="checkbox"/> c. Criminal background check <input checked="" type="checkbox"/> d. Drug screen <input checked="" type="checkbox"/> e. Lifting requirement <u>22</u> lbs.		<input checked="" type="checkbox"/> f. Exposure to extreme temperatures <input checked="" type="checkbox"/> g. Extensive pushing or pulling <input checked="" type="checkbox"/> h. Extensive sitting or walking <input checked="" type="checkbox"/> i. Frequent stooping or bending over <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. * <i>(Please begin response on this form and use Addendum C if additional space is needed. If no additional skills or requirements, enter "NONE" below)</i> See Addendum C			

C. Place of Employment Information

1. Place of Employment Address/Location *				
Premier Berry Farms Home 2840 E. Hueneme Rd.				
2. City *	3. State *	4. Postal Code *	5. County *	
Oxnard	California	93033	Ventura County	
6. Additional Place of Employment Information. <i>(If no additional information, enter "NONE" below)</i> *				
See Addendum C				
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 *				
Villa Las Brisas: 1700 E 5th St				
2. City *	3. State *	4. Postal Code *	5. County *	
Oxnard	California	93030	Ventura County	
6. Type of Housing <i>(check only one)</i> *			7. Total Units *	8. Total Occupancy *
<input checked="" type="checkbox"/> Employer-provided (including mobile or range) <input type="checkbox"/> Rental or public			3	21
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. <i>(If no additional information, enter "NONE" below)</i> *				
See Addendum C				
11. Is a completed Addendum B providing additional information on housing that will be provided to workers attached to this job order? *				<input 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.)

Meals will be provided by El Mora (Contact: Alejandro Morales (831) 210-8247 for workers living at Villa Las Brisas housing complex. The employer will pay the catering company directly for the meals. Workers will be provided with three (3) meals per day and one snack. Mealtimes may vary depending on the work schedule. A hot lunch and snack will be provided to the workers at the worksite or at the housing location in a proper insulated storage container. Breakfast and dinner will be provided at the housing site. A deduction of \$16.28 per day (\$18.50 per day (once a higher meal charge is approved by the Department of Labor or higher when the Department of Labor publishes the new maximum meal deduction rate) for employer-prepared meals or provided meals will be made from all workers' paychecks who are occupying employer-provided housing. This deduction applies to employees who are offered meals beginning on the first day of the contract period.

2. The employer: *

WILL NOT charge workers for meals.

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

F. Transportation and Daily Subsistence

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

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

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.)

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.

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.)
See Addendum C

2. Telephone Number to Apply * +1 (831) 235-3436	3. Extension § N/A	4. Email Address to Apply * agempleo@berry.net
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:

1. **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.
2. **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).
3. **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.
4. **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).
5. **EMPLOYER-PROVIDED TOOLS AND EQUIPMENT:** Employer agrees to provide to the worker, without charge or deposit charge, all tools, supplies, and equipment required to perform the duties assigned. 20 CFR 655.122(f), .210(d), or .302(c).



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

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

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

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

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

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

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

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

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

C. *Daily Transportation*

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

D. *Compliance with Transportation Standards*

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

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

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

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



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

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

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

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

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

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

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

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

12. **FREQUENCY OF PAY:** Employer agrees to pay workers when due based on the frequency disclosed in this clearance order. 20 CFR 655.122(m).

13. **ABANDONMENT OF EMPLOYMENT OR TERMINATION FOR CAUSE:** If a worker voluntarily abandons employment before the end of the contract period, or is terminated for cause, the employer is not responsible for providing or paying for the subsequent transportation and subsistence expenses of that worker, and that worker is not entitled to the three-fourths guarantee, if the employer notifies the U.S. Department of Labor and, if applicable, the Department of Homeland Security, in writing or by any other method specified by the Department of Labor or the Department of Homeland Security in the *Federal Register*, not later than 2 working days after the abandonment or termination occurs. A worker will be deemed to have abandoned the work contract after the worker fails to show up for work at the regularly scheduled time for 5 consecutive work days without the consent of the employer. 20 CFR 655.122(n).

14. **CONTRACT IMPOSSIBILITY:** The work contract may be terminated before the end date of work specified in the work contract if the services of the workers are no longer required for reasons beyond the control of the employer due to fire, weather, or other Act of God that makes fulfillment of the contract impossible, as determined by the Department of Labor. In the event that the work contract is terminated, the employer agrees to fulfill the three-fourths guarantee for the time that has elapsed from the start date of work specified in the work contract to the date of termination. The employer also agrees that it will make efforts to transfer the worker to other comparable employment acceptable



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

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

15. **DEDUCTIONS FROM WORKER'S PAY:** Employer agrees to make all deductions from the worker's paycheck required by law. This job offer discloses all deductions not required by law which the employer will make from the worker's paycheck and all such deductions are reasonable, in accordance with 20 CFR 655.122(p) and 29 CFR part 531. The wage requirements of 20 CFR 655.120 will not be met where undisclosed or unauthorized deductions, rebates, or refunds reduce the wage payment made to the employee below the minimum amounts required under 20 CFR part 655, subpart B, or where the employee fails to receive such amounts free and clear because the employee kicks back directly or indirectly to the employer or to another person for the employer's benefit the whole or part of the wage delivered to the employee. 20 CFR 655.122(p).
16. **DISCLOSURE OF WORK CONTRACT:** Employer agrees to provide a copy of the work contract to an H-2A worker no later than the time at which the worker applies for the visa, or to a worker in corresponding employment no later than on the day work commences. For an H-2A worker coming to the employer from another H-2A employer or who does not require a visa for entry to the United States, the employer agrees to provide a copy of the work contract no later than the time an offer of employment is made to the H-2A worker. A copy of the work contract will be provided to each worker in a language understood by the worker, as necessary or reasonable. In the absence of a separate, written work contract entered into between the employer and the worker, the work contract at minimum will be the terms of this clearance order, including all Addenda, the certified *H-2A Application for Temporary Employment Certification* and any obligations required under 8 U.S.C. 1188, 29 CFR part 501, or 20 CFR part 655, subpart B. 20 CFR 655.122(q).
17. **ADDITIONAL ASSURANCES FOR CLEARANCE ORDERS:**
 - A. Employer agrees to provide to workers referred through the clearance system the number of hours of work disclosed in this clearance order for the week beginning with the anticipated first date of need, unless the employer has amended the first date of need at least 10 business days before the original first date of need by so notifying the Order-Holding Office (OHO) in writing (e.g., email notification). The employer understands that it is the responsibility of the SWA to make a record of all notifications and attempt to inform referred workers of the amended first date of need expeditiously. 20 CFR 653.501(c)(3)(i).

If there is a change to the anticipated first date of need, and the employer fails to notify the OHO at least 10 business days before the original first date of need, the employer agrees that it will pay eligible workers referred through the clearance system the specified rate of pay disclosed in this clearance order for the first week starting with the originally anticipated first date of need or will provide alternative work if such alternative work is stated on the clearance order. 20 CFR 653.501(c)(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 * Rodriguez	2. First (given) name * Luz	3. Middle initial §
4. Title * Director of Human Resources		

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5. Signature (or digital signature) * Digital Signature Verified and Retained By <i>Certifying Officer</i>	6. Date signed * 3/13/2026
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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

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	strawberry conventional	\$ 16 . 90	Hour	no incentive
	strawberry conventional	\$ 17 . 15	Hour	\$0.25 With speeds between 7.50 and 7.74 crates per hour (includes AEWR + SPEED INCENTIVE)
	strawberry conventional	\$ 17 . 40	Hour	\$0.5 With speeds between 7.75 and 7.99 crates per hour (includes AEWR + SPEED INCENTIVE)
	strawberry conventional	\$ 17 . 65	Hour	\$0.75 With speeds between 8.00 and 8.24 crates per hour (includes AEWR + SPEED INCENTIVE)
	strawberry conventional	\$ 17 . 90	Hour	\$1 With speeds between 8.25 and 8.49 crates per hour (includes AEWR + SPEED INCENTIVE)
	strawberry conventional	\$ 18 . 15	Hour	\$1.25 With speeds between 8.50 and 8.74 crates per hour (includes AEWR + SPEED INCENTIVE)
	strawberry conventional	\$ 18 . 40	Hour	\$1.5 With speeds between 8.75 and 8.99 crates per hour (includes AEWR + SPEED INCENTIVE)
	strawberry conventional	\$ 18 . 65	Hour	\$1.75 With speeds between 9 and 9.24 crates per hour (includes AEWR + SPEED INCENTIVE)
	strawberry conventional	\$ 18 . 90	Hour	\$2 With speeds between 9.25 and 9.49 crates per hour (includes AEWR + SPEED INCENTIVE)
	strawberry conventional	\$ 19 . 15	Hour	\$2.25 With speeds between 9.50 and 9.74 crates per hour (includes AEWR + SPEED INCENTIVE)

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

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	strawberry conventional	\$ 19 . 40	Hour	\$2.5 With speeds between 9.75 and 9.99 crates per hour (includes AEWR + SPEED INCENTIVE)
	strawberry conventional	\$ 19 . 65	Hour	\$2.75 With speeds between 10.00 and 10.24 crates per hour (includes AEWR + SPEED INCENTIVE)
	strawberry conventional	\$ 19 . 90	Hour	\$3 With speeds between 10.25 and 10.49 crates per hour (includes AEWR + SPEED INCENTIVE)
	strawberry conventional	\$ 20 . 15	Hour	\$3.25 With speeds between 10.50 and 10.74 crates per hour (includes AEWR + SPEED INCENTIVE)
	strawberry conventional	\$ 20 . 40	Hour	\$3.5 With speeds between 10.75 and 10.99 crates per hour (includes AEWR + SPEED INCENTIVE)
	strawberry conventional	\$ 20 . 65	Hour	\$3.75 With speeds between 11.00 and 11.24 crates per hour (includes AEWR + SPEED INCENTIVE)
	strawberry conventional	\$ 20 . 90	Hour	\$4 With speeds between 11.25 and 11.49 crates per hour (includes AEWR + SPEED INCENTIVE)
	strawberry conventional	\$ 21 . 15	Hour	\$4.25 With speeds between 11.50 and 11.74 crates per hour (includes AEWR + SPEED INCENTIVE)
	strawberry conventional	\$ 21 . 40	Hour	\$4.5 With speeds between 11.75 and 11.99 crates per hour (includes AEWR + SPEED INCENTIVE)
	strawberry conventional	\$ 21 . 65	Hour	\$4.75 With speeds between 12.00 and 12.24 crates per hour (includes AEWR + SPEED INCENTIVE)

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

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	strawberry conventional	\$ 21 . 90	Hour	\$5 With speeds between 12.25 and 12.49 crates per hour (includes AEWR + SPEED INCENTIVE)
	strawberry conventional	\$ 22 . 15	Hour	\$5.25 With speeds between 12.50 and 12.74 crates per hour (includes AEWR + SPEED INCENTIVE)
	strawberry conventional	\$ 22 . 40	Hour	\$5.5 With speeds between 12.75 and 12.99 crates per hour (includes AEWR + SPEED INCENTIVE)
	strawberry conventional	\$ 22 . 65	Hour	\$5.75 With speeds between 13.00 and 13.24 crates per hour (includes AEWR + SPEED INCENTIVE)
	strawberry conventional	\$ 22 . 90	Hour	\$6 With speeds between 13.25 and 13.49 crates per hour (includes AEWR + SPEED INCENTIVE)
	strawberry conventional	\$ 23 . 15	Hour	\$6.25 With speeds between 13.50 and 13.74 crates per hour (includes AEWR + SPEED INCENTIVE)
	strawberry conventional	\$ 23 . 40	Hour	\$6.5 With speeds between 13.75 and 13.99 crates per hour (includes AEWR + SPEED INCENTIVE)
	strawberry conventional	\$ 23 . 65	Hour	\$6.75 With speeds between 14 and 14.24 crates per hour (includes AEWR + SPEED INCENTIVE)
	strawberry conventional	\$ 23 . 90	Hour	\$7 With speeds between 14.25 and 14.49 crates per hour (includes AEWR + SPEED INCENTIVE)
	strawberry conventional	\$ 24 . 15	Hour	\$7.25 With speeds between 14.50 and 14.74 crates per hour (includes AEWR + SPEED INCENTIVE)

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

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	strawberry conventional	\$ <u>24</u> . <u>40</u>	Hour	\$7.5 With speeds between 14.75 and 14.99 crates per hour (includes AEWR + SPEED INCENTIVE)
	strawberry conventional	\$ <u>24</u> . <u>65</u>	Hour	\$7.75 With speeds between 15.00 and 15.24 crates per hour (includes AEWR + SPEED INCENTIVE)
	strawberry conventional	\$ <u>24</u> . <u>90</u>	Hour	\$8 With speeds between 15.25 and 15.49 crates per hour (includes AEWR + SPEED INCENTIVE)
	strawberry conventional	\$ <u>25</u> . <u>15</u>	Hour	\$8.25 With speeds between 15.50 and 15.74 crates per hour (includes AEWR + SPEED INCENTIVE)
	strawberry conventional	\$ <u>25</u> . <u>40</u>	Hour	\$8.5 With speeds between 15.75 and 15.99 crates per hour (includes AEWR + SPEED INCENTIVE)
	strawberry conventional	\$ <u>25</u> . <u>65</u>	Hour	\$8.75 With speeds between 16.00 and 16.24 crates per hour (includes AEWR + SPEED INCENTIVE)
	strawberry conventional	\$ <u>25</u> . <u>90</u>	Hour	\$9 With speeds between 16.25 and 16.49 crates per hour (includes AEWR + SPEED INCENTIVE)
	strawberry conventional	\$ <u>26</u> . <u>15</u>	Hour	\$9.25 With speeds between 16.50 and 16.74 crates per hour (includes AEWR + SPEED INCENTIVE)
	strawberry conventional	\$ <u>26</u> . <u>40</u>	Hour	\$9.5 With speeds between 16.75 and 16.99 crates per hour (includes AEWR + SPEED INCENTIVE)
	strawberry conventional	\$ <u>26</u> . <u>65</u>	Hour	\$9.75 With speeds between 17.00 and 17.24 crates per hour (includes AEWR + SPEED INCENTIVE)

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

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	strawberry conventional	\$ 26 . 90	Hour	\$10 With speeds between 17.25 and 17.49 crates per hour (includes AEWR + SPEED INCENTIVE)
	strawberry conventional	\$ 27 . 15	Hour	\$10.25 With speeds between 17.50 and 17.74 crates per hour (includes AEWR + SPEED INCENTIVE)
	strawberry conventional	\$ 27 . 40	Hour	\$10.5 With speeds between 17.75 and 17.99 crates per hour (includes AEWR + SPEED INCENTIVE)
	strawberry conventional	\$ 27 . 65	Hour	\$10.75 With speeds between 18.00 and 18.24 crates per hour (includes AEWR + SPEED INCENTIVE)
	strawberry conventional	\$ 27 . 90	Hour	\$11 With speeds between 18.25 and 18.49 crates per hour (includes AEWR + SPEED INCENTIVE)
	strawberry conventional	\$ 28 . 15	Hour	\$11.25 With speeds between 18.50 and 18.74 crates per hour (includes AEWR + SPEED INCENTIVE)
	strawberry conventional	\$ 28 . 40	Hour	\$11.5 With speeds between 18.75 and 18.99 crates per hour (includes AEWR + SPEED INCENTIVE)
	strawberry conventional	\$ 28 . 65	Hour	\$11.75 With speeds between 19.00 and 19.24 crates per hour (includes AEWR + SPEED INCENTIVE)
	strawberry conventional	\$ 28 . 90	Hour	\$12 With speeds between 19.25 and 19.49 crates per hour (includes AEWR + SPEED INCENTIVE)
	strawberry conventional	\$ 29 . 15	Hour	\$12.25 With speeds between 19.50 and 19.74 crates per hour (includes AEWR + SPEED INCENTIVE)

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

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	strawberry conventional	\$ <u>29</u> . <u>40</u>	Hour	\$12.5 With speeds between 19.75 and 19.99 crates per hour (includes AEWR + SPEED INCENTIVE)
	strawberry conventional	\$ <u>29</u> . <u>65</u>	Hour	\$12.75 With speeds between 20.0 and 20.24 crates per hour (includes AEWR + SPEED INCENTIVE)
	strawberry conventional	\$ <u>29</u> . <u>90</u>	Hour	\$13 With speeds between 20.25 and 20.49 crates per hour (includes AEWR + SPEED INCENTIVE)
	strawberry conventional	\$ <u>30</u> . <u>15</u>	Hour	\$13.25 With speeds between 20.50 and 20.74 crates per hour (includes AEWR + SPEED INCENTIVE)
	strawberry conventional	\$ <u>30</u> . <u>40</u>	Hour	\$13.5 With speeds between 20.75 and 20.99 crates per hour (includes AEWR + SPEED INCENTIVE)
	strawberry conventional	\$ <u>30</u> . <u>65</u>	Hour	\$13.75 With speeds between 21.00 and 21.24 crates per hour (includes AEWR + SPEED INCENTIVE)
	strawberry conventional	\$ <u>30</u> . <u>90</u>	Hour	\$14 With speeds between 21.25 and 21.49 crates per hour (includes AEWR + SPEED INCENTIVE)
	strawberry conventional	\$ <u>31</u> . <u>15</u>	Hour	\$14.25 With speeds between 21.50 and 21.74 crates per hour (includes AEWR + SPEED INCENTIVE)
	strawberry conventional	\$ <u>31</u> . <u>40</u>	Hour	\$14.5 With speeds between 21.75 and 21.99 crates per hour (includes AEWR + SPEED INCENTIVE)
	strawberry conventional	\$ <u>31</u> . <u>65</u>	Hour	\$14.75 With speeds between 22.00 and 22.24 crates per hour (includes AEWR + SPEED INCENTIVE)

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

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	strawberry conventional	\$ <u>31</u> . <u>90</u>	Hour	\$15 With speeds between 22.25 and 22.49 crates per hour (includes AEW + SPEED INCENTIVE)
	strawberry conventional	\$ <u>32</u> . <u>15</u>	Hour	\$15.25 With speeds between 22.50 and 22.74 crates per hour (includes AEW + SPEED INCENTIVE)
	strawberry conventional	\$ <u>32</u> . <u>40</u>	Hour	\$15.5 With speeds between 22.75 and 22.99 crates per hour (includes AEW + SPEED INCENTIVE)
	strawberry conventional	\$ <u>32</u> . <u>65</u>	Hour	\$15.75 With speeds between 23.00 and 23.24 crates per hour (includes AEW + SPEED INCENTIVE)
	strawberry conventional	\$ <u>32</u> . <u>90</u>	Hour	\$16.25 With speeds between 23.25 and 23.49 crates per hour (includes AEW + SPEED INCENTIVE)
	strawberry conventional	\$ <u>33</u> . <u>15</u>	Hour	\$16.25 With speeds between 23.50 and 23.74 crates per hour (includes AEW + SPEED INCENTIVE)
	strawberry conventional	\$ <u>33</u> . <u>40</u>	Hour	\$16.50 With speeds between 23.75 and 23.99 crates per hour (includes AEW + SPEED INCENTIVE)
	strawberry conventional	\$ <u>33</u> . <u>65</u>	Hour	\$16.75 With speeds between 24.00 and 24.24 crates per hour (includes AEW + SPEED INCENTIVE)
	strawberry conventional	\$ <u>33</u> . <u>90</u>	Hour	\$17.00 With speeds between 24.25 and 24.49 crates per hour (includes AEW + SPEED INCENTIVE)
	strawberry conventional	\$ <u>34</u> . <u>15</u>	Hour	\$17.25 With speeds between 24.50 and 24.74 crates per hour (includes AEW + SPEED INCENTIVE)

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

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	strawberry conventional	\$ 34 . 40	Hour	\$17.50 With speeds between 24.75 and 24.99 crates per hour (includes AEW + SPEED INCENTIVE)
	strawberry conventional	\$ 34 . 65	Hour	\$17.75 With speeds between 25.00 and 25.24 crates per hour (includes AEW + SPEED INCENTIVE)
	Freezer	\$ 16 . 90	Hour	no incentive
	Freezer	\$ 17 . 40	Hour	\$0.5 With speed from 6.50 to 6.74
	Freezer	\$ 17 . 90	Hour	\$1 With speed from 6.75 to 6.99
	Freezer	\$ 18 . 40	Hour	\$1.5 With speed from 7 to 7.24
	Freezer	\$ 18 . 90	Hour	\$2 With speed from 7.25 to 7.49
	Freezer	\$ 19 . 40	Hour	\$2.5 With speed from 7.50 to 7.74
	Freezer	\$ 19 . 90	Hour	\$3 With speed from 7.75 to 7.99
	Freezer	\$ 20 . 40	Hour	\$3.5 With speed from 8 to 8.24

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

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	Freezer	\$ <u>20</u> . <u>90</u>	Hour	\$4 With speed from 8.25 to 8.49
	Freezer	\$ <u>21</u> . <u>40</u>	Hour	\$4.5 With speed from 8.50 to 8.74
	Freezer	\$ <u>21</u> . <u>90</u>	Hour	\$5 With speed from 8.75 to 8.99
	Freezer	\$ <u>22</u> . <u>40</u>	Hour	\$5.5 With speed from 9 to 9.24
	Freezer	\$ <u>22</u> . <u>90</u>	Hour	\$6 With speed from 9.25 to 9.49
	Freezer	\$ <u>23</u> . <u>40</u>	Hour	\$6.5 With speed from 9.50 to 9.74
	Freezer	\$ <u>23</u> . <u>90</u>	Hour	\$7 With speed from 9.75 to 9.99
	Freezer	\$ <u>24</u> . <u>40</u>	Hour	\$7.5 With speed from 10.00 to 10.24
	Weeding	\$ <u>16</u> . <u>90</u>	Hour	\$ 0.60 Per 30ft
	Make Roads (Heavy Soil)	\$ <u>16</u> . <u>90</u>	Hour	\$3.00 Per 21ft Strawberry Bed

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

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	Make Roads (Sandy Loam Soil)	\$ 16 . 90	Hour	\$2.50 Per furrow
	Clean out furrow	\$ 16 . 90	Hour	\$0.45 Per entrance of each furrow
	Crew Lead	\$ 18 . 90	Hour	
	Puncher	\$ 18 . 15	Hour	
	Wage offer in California:	\$ 16 . 90	Hour	US Workers \$16.90/hour/ H-2A Workers: \$16.90/hour
		\$.		
		\$.		
		\$.		
		\$.		
		\$.		

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



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H. Additional Material Terms and Conditions of the Job Offer

a. Job Offer Information 1

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties
<p>3. Details of Material Term or Condition (up to 3,500 characters) * Job duties - description of the specific services or labor to be performed.</p> <p>Employee picks strawberries in varying weather conditions, while adhering to quality and standards determined by company, using physical body motions, including picking fruit, pushing carts and carrying cardboard crates (conventional) weighing up to 10-13 lbs. And plastic crates (freezer and juice) weighing up to 22 lbs when full.</p> <p>Employees will be required to harvest strawberries using the harvest aid. The employee harvests by walking behind the harvest aid as the harvest aid moves across the row from one end to the other. When the employee completes a crate, he/she places the full crate on a platform on the harvest aid and begins a new one.</p> <p>Employees will be required to perform the responsibilities of Strawberry Ground crew. The employee will harvest by walking in the furrow from the middle of the block towards the road where the harvest trailer is located. Once the worker completes the full box of strawberries, he/she will walk to the harvest trailer to place the harvested box on the table for quality inspection and will take an empty box to repeat the process.</p> <p>When harvesting juice or freezer, the employee will be required to perform this manually or in the case of freezer, it may require the use of a blade to remove the crown from the berry.</p> <p>When working with the harvest aid or ground crew, the employee is required to work as part of a team of harvesters and team members must coordinate with each other to complete the harvest process each day. Harvest ground crews work individually. The aid harvest team is able to control the speed at which the harvest aid moves across the field. Employee will be responsible for ensuring the quality of the harvested strawberries meets quality and inspection requirements.</p> <p>Employees will also be responsible for cleaning the field and discarding all fruit from the furrow that does not meet Driscoll's quality requirements.</p> <p>Employee will also be responsible for ranch maintenance, which will include pulling weeds by hand or with use of sickle, picking up trash throughout the ranch.. The workers will complete weed removal job duties for less than 20% of their weekly work time. Employer will provide training to perform the weed removal job duties. Repair strawberry beds with use of shovel to pull plastic and reshape the bed. Pre-plant Irrigation pipe set up, which includes loading/unloading a pair of 40-ft aluminum pipe weighing approximately 18 lbs. each. Setting up aluminum pipes on open ground and manually connecting them. This activity is done in pairs. Bed up, includes filling the strawberry bed with soil and lining of the edge of each bed with use of rope and shovel. Open roads, by using a sickle and shovel to cut the mulch on the marked edge of the bed that's installed on the beds to create the open road that separates each harvesting block where the picking trailers will be parked. Open entry way for furrows by cleaning out/shoveling the soil out of the way. Install/remove irrigation system, drip tape and plastic. Plant clean-up performed by manually pulling dry/old leaves from each plant, throughout the furrows.</p> <p>Employees engaging in hand weeding, hand thinning, shall be provided gloves as necessary to perform the job. Kneepads will not be provided as kneeling is not required to perform the weeding duties. Weeds are not on the ground level.</p>			

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
<p>3. Details of Material Term or Condition (up to 3,500 characters) *</p> <p>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); recovery of any loss to the Company due to damage or loss of equipment/tools; housing or furnishings (beyond normal wear and tear) caused by the worker (if any) - the employer will not make any deduction from the wage or require any reimbursement from an employee for any cash shortage, breakage, or loss of equipment, unless it can be shown that such shortage, breakage, or loss is caused by a dishonest or willful act, or by the gross negligence of the employee; medical insurance payments, if applicable; cash advances, if applicable; Cal Savers, retirement plan (if eligible); and deductions expressly authorized by the worker in writing (if any). No deductions except those required or permitted by law will be made.</p>			

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H. Additional Material Terms and Conditions of the Job Offer

c. Job Offer Information 3

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 (<i>up to 3,500 characters</i>) * Two months of experience in harvesting strawberries. Cannot be color blind due to the need to distinguish colors of crops for proper ripeness and maturity, no smoking, illegal drugs, alcohol, or weapons of any sort in the housing or work fields. Ability to communicate in English or Spanish is required for training and safety purposes. Work is performed outdoors in open fields and can involve exposure to sun, wind, mud, dust, heat, cold and other elements of the normal field environment. Temperatures can range from 50 degrees F to over 90 degrees F during the period of employment. Workers should come prepared with appropriate clothing and footwear for the work and working conditions described.			

d. Job Offer Information 4

1. Section/Item Number *	C.6	2. Name of Section or Category of Material Term or Condition *	Additional Place of Employment Information
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Harvesting work will be performed in the fields in Ventura County, California and consists of one area of intended employment as defined in 20 CFR §655.103(b). Specifically, the harvesting will be completed at the following location, which is owned or operated by Premier Berry Farms (Grower): Contact: Premier Berry Farms Hank Laubaer Telephone: 805-732-7352			

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H. Additional Material Terms and Conditions of the Job Offer

e. Job Offer Information 5

1. Section/Item Number *	D.10	2. Name of Section or Category of Material Term or Condition *	Additional Housing Information
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>17 workers in 3 units [JF4.1]each housing up to 7 employees. Total Capacity: 21. Each housing unit has an individual storage for personal belongings for each employee. Each worker will receive their own bed. They will also receive one blanket, a set of sheets, pillow and pillowcase. The housing complex has a laundry room (washer and dryers) on site. Workers will be given a laundry stipend of \$4.00 per week. Each wash/dry load costs \$2.00 combined. Meals will be provided by El Mora.</p>			

f. Job Offer Information 6

1. Section/Item Number *	G.1	2. Name of Section or Category of Material Term or Condition *	Referral and Hiring Instructions
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p><small>Applicants should thoroughly familiarize themselves with the job specifications and the terms and conditions of employment in this Clearance Order before contacting the employer or seeking a referral. Only workers meeting all the qualifications for Employment, who are able, willing and qualified to perform the work, with or without reasonable accommodations, who are eligible for employment in the United States, and who are available at the time and place needed should be referred to the employer.</small></p> <p><small>Applicants will be interviewed in person or by telephone and job offers will be extended to qualified, eligible applicants. Telephone or in-person interviews will be at no cost to workers. The employment application is completed on the first day of work and on that day the crews will receive an orientation/training session.</small></p> <p><small>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, the Employer requests that the Employment Service staff apprise applicants that they will be required to provide documentary proof of work authorization to the Employer.</small></p> <p><small>Walk-in applications will be accepted at: 730 S. A Street, Oxnard CA 93030</small></p> <p><small>Ag/Employer Referral Contact: Azucena Espindola Telephone: (831) 235-3436 Email address: agempleo@berry.net</small></p> <p><small>Contact hours are Monday through Friday between 8:00 a.m. and 5:00 p.m. 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. Collect telephone calls will not be accepted directly from job applicants and persons inquiring about employment.</small></p> <p><small>Applicants and referrals will not be considered to have applied until a properly completed and signed application is provided to the employer indicating that the worker has received a copy in writing of the Migrant and Seasonal Agricultural Worker employment disclosures (or Contract containing disclosures) required by law.</small></p> <p><small>All applicants must verify they possess the required work experience by providing a valid working telephone number and contact name of the former or existing employer so that employment experience may be verified.</small></p> <p><small>Telephone Number to Apply: +1 (831) 235-3436 Email Address to Apply: agempleo@berry.net Website address (URL) to Apply: N/A</small></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 *	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 may, at its discretion, 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.			

h. Job Offer Information 8

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - EMPLOYER CONTACT INFORMATION
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			
ITEM II. EMPLOYER CONTACT INFORMATION			
AgEmpleo, LLC (also referred to herein as "AgEmpleo" "Employer" or "Company") is headquartered in Watsonville, California (411 Walker St., Watsonville, CA 95076), Phone: (831) 763-7200. CA TAX ID: 111-3870-8			
AgEmpleo is a registered Farm Labor Contractor			

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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 - Full Job Title
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			
Job title: Field Worker: Strawberry Harvester (Ground & Harvest Aid), Ranch Maintenance and field support			

j. Job Offer Information 10

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Number of workers
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			
AgEmpleo seeks certification for 17 workers. The total number of workers needed is 17.			

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



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H. Additional Material Terms and Conditions of the Job Offer

k. Job Offer Information 11

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Work Schedule
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Work Schedule Workers will work 6:30 A.M. - 1:30 P.M., Monday through Saturday, 6.5 hours per day, for a total of 39 hours. Working hours will be 6:30 am to 1:30 pm, or 7:30 am to 2:30 pm but may start later or earlier depending on the time of year. Workers may be requested to work on Sundays or Federal Holidays depending on the conditions of the fields, weather, and maturity of the crop. Overtime may be requested. However, Employer does not require overtime or work on Sundays or Federal Holidays. The Employer abides by California Wage Order 14. An unpaid lunch break of 30 minutes and two paid 10-minute work breaks are provided. On work days of less than 5 hours no lunch break will be provided. Workers are notified of any change in the start time. This is regular, full-time work for a temporary period of time requiring the worker to be available for work on a daily basis. This is not "day work". Excessive tardiness and/or absences will not be tolerated and will result in disciplinary action in accordance to company policies. All employees not occupying employer-provided housing must provide the Company with contact information before the worker commences employment. This contact information may be used to notify the worker not to report work due to inclement weather or when work is not available or to notify the workers of any change in the worker's daily schedule, or for any other reason.			

l. Job Offer Information 12

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - TRAINING AND PRODUCTION STANDARDS:
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * TRAINING: Training will be provided for 5 days from each worker's initial date of employment. Additional training will be provided as needed. PRODUCTION STANDARDS: 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. PERFORMANCE AND SAFETY STANDARDS a. Must act with respect to employer-designated representatives and following specific work-related instructions 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 c. Must not engage in work during the period of this contract for any person other than employer d. Must not violate any U.S., State, or local law e. Must not fail to report for work without justified cause f. Must not leave work without employer's permission g. Must not possess firearms or other weapons without prior employer authorization; and h. No drinking alcoholic beverages on the job or engage in other substance abuse.			

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H. Additional Material Terms and Conditions of the Job Offer

m. Job Offer Information 13

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 (up to 3,500 characters) * TERMINATIONS: 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; or (c) maligners or otherwise refuses to work in accordance with direction or is otherwise obviously unqualified to perform the job; (d) is physically able but does not demonstrate the willingness to perform the work necessary; and, (e) other lawful job-related reasons. Three unexcused absences by the worker will be considered a job-related reason for worker termination. Workers who become ill or injured for non-work-related reasons and are unable to perform essential functions of the job will be released for cause.</p> <p>In the event of termination for medical reasons occurring after the arrival on the job, or occurring as a result of employment, or in the event of termination resulting from an Act of God, the employer will pay or provide reasonable costs of return transportation and subsistence to the place where the worker departed to the employer's place of employment. For H-2A workers coming from outside the United States, the law defines the place from where the worker departed to the employer's place of employment as the place of recruitment as defined above. Additionally, the employer will reimburse worker for reasonable costs of transportation and subsistence (meals) incurred by the worker to get to the place of employment.</p> <p>Additional Grounds of Termination: 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 b.Failure to perform work in accordance with terms of this agreement c.Wanton disrespect to employer-designated representative and not following specific work-related instructions 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 e.Engaging in work during the period of this contract for any person other than employer f.Violating any U.S., State, or local laws g.Failure to report for work without justified cause h.Leaving work without employer's permission i.Possession of firearms or other weapons without prior employer authorization; and 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>			

n. Job Offer Information 14

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Wage Offer Part II
<p>3. Details of Material Term or Condition (up to 3,500 characters) * Frequency of Pay: Weekly</p> <p>Payday: Workers will be paid on a weekly basis by check or by card. Employees have the option to be paid by either paper checks or debit cards. Payday is Wednesday of the week following the end of the payroll period.</p> <p>Employees have the option to be paid by either paper check or debit card. The employer will cover the costs associated with bank charges, if any, associated with debit cards to the extent charges result from the employer's payment of wages. The employer does not pay for costs, if any, resulting from the use of debit cards for an employee's personal use (i.e. use of the debit card at ATM's at unrelated banks or retail outlets.)</p> <p>Please note that the estimated hourly wage rate equivalent for all incentive rates varies per individual based on weather, crop conditions, and by productivity, and is not guaranteed. We estimate the workers average hourly pay for incentive pay is \$16.90/hour to \$18.65/hour, when picking 7.50-9.24 crates.</p> <p>Individual Incentive Rates are in addendum A</p> <p>Crew Lead/Puncher: Incentive pay may be available to certain workers based on crew productivity and quality standards. Incentives are in addition to the hourly wage and do not replace the minimum wage guarantee. The incentive will only apply to hours related to directing the work of the harvest crew.</p> <p>Crew Average Incentive Crew Leads, may receive up to 100 percent (100%) and Punchers may receive up to 90 percent (90%) of the crew's weekly average hourly rate, subject to productivity and quality requirements. The crew average incentive is calculated using the daily crew average, accumulated on a weekly basis.</p> <p>To Qualify for Incentive Pay, the following conditions must be met: 1.A minimum harvest speed of 7.5 boxes per hour. 2.The crew must maintain a Weekly reject rate below .401%. 3.The crew must achieve a weekly PQ score of at least 1.0. If this PQ score is achieved in addition to the other requirements (1&2), Crew leads and punchers may receive an additional five percent (5%) incentive.</p> <p>If the PQ score of 1.0 is not achieved, incentive pay for the crew lead and puncher will be based on reject percentage.</p> <p>Quality (Rejects) Incentive Scale: •0% to 1.5% rejects: 100% of incentive •1.51% to 3.0% rejects: 80% of incentive •3.01% to 4.0% rejects: 60% of incentive •4.01% or higher rejects: No incentive earned</p>			

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H. Additional Material Terms and Conditions of the Job Offer

o. Job Offer Information 15

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Description Additional Information Part I
<p>3. Details of Material Term or Condition (up to 3,500 characters) * Crew lead/team lead, responsible for assisting the foreman in directing and monitoring the work of other farmworkers in harvesting crop. Under the direction of the foreman, provide directions to other workers regarding harvest activities. Record information about crops such as quality and quantity and assist with monitoring performance targets for the assigned commodity. Under the direction of the foreman, monitor crew production, employee and food safety, employee retention, and administrative duties, such as recording harvest yield and quality, establishes and follows a packaging review system that ensures harvested product meet company standards in quality and appearance and assigns identification stickers to each respective harvester and ensures that all crates are accurately tracked.</p> <p>Under the direction of the field supervisor, assists with directing a crew of strawberry harvesters and punchers to ensure harvesting is being done in a safe, compliant, and efficient manner.</p> <p>All duties are performed under the direction of the foreman:</p> <ul style="list-style-type: none"> •ensures harvesters are picking quantity and quality fruit per Driscoll's standards (appearance and weight). •trains harvesters on proper harvesting and packaging methods. •ensures harvesters are not leaving ripe fruit behind and that over ripe fruit is being removed from the plant. •conducts daily communication of work orders, safety reminders and motivational pep talk. •ensures employees take their rest and meal breaks per state regulations. •addresses employee suggestions and concerns in a timely and fair fashion •informs employees of pesticide application and follows proper protocol to avoid having them come in contact with pesticides. •maintains break areas and bathrooms clean and stocked. Mitigates safety risk by complying with safety policies and addressing safety concerns in a timely manner. •leads daily warm-up exercises •ensures harvesters do not run in the field •maintains work area clean and free of objects that may cause accidents •inspects equipment such as bathroom trailers, farm vehicles, first aid kits and water containers are in safe and operable conditions. •ensures clean and fresh water and shaded rest areas are always available. •participates in safety trainings and obtains required certification. •ensures that all employees wear the proper work attire to avoid work-related accident or food safety violations. •accounts for all harvesters via daily attendance tracking and monitoring of leaves of absences. •distributes employee badges and harvest stickers. •submits sick time requests for processing in timely fashion. •ensures the correct time of the employees and boxes harvested per person, through the management of electronic devices and applications. •completes electronic meal waivers, 7th workday forms, time-off request forms •participates in the following trainings/meetings: <ul style="list-style-type: none"> •sexual harassment & discrimination prevention training •safety •observe employees' work performance and reports any issues to field supervisor. Team lead does not engage in disciplinary action. •operate tractor or truck to move trailer as necessary during workday. 			

p. Job Offer Information 16

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Description Additional Information Part II
<p>3. Details of Material Term or Condition (up to 3,500 characters) * return the trailer to the yard at the end of the day. Clean up trash and excess material and prepare the trailer for the next day. Trailers have gross weight capacity under 26,001 lbs and do not require commercial driver license to operate.</p> <p>Puncher: participate in the inspection of harvested crops and inform foreman crop progress. Record information about harvested crops. Inspect crops to assess quality. The puncher establishes and follows a packaging review system that ensures harvested products meets company standards in quality and appearance. The puncher assigns identification stickers to each respective harvester and ensures that all crates placed on the harvest trailer are accurately tracked.</p> <ul style="list-style-type: none"> •inspect crates harvesters bring to them and evaluate the following: <ul style="list-style-type: none"> •appearance: good packing, full baskets (no bridges). •may ask harvesters to re-pack crates and pick correct fruit color as needed. •crates: make sure the crate is clean and is the correct type of crate. •ensure employee's sticker is on the crate. •as time permits, do random inspections of a single basket. •use electronic handheld device to scan harvester's crates once they have passed quality inspection. •direct the employees where to stack the crate, for example when sorting by variety. •assist crew lead/team leader with completion of electronic forms as necessary. •report recurring crew problems to foreman. •arrange the trailer in the morning with the required boxes to begin the harvest. •operate tractor or truck to move the trailer during the day and return the trailer to the yard at the end of the day. •pick up debris and excess material and prepare the trailer for the next day. •stack crates on pallet, label and prepare for delivery to cooler. •inform the truck driver for variety differences. •open boxes of baskets, crates, etc. During the day as required. •attend monthly safety and hr meetings. •comply with all mandatory training as required by state and federal labor laws. •follow all hygiene and food safety policies and requirements. Prepare Clorox solution for sanitizing work areas. •other duties as assigned. <p>The Employer complies with California Code Regulations at Title 8, Section 3456.</p> <p>Employees will follow instructions from a supervisors on the employer's agricultural methods and practices, use common equipment and tools to successfully perform the work, and help[WJ1.1] others as part of a work crew. Work performed by these employees is closely monitored, tracked, and assessed for quality, accuracy, and production results.</p>			

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H. Additional Material Terms and Conditions of the Job Offer

q. Job Offer Information 17

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Wage Offer Part I
<p>3. Details of Material Term or Condition (up to 3,500 characters) * Workers will be paid 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</p> <p>The Employer may pay a different wage (i.e. piece rate) but only if such wage change results in a wage equal to or higher than the AEWR or published prevailing rate, if any. Such different piece rates may apply during the contract period based on market conditions. Moreover, the Employer may pay an hourly rate higher than the AEWR based on the experience level of an employee, years of experience with the company, market conditions and/or based on crop/job activity. Employer assures that the required wage rate will be paid during the entire period of the work contract and at the time that work is performed.</p> <p>If the prevailing wage or AEWR (hourly or piece rate) 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</p> <p>If the worker is paid on an individual incentive basis and at the end of the pay period the incentive 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 worker's pay must be supplemented 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. Higher wage rates may apply during contract period based on market conditions and/or job/crop activity, but no less than the required wage rate. Employer assures that the required wage rate will be paid at the time that the work is performed.</p> <p>Overtime: Workers will be paid overtime after 8 hours per day and or 40 hours per week for work performed in California. The employer will abide by the seventh (7) day of rest rules.</p> <p>Overtime wage rate: One and one-half times the regular rate of pay for work performed in California Hourly Rate for domestic workers: \$16.90/hour is \$25.35 and \$33.80 for double time. Hourly Rate for H2A workers: \$16.90 per hour is \$25.35 per hour and \$33.80 for double time: i.e. double the employee's regular rate of pay for all hours worked over eight (8) on the seventh (7th) consecutive day of work in the workweek.</p> <p>The Employer [JF2.1][AE2.2]may pay a different wage (i.e. piece rate) but only if such wage change results in a wage equal to or higher than the AEWR or published prevailing rate, if any. Such different piece rates may apply during the contract period based on market conditions. Moreover, the Employer may pay an hourly rate higher than the AEWR based on the experience level of an employee, market conditions and/or based on crop/job activity. Employer assures that the required wage rate will be paid during the entire period of the work contract and at the time that work is performed.</p> <p>Employer assures that they will pay the highest of such rates prevailing hourly wage rate; or federal/state minimum wage rates.</p>			

r. Job Offer Information 18

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - Inbound/Outbound Additional Information
<p>3. Details of Material Term or Condition (up to 3,500 characters) * For workers who complete 50 percent of the work period, the Employer will reimburse the worker for costs incurred by the worker for transportation and reasonable subsistence from the place from which the worker came to work for the Company which is the place of recruitment which for the H-2A workers is Jalisco , Michoacan and Baja California, Mexico. 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 in the preceding paragraph (i.e. reimbursement of inbound transportation and subsistence and visa costs at the 50% mark), the employer will reimburse inbound transportation and subsistence and visa costs before the end of the first week, if required by law. (i.e. If an employee (U.S. or H-2A worker) pays for inbound transportation and/or subsistence and such costs reduces the first work week's wage below the required wage rate, the Employer will reimburse the employee before the end of the first work week.)</p> <p>Inbound: The Employer will either provide bus transportation to travel from the place of recruitment (Jalisco , Michoacan and Baja California, Mexico) to the Tijuana Border, at no charge to the workers. Then the Employer will provide transportation for the workers to travel from the Border to the place of employment, 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 the Employer from beyond a reasonable commute distance, the Employer will reimburse inbound transportation and subsistence or advance such costs, when required, from the place of recruitment to the worksite.</p> <p>Outbound: The Employer will provide a bus for the workers to travel from the place of employment 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>The subsistence rate during inbound and outbound transportation is \$18.50 per day without receipts and \$68.00 with receipts.</p>			

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H. Additional Material Terms and Conditions of the Job Offer

s. Job Offer Information 19

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>) * REQUIRED DEPARTURE: H-2A workers must depart the United States at the completion of the work contract period. H-2A workers must also depart the U.S. immediately, upon termination of employment, either voluntarily or involuntarily. 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.			

t. Job Offer Information 20

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - ARRIVAL/DEPARTURE RECORDS:
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * 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.			
During the travel described above (inbound and outbound transportation), the employer will pay for or reimburse daily meals by providing each worker:			
a.No less than \$16.28 per day (\$18.50 per [JF4.1]day (once a higher meal charge is approved by the Department of Labor or higher when the Department of Labor publishes the new maximum meal deduction rate)			
b.No more than \$68.00 per day with receipts			

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H. Additional Material Terms and Conditions of the Job Offer

u. Job Offer Information 21

1. Section/Item Number *	F.1	2. Name of Section or Category of Material Term or Condition *	Daily Transportation - TRANSPORTATION AND DAILY SUBSISTENCE
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>No worker will be required, as a condition of employment, to utilize any of the transportation offered by the Company. Such voluntary transportation will include buses, vans, and carpooling using CalVans and will be in accordance with applicable laws and regulations. The capacity of the buses range from 46-48 workers, and CalVans can seat 14 workers. Employer plans on using 5 such buses and 1-4 such vans, based on availability. Workers who choose to utilize the vanpool will not be charged for such use. Workers are free to provide their own transportation to and from the daily work site. The employer will pick up workers at the housing facility approximately 25 minutes before the start time and will drop off workers at the housing facility at the end of the workday.</p>			

v. Job Offer Information 22

1. Section/Item Number *	E.1	2. Name of Section or Category of Material Term or Condition *	Meal Provision - Housing Information Part I
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p><small>ITEM D. HOUSING INFORMATION</small></p> <p>The employer will offer housing, bedding (mattresses, blankets, sheets, pillows and pillowcases), 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. The employer provides free dormitory-style housing which meets local, state, and federal standards. A copy of the housing contract is provided.</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>Housing meets all the applicable standards: <input type="checkbox"/> local <input checked="" type="checkbox"/> SWA <input type="checkbox"/> Other state authority <input type="checkbox"/> federal authority <input type="checkbox"/> other</p> <p>Family housing: As provided by regulation, housing is to be provided to families who request it and only if it is the prevailing practice in the area of intended employment. It is not the practice in Ventura County, California to provide family housing.</p> <p>Workers may be reached at the following address and phone number: ADDRESS: 1700 E. 5th St., Oxnard CA, 93030 PHONE: (831) 235-3436</p> <p>Mail intended for workers should be addressed to the address above. In case of emergency only, workers occupying employer-provided housing may be contacted by calling the telephone number above.</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. 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>			

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H. Additional Material Terms and Conditions of the Job Offer

w. Job Offer Information 23

1. Section/Item Number *	E.1	2. Name of Section or Category of Material Term or Condition *	Meal Provision - Housing Information Part II
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			
<p>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 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. The Employer may utilize the services of a carpool/van service using CalVans, in which vouchers will be provided to the workers who choose to use this voluntary service. Workers who choose to utilize the vanpool will not be charged for such use.</p> <p>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>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 promptly upon termination of employment.</p> <p>Reasonable repair costs of damage other than that cause by normal wear and tear will be deducted from the earnings of workers found to have been responsible for willful or negligent damage to housing or furnishings. The employer will not make any deduction from the wage or require any reimbursement from an employee for any cash shortage, breakage, or loss of equipment, unless it can be shown that such shortage, breakage, or loss is caused by a dishonest or willful act, or by the gross negligence of the employee.</p>			

x. Job Offer Information 24

1. Section/Item Number *	E.1	2. Name of Section or Category of Material Term or Condition *	Meal Provision - Provision of Meals Additional Information
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			
<p>The employer will pay the caterer directly.</p> <p>Workers occupying employer-provided housing without kitchen facilities who are absent from work due to a reported illness will be provided with instructions about when and how to request their meals during days when any meals are provided at the work site.</p> <p>If meals are provided, the employer: <input type="checkbox"/> WILL NOT charge workers for such meals. <input checked="" type="checkbox"/> WILL charge workers for such meals \$16.28 per day per worker (or higher if a higher mal deduction is authorized).</p>			

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H. Additional Material Terms and Conditions of the Job Offer

y. Job Offer Information 25

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Additional Information Regarding Job Qualifications Part I
3.		Details of Material Term or Condition (up to 3,500 characters) *	<p>This work may entail exposure to plant pollens, insects and noxious plants, and to fields and plant materials which have been treated with insect and/or disease control sprays. The employer will comply with all worker protection standards and re-entry restrictions applicable to pesticides and other chemicals used in the fields. Workers are also required to comply with all applicable worker protection standards and re-entry times.</p> <p>Harvester would constantly handle strawberries using both hands to pick only quality fruit. Workers must stand, sit, crouch, bend, reach, lift and carry items weighing up to 22 pounds in the course of performing required activities. Repetitive hand, wrist and finger movements are required. Considerable dexterity is necessary if the Harvester is to maintain a rapid pace during the day. Workers must be able to listen, understand, and follow instructions of company supervisors and managers.</p> <p>Stooping and Bending at Waist: •Harvester must walk along the assigned row in a bent-from-the-waist position to pick strawberries and place them in the box until it is full. This activity would comprise approximately 80% of the workday. Harvester can opt for squatting, kneeling and crouching instead. •Harvester straightens up each time they complete a full crate of strawberries. This can be anywhere from 5-10 times per hour depending on the production and picking speed. •Harvester will bend to pick up trash throughout the ranch as needed. •Harvester will bend to pick up irrigation pipes and load them to the trailer as well to place them on ground to connect them. •Harvester will bend down to manually pull the plastic from the edge of the bed, to remove the plastic from the entire bed. This can be anywhere from 5-10 times per hour depending on the production and picking speed. •Harvester will walk along the assigned row in a bent-from-the-waist position to performing plant cleanup. This can be anywhere from 5-10 times per hour depending on the speed of the employee.</p> <p>Reaching and Stretching: Harvester would constantly be using a reaching motion when picking. Reaching motion would be down towards the ground. Harvester stands in the furrow and picks off the mound (bed) on either side. The strawberries are found approximately one foot or lower from the bottom of the furrow. Harvester will also use reaching motion when performing plant clean up as well as picking up trash. Harvester will use reach motion when unloading aluminum irrigation pipes from trailer.</p> <p>Pulling: Harvester will use pulling motion when unloading aluminum irrigation pipes from trailer, as well when they remove plastic and irrigation drip tape and hoses from the bed and block.</p> <p>Pushing with Both Arms: Harvester places the cardboard box in the cart and pushes the cart down the row as he or she picks strawberries. Total weight pushed, assuming a full box of strawberries will not exceed 22 pounds. The picking cart, weighing approximately 3 pounds, is pushed between rows while harvester picks strawberries. Harvester will use pushing motion with both arms when using shovel to remove soil from entry way of furrow or any other activity that requires the use of a shovel.</p> <p>Noise Exposure: Harvester will be exposed to a variety of outdoor environment noise and sounds on a continuous basis throughout the workday.</p> <p>Sitting: Harvester rarely sits with the exception of breaks and lunches</p>

z. Job Offer Information 26

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Additional Information Regarding Job Qualifications Part II
3.		Details of Material Term or Condition (up to 3,500 characters) *	<p>General Specifications:</p> <p>Daily individual and/or crew work assignments will be made by, and at the sole discretion of, the employer as the needs of the business operation dictate. Workers must perform the assigned work and may not switch work assignments without specific authorization of a company supervisor. Workers must be willing, able, available, and qualified to perform the job duties described herein, with reasonable accommodations. Specifically, workers will be expected to perform any and all of the listed tasks assigned to the worker in a professional and efficient manner. All work must be performed in a manner that exhibits Generally Accepted Practices (GAP) and the utmost in food safety at all times.</p> <p>Instructions and general supervision will be provided by a designated crew leader or company supervisor. However, workers are expected to perform their duties in a timely and proficient manner and to maintain quality standards without close direct supervision. This is a very demanding and competitive business in which quality inspections and good agricultural practices must be rigorously adhered to. Sloppy, inconsistent, or improper work will not be tolerated. All work must be performed in a manner that exhibits Generally Accepted Practices (GAP) and the utmost in food safety at all times. All workers will be evaluated by their supervisor(s) after seven days of actual harvesting with respect to factors such as ability to correctly identify the product for harvesting and similar factors. Workers whose job performance is sloppy, inconsistent, inefficient, or improper may be terminated for cause.</p> <p>All safety rules and instructions must be meticulously observed throughout the workday. All 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. All Food Safety rules must be adhered to, including gloves. 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> <p>No persons conducting activities prohibited by law are permitted on company premises or in housing. Visitors are not permitted to remain in the housing overnight. Importantly, no 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, 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, or if the employee's name is randomly drawn in conjunction with the Company's Substance Abuse Policy.</p> <p>Drug screening is post offer, can be random, and is at no cost to the employees.</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

. Job Offer Information 27

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Additional Information Regarding Job Qualifications Part III
3. Details of Material Term or Condition (up to 3,500 characters) *			
<p>Dispute Resolution Agreement: A copy of the applicable rules and policies will be provided to each worker on or before the first day of work, which includes a Dispute Resolution Agreement (DRA) outlining procedures to follow in raising concerns to seek their prompt resolution with an option to arbitrate unresolved matters; the DRA will be provided to employees with a copy of the H-2A Contract/Clearance Order. The DRA does not preclude the Employee from filing claims with the America's Job Center of California offices (AJCCs) under the Employment Services Complaint System. Every employee exercising rights under the law or under the DRA is protected from retaliation from any member of the Company's management team (e.g., for filing any Dispute administrative claim such as through the AJCCs or pursuing a claim through arbitration, regardless of the outcome).</p>			

. Job Offer Information 28

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Pay Deductions - Deductions additional Information
3. Details of Material Term or Condition (up to 3,500 characters) *			
<p>A deduction of \$16.28 per day (\$18.50 per day (once a higher meal charge is approved by the Department of Labor or higher when the Department of Labor publishes the new maximum meal deduction rate) employer-prepared or provided meals will be made from the paychecks of all workers occupying employer-provided housing.</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

. Job Offer Information 29

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Pay Deductions - WORKER'S COMPENSATION:
3. Details of Material Term or Condition (up to 3,500 characters) *			
<p>WORKER'S COMPENSATION: All employees are covered by workers' compensation insurance in accordance with California 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.</p> <p>A workers' compensation and employers liability insurance policy is held by AgEmpleo, LLC covering the Workers Compensation Law of the State of California.</p> <p>Insurance coverage is provided by XL Specialty Insurance Co. Inc.</p> <p>The Policy number is: RWD5000411. The Policy is effective beginning 01/01/2026 and expires 01/01/2027.</p> <p>Employees may be placed on light/modified duty as a result of a work-related injury or illness. Such duties will be in accordance with state law and related advisories.</p>			

. Job Offer Information 30

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Pay Deductions - EMPLOYER OBLIGATION IF EMPLOYMENT EXTENDED:
3. Details of Material Term or Condition (up to 3,500 characters) *			
<p>EMPLOYER OBLIGATION IF EMPLOYMENT EXTENDED: No extension of employment beyond the period of employment specified in the job order shall relieve the employer from paying the wages already earned, or, if specified in the job order as term of employment, providing return transportation or paying return transportation expenses to the worker.</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

. Job Offer Information 31

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Pay Deductions - TERMS AND CONDITION CHANGES
3. Details of Material Term or Condition (up to 3,500 characters) * TERMS AND CONDITION CHANGES: The Employer will expeditiously notify the order holding office or State agency by telephone 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.			

. Job Offer Information 32

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

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