



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>50</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> <b>See Addendum C</b>			

**C. Place of Employment Information**

1. Place of Employment Address/Location *			
FMG Berry Farms Inc-Jacob 775 San Juan Grade Rd			
2. City *	3. State *	4. Postal Code *	5. County *
Salinas	California	93906	Monterey County
6. Additional Place of Employment Information. <i>(If no additional information, enter "NONE" below)</i> *			
Employer reserves right to move workers between worksites as needed.			
7. Is a completed <b>Addendum B</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 *			
Motel 6 North - 140 Kernt St			
2. City *	3. State *	4. Postal Code *	5. County *
Salinas	California	93905	Monterey County
6. Type of Housing <i>(check only one)</i> *		7. Total Units *	8. Total Occupancy *
<input type="checkbox"/> Employer-provided <input checked="" type="checkbox"/> Rental or public (including mobile or range)		5	15
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> *			
<b>See Addendum C</b>			
11. Is a completed <b>Addendum B</b> providing additional information on housing that will be provided to workers attached to this job order? *			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> N/A

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**E. Provision of Meals**

1. Describe how the employer will provide each worker with three meals per day or furnish free and convenient cooking and kitchen facilities. \*  
 (Please begin response on this form and use Addendum C if additional space is needed.)  
**Meals Provided:** Employer-provided housing includes 3 meals per day, Monday through Sunday, at a reasonable cost (not to exceed [\$16.28] for three meals per day) in accordance with 20 CFR 655.122(g). The dining area will be shared with other workers occupying the housing.  
 The employer contracted with KB Cafe Inc, Contact: Vivian Birruete, phone number 831-998-0235, to prepare and provide three meals a day. The employer will be responsible to pay the vendor directly for the served meals.

2. The employer: *	<input type="checkbox"/> <b>WILL NOT</b> charge workers for meals.				
	<input checked="" type="checkbox"/> <b>WILL</b> charge each worker for meals at	<table border="1" style="display: inline-table; border-collapse: collapse;"> <tr> <td style="padding: 2px 10px;">\$ 16</td> <td style="padding: 2px 5px;">.</td> <td style="padding: 2px 10px;">28</td> </tr> </table> per day, if meals are provided.	\$ 16	.	28
\$ 16	.	28			

**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.)  
**The employer will offer the following transportation:**  
 10 15-passenger CalVans

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 employer will provide workers with inbound and outbound transportation as set forth in Section I. paragraph 7(A) and (B). The employer will pay for charter bus services or other modes of transportation to the group of workers, or permit workers to select any means of transportation they choose, including common carrier transportation.**

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	<table border="1" style="display: inline-table; border-collapse: collapse;"> <tr> <td style="padding: 2px 10px;">\$ 16</td> <td style="padding: 2px 5px;">.</td> <td style="padding: 2px 10px;">28</td> </tr> </table>	\$ 16	.	28	per day *
\$ 16	.	28				
	b. no more than	<table border="1" style="display: inline-table; border-collapse: collapse;"> <tr> <td style="padding: 2px 10px;">\$ 68</td> <td style="padding: 2px 5px;">.</td> <td style="padding: 2px 10px;">00</td> </tr> </table>	\$ 68	.	00	per day with receipts
\$ 68	.	00				

**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) 675-0007	3. Extension § N/A	4. Email Address to Apply * fmguno@outlook.com
5. Website Address (URL) to Apply * N/A		

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

1. Is a completed <b>Addendum C</b> providing additional information about the material terms, conditions, and benefits (monetary and non-monetary) that will be provided by the employer attached to this job order? *	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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**I. Conditions of Employment and Assurances for H-2A Agricultural Clearance Orders**

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

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



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

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

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

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

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

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

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

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

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

C. *Daily Transportation*

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

D. *Compliance with Transportation Standards*

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

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

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

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



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

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

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

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

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

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

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

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

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



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

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

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

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5. Signature (or digital signature) * Digital Signature Verified and Retained By <i>Certifying Officer</i>	6. Date signed * 3/16/2026
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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
	FMG Berry Farms Inc. - Fresh Market	\$ 02 . 25	Piece Rate	20" (l) x 16" (w) x 3.75" (h) box. Based on workers filling 10 trays per hour, the worker can expect to earn \$22.50/hour. Both domestic and H-2A workers guaranteed \$16.90/hour.
	FMG Berry Farms Inc. - Juice	\$ 02 . 25	Piece Rate	18.5" (l) x 14.5" (w) x 3.5" (t) box. Based on workers filling 10 trays per hour, the worker can expect to earn \$22.50/hour. Both domestic and H-2A workers guaranteed \$16.90/hr
	FMG Berry Farms Inc. - Freezer	\$ 02 . 25	Piece Rate	18.5" (l) x 14.5" (w) x 3.5" (t) box. Based on workers filling 6 trays per hour, the worker can expect to earn \$21.00/hour. Both domestic and H-2A workers guaranteed \$16.90/hour.
	Pajaro Valley - Fresh Market	\$ 02 . 50	Piece Rate	20" (l) x 16" (w) x 3.75" (h) box. Based on workers filling 10 trays per hour, the worker can expect to earn \$25.00/hour. Both domestic and H-2A workers guaranteed \$16.90/hour.
	Pajaro Valley - Juice	\$ 02 . 00	Piece Rate	18.5" (l) x 14.5" (w) x 3.5" (t) box. Based on workers filling 10 trays per hour, the worker can expect to earn \$20.00/hour. Both domestic and H-2A workers guaranteed \$16.90/hour.
	Pajaro Valley - Freezer	\$ 03 . 00	Piece Rate	18.5" (l) x 14.5" (w) x 3.5" (t) box. Based on workers filling 6 trays per hour, the worker can expect to earn \$18.00/hour. Both domestic and H-2A workers guaranteed \$16.90/hour.
	Fernandez Brothers Inc - Fresh Market	\$ 16 . 90	Hour	Both domestic and H-2A workers guaranteed \$16.90/hour.
	Fernandez Brothers Inc - Juice	\$ 16 . 90	Hour	Both domestic and H-2A workers guaranteed \$16.90/hour.
	Fernandez Brothers Inc - Freezer	\$ 16 . 90	Hour	Both domestic and H-2A workers guaranteed \$16.90/hour.
	Elkhorn Berry Farms LLC - Freezer	\$ 16 . 90	Hour	Both domestic and H-2A workers guaranteed \$16.90/hour.

**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
	Elkhorn Berry Farms LLC - Juice	\$ 16 . 90	Hour	Both domestic and H-2A workers guaranteed \$16.90/hour.
	Elkhorn Berry Farms LLC - Freezer	\$ 16 . 90	Hour	Both domestic and H-2A workers guaranteed \$16.90/hour.
		\$ .		
		\$ .		
		\$ .		
		\$ .		
		\$ .		
		\$ .		
		\$ .		
		\$ .		

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

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**C. Additional Place of Employment Information**

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
FMG Berry Farms Inc	801 Williams Rd Salinas, California 93905 MONTEREY COUNTY	Duncan Ranch	4/30/2026	10/31/2026	247
FMG Berry Farms Inc	881 Williams Rd Salinas, California 93905 MONTEREY COUNTY	Dayton Ranch	4/30/2026	10/31/2026	247
FMG Berry Farms Inc	775 San Juan Grade Rd Salinas, California 93906 MONTEREY COUNTY	Jacob Ranch	4/30/2026	10/31/2026	247
FMG Berry Farms Inc	Hwy 101 @ Gould Rd Salinas, California 93908 MONTEREY COUNTY	Toro Ranch	4/30/2026	10/31/2026	247
FMG Berry Farms Inc	220 Natividad Rd Salinas, California 93906 MONTEREY COUNTY	Christense Ranch	4/30/2026	10/31/2026	247
FMG Berry Farms Inc	15400 Meridian Rd Salinas, California 93907 MONTEREY COUNTY	Meridian Ranch	4/30/2026	10/31/2026	247
FMG Berry Farms Inc	383 W. Blanco Rd. Salinas, California 93908 MONTEREY COUNTY	Potter Ranch	4/30/2026	10/31/2026	247
FMG Berry Farms Inc	10 River Rd Salinas, California 93906 MONTEREY COUNTY	Ferrini Ranch	4/30/2026	10/31/2026	247
Pajaro Valley	801 Williams Rd Salinas, California 93905 MONTEREY COUNTY	Duncan Ranch	4/30/2026	10/31/2026	247
Pajaro Valley	881 Williams Rd Salinas, California 93905 MONTEREY COUNTY	Dayton Ranch	4/30/2026	10/31/2026	247

**D. Additional Housing Information**

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**C. Additional Place of Employment Information**

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Pajaro Valley	775 San Juan Grade Rd Salinas, California 93906 MONTEREY COUNTY	Jacob Ranch	4/30/2026	10/31/2026	247
Pajaro Valley	Hwy 101 @ Gould Rd Salinas, California 93908 MONTEREY COUNTY	Toro Ranch	4/30/2026	10/31/2026	247
Pajaro Valley	220 Natividad Rd Salinas, California 93906 MONTEREY COUNTY	Christense Ranch	4/30/2026	10/31/2026	247
Pajaro Valley	15400 Meridian Rd Salinas, California 93907 MONTEREY COUNTY	Meridian Ranch	4/30/2026	10/31/2026	247
Pajaro Valley	383 W. Blanco Rd. Salinas, California 93908 MONTEREY COUNTY	Potter Ranch	4/30/2026	10/31/2026	247
Pajaro Valley	10 River Rd Salinas, California 93906 MONTEREY COUNTY	Ferrini Ranch	4/30/2026	10/31/2026	247
Fernandez Brothers Inc	801 Williams Rd Salinas, California 93905 MONTEREY COUNTY	Duncan Ranch	4/30/2026	10/31/2026	247
Fernandez Brothers Inc	881 Williams Rd Salinas, California 93905 MONTEREY COUNTY	Dayton Ranch	4/30/2026	10/31/2026	247
Fernandez Brothers Inc	775 San Juan Grade Rd Salinas, California 93906 MONTEREY COUNTY	Jacob Ranch	4/30/2026	10/31/2026	247
Fernandez Brothers Inc	Hwy 101 @ Gould Rd Salinas, California 93908 MONTEREY COUNTY	Toro Ranch	4/30/2026	10/31/2026	247

**D. Additional Housing Information**

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**C. Additional Place of Employment Information**

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Fernandez Brothers Inc	220 Natividad Rd Salinas, California 93906 MONTEREY COUNTY	Christense Ranch	4/30/2026	10/31/2026	247
Fernandez Brothers Inc	15400 Meridian Rd Salinas, California 93907 MONTEREY COUNTY	Meridian Ranch	4/30/2026	10/31/2026	247
Fernandez Brothers Inc	383 W. Blanco Rd. Salinas, California 93908 MONTEREY COUNTY	Potter Ranch	4/30/2026	10/31/2026	247
Fernandez Brothers Inc	10 River Rd Salinas, California 93906 MONTEREY COUNTY	Ferrini Ranch	4/30/2026	10/31/2026	247
Elkhorn Berry Farms LLC	801 Williams Rd Salinas, California 93905 MONTEREY COUNTY	Duncan Ranch	4/30/2026	10/31/2026	247
Elkhorn Berry Farms LLC	881 Williams Rd Salinas, California 93905 MONTEREY COUNTY	Dayton Ranch	4/30/2026	10/31/2026	247
Elkhorn Berry Farms LLC	775 San Juan Grade Rd Salinas, California 93906 MONTEREY COUNTY	Jacob Ranch	4/30/2026	10/31/2026	247
Elkhorn Berry Farms LLC	Hwy 101 @ Gould Rd Salinas, California 93908 MONTEREY COUNTY	Toro Ranch	4/30/2026	10/31/2026	247
Elkhorn Berry Farms LLC	220 Natividad Rd Salinas, California 93906 MONTEREY COUNTY	Christense Ranch	4/30/2026	10/31/2026	247
Elkhorn Berry Farms LLC	15400 Meridian Rd Salinas, California 93907 MONTEREY COUNTY	Meridian Ranch	4/30/2026	10/31/2026	247

**D. Additional Housing Information**

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**C. Additional Place of Employment Information**

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Elkhorn Berry Farms LLC	383 W. Blanco Rd. Salinas, California 93908 MONTEREY COUNTY	Potter Ranch	4/30/2026	10/31/2026	247
Elkhorn Berry Farms LLC	10 River Rd Salinas, California 93906 MONTEREY COUNTY	Ferrini Ranch	4/30/2026	10/31/2026	247

**D. Additional Housing Information**



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1. Type of Housing *	2. Physical Location *	3. Additional Housing Information §	4. Total Units *	5. Total Occupancy *	6. Inspection Entity *
<input type="checkbox"/> Employer-provided <input checked="" type="checkbox"/> Rental or public accommodations	Inns of California - 1215 De La Torre St Salinas, California 93905 MONTEREY COUNTY		34	154	<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 _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	592 Saint Edwards Dr Salinas, California 93905 MONTEREY COUNTY		1	14	<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 _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	13670 Reservation Road Salinas, California 93908 MONTEREY COUNTY		1	74	<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 _____
<input type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations					<input type="checkbox"/> Local authority <input type="checkbox"/> SWA <input type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations					<input type="checkbox"/> Local authority <input type="checkbox"/> SWA <input type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other _____

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



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

*a. Job Offer Information 1*

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties
<p><b>3. Details of Material Term or Condition (up to 3,500 characters) *</b>                  Strawberry Harvester (Ground/Harvest Pro Machine)</p> <p>H-2A and corresponding domestic workers must be available to perform each of the following job activities in connection with the harvesting and farming operations:</p> <p>Strawberry stripping (cleaning old, rotten, non-usable fruit) from the plant either into the furrows or juice tubs. Workers will also perform duties associated with and directly related to strawberry harvest work, including but not limited to picking and packing strawberries in the field for fresh market, juice, and freezer; distinguish quality and ripeness; pick, and place in tray / packing containers in the field. Ground Harvest (strawberry): Working in rows, the worker bends over and picks strawberries with the hands, places the strawberries in a box, walks and carries the box with strawberries to the packing table located at the end of the row in the field, presents the box to quality control for inspection. After passing the quality check, they palletize the box, grab an empty box along with necessary containers and returns to the row to continue ground harvest.</p> <p>Berries Machine Harvest (strawberry): Workers will perform duties associated with and directly related to berry harvest work, including but not limited to picking and packing berries in the field for fresh market, juice, or freezer; distinguish quality and ripeness; pick and place in tray/packing containers in the field. Pickers will work on berry picker machine to aid harvest: working in rows, worker bends over and picks berries with the hands; places berries in containers and stacks full boxes on machine floor. Empty boxes are retrieved from top of machine. The machine will transport filled boxes to the end of the row - workers using machine aid do not carry full boxes to the end of rows. Workers may be required to perform Ground Harvest while the machine is turning or when machine is being repaired for breakdown/maintenance.</p> <p>Cannot be color blind due to the need to distinguish colors of the product. Must be able to use shears, clippers and other agricultural tools.</p> <p>Crop Maintenance/Weeder: Worker is responsible for manually removing weeds, cultivating, planting, transplanting, deflowering, crop removal, shoveler, bed up labor and all other duties as assigned with all berry crops.</p> <p>Plant cleaning: Weeding using long-handled hoes and by hand, pulling plastic, pulling of drip tape, plant/field maintenance, cleaning of old and new vegetative on plant bed. Plant bed will be classified as Medium or High according to the number of runners and new/old vegetative growth present during performing work tasks. Employer complies with the California health and safety rules applicable to hand weeding.</p> <p>Workers may occasionally and/or sporadically perform duties associated with and directly related to the primary duties.</p> <p>Puncher/Quality Control: Quality Control worker is responsible for berry quality and tracking harvest boxes picked by crew members. makes sure that product meets quality standards. They examine and weigh product baskets to be of the weight and quality required. Some quality control inspections are routine and quick, others are more complex and lengthier. Quality control worker is responsible for determining that product meets or falls below the specified quality. Quality control worker may also ensure that pickers are not leaving good product in the furrow or are putting incorrect/bad product in baskets. They may make recommendations for improvements. May assist crew leader with office documents, i.e.: filling out new hire packets and daily field report. All such work is performed on a farm and is performed in conjunction with and incidental to the farming operations.</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><b>3. Details of Material Term or Condition (up to 3,500 characters) *</b>                  FICA (if applicable); federal income tax withholding (if applicable); state and/or local tax withholding (if applicable). Re-issued check policy: After the first loss, mutilation or expiration of a worker's check, the company will charge a \$25.00 processing fee for every reissued check, for any reason other than the company's negligence. The employer will not deduct from the wage or require any reimbursement from an employee for any cash shortage, breakage, or loss of housing, furnishings, tools or 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; state sponsored retirement savings plan deductions, if applicable; and deductions expressly authorized by the worker in writing (if any).</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**

c. Job Offer Information 3

1. Section/Item Number *	<b>B.6</b>	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> ) *			
<p>We require two months of recent and verifiable experience within the past two years in berry or vegetable harvesting. This position requires a minimum of two months for the employee to get a full understanding of the job and responsibilities. Must be able to understand work &amp; safety instructions in English or Spanish, the languages spoken and written in the workplace. Work takes place in open fields, exposing employees to varying temperatures, mud, dust, wind, and other natural elements. Workers must wear appropriate clothing and footwear for these conditions.</p>			

d. Job Offer Information 4

1. Section/Item Number *	<b>D.10</b>	2. Name of Section or Category of Material Term or Condition *	Additional Housing Information
3. Details of Material Term or Condition ( <i>up to 3,500 characters</i> ) *			
<p>All housing is controlled by the employer. 5 hotel rooms with a capacity for 3 occupants per room. Bedding will be provided. Laundry facilities are available. No kitchen facilities. Total capacity is for 15 occupants, housing will hold 15 workers.</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**

*e. Job Offer Information 5*

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>Applicants may apply at and be referred by any local office of a state workforce agency. Applicants should thoroughly familiarize themselves with the job specifications and terms and conditions of employment in the Clearance Order before contacting the employer or seeking a referral. Only workers who meet all of the qualifications for employment, who are work authorized, and who are willing and able to perform the work, with or without reasonable accommodations, and who will be available at the time and place needed for the duration of the contract, should contact or be referred to the employer. Applicants, Workforce Agency Personnel, Walk-ins, Hires, etc. may call for an interview during Regular Business Hours at the number listed on the ETA 790, report to the worksite listed on the ETA 790 or call Francisco Mora at 831 675 0007 for an application and submit the completed application to FMG Farm Labor Contractor Inc, 800 5th St Suite 5, Gonzales, CA, 93926, Monday through Friday 9:00 a.m. to 5:00 p.m. ("Regular business Hours"), except on federal holidays. If a Job Service Office will be referring several applicants at the same time, it is requested that the employer be advised in advance so that sufficient time may be allowed to schedule interviews.</p> <p>Applicants will be interviewed in person or by telephone and job offers will be extended to qualified, eligible applicants. Original documents (no copies) of identity and employment authorization sufficient to complete an I-9 Form as required by the Immigration Reform and Control Act must be in possession of the worker at the time the worker reports for work and will be examined by the employer as a condition for completing the hiring process. Referring local offices should fully apprise workers of this requirement. The employer will review each applicant's completed application individually immediately after the interview. The employer will accept referrals from any source and continue to cooperate with the SWA by accepting referrals of all eligible U.S. workers who apply (or on whose behalf an application is made) for the job opportunity until the end of the recruitment period as specified in the job order. Applicants and referrals will not be considered until a completed and signed application is provided to the employer indicating that the worker has received a written copy of the Migrant and Seasonal Agricultural Worker employment disclosures (or contract containing such disclosures) required by law.</p>			

*f. Job Offer Information 6*

1. Section/Item Number *	F.1	2. Name of Section or Category of Material Term or Condition *	Daily Transportation - Daily Transportation
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Workers being transported to and from worker housing to the worksite will be transported in two shifts: at 6:15 AM; and 6:35 AM are transported back at 1:40 PM; and 2:00 PM. Shifts may vary depending on workload and variable schedule, and shifts will be communicated to workers at least one day prior to the schedule. Free optional transportation will be provided to and from employer provided housing to the work sites. Such travel time is not compensated. Workers living in company provided housing as well as commuting workers have the option to drive their own vehicles to the worksite. The Employer maintains a fleet of registered and properly insured vehicles all of which are identified and authorized for use under a valid FLC Certificate of Registration.</p> <p>Workers will be picked up from the housing location approximately one-hour before the day's start time and transported back to the housing location at the end of the workday. Workers can choose to provide their transportation to and from the daily worksite each day. It is offered at no cost to the workers occupying Company-provided housing at the work site and returns on a daily basis.</p> <p>The employer also offer transportation at no cost to workers who commute to work on a daily basis and workers who elect not to occupy company-provided housing from one or more pre-designated pickup points to and from the daily work site.</p>			

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



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

*g. Job Offer Information 7*

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Duties, Continued (part 1)
<p><b>3. Details of Material Term or Condition (up to 3,500 characters) *</b>          Irrigator: Worker will move sprinkler irrigation pipe, set up fields for irrigation, lay drip tape, pick up irrigation pipes onto trailers, weld drip tape, stack irrigation pipes, conducts visual inspections of crop rows to detect and repair leaks in pipe, tape and valves. Worker also opens and closes the water valve to regulate water flow to each crop section, maintains water pressure in valve and system, conducts daily inspections of machinery and materials to evaluate quality and performance, and prepares liquid and dry fertilizer for injection into irrigation system.</p> <p>Forklift Driver: Worker operates the forklift safely and efficiently under the supervision of the Harvest Supervisor. Responsibilities include maneuvering the forklift to transport loaded and unloaded pallets between the Harvest Pro/crew and the truck, as well as ensuring an adequate supply of diesel fuel for the Harvest Pro. The driver conducts daily equipment inspections, listens for malfunctions, and performs routine cleaning and greasing at the end of each day. Additional duties include assisting with box storage and, occasionally, driving a truck to water roads for dust control.</p> <p>Agricultural Equipment Operator: Under the direction of the supervisor the worker is responsible for supplying the tractor trailer/machine/forklift with packaging materials needed for specific packs, covering the completed pallets with a plastic liner to protect the finished cartons from inclement weather, loading and unloading produce boxes or bins, assist in preparing the harvest machine for immediate field operation, or movement to a new location. Directing tractor/machine/forklift through the field, pulling loaded trailers out. Employee must conduct daily maintenance check prior to operating tractor/machine/forklift. Required to have basic knowledge of driving a tractor/machine/forklift, must pass tractor/machine/forklift safety training and demonstrate ability to operate tractor/machine/forklift in a safe manner.</p> <p>Tractor Operator/Applicator: Worker operates tractors safely and efficiently to apply pesticides or fertilizers through spray and injection methods under the direction of the grower supervisor. Responsibilities include manually preparing sprayer tanks by mixing water and chemicals according to provided formulas, as well as operating sprayer agitators, pumps, portable spray equipment, tractors, and water trucks. The operator directs spray application by maneuvering nozzles, hoses, and tubes to designated areas and ensures proper equipment function by cleaning and servicing application machinery with water, lubricants, and hand tools. Additional duties include loading and unloading chemical shipments and calculating pesticide mixtures per acre.</p> <p>Row Boss: Worker is responsible for maintaining strawberry row quality and cleanliness as crew members harvest the crop, working under the close supervision of the crew leader. Duties include following behind the harvest crew to ensure all satisfactory fruit is picked, harvesting any leftover fruit for quality assurance packing, and monitoring overall fruit quality. The Row Boss provides feedback to harvesters when excessive fruit is left behind and occasionally assists the foreman with cleaning the workstation at the end of the day and organizing for the following day.</p>			

*h. Job Offer Information 8*

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Duties, Continued (part 2)
<p><b>3. Details of Material Term or Condition (up to 3,500 characters) *</b>          Stacker: Worker is responsible for organizing the harvest crew's boxes under the close supervision of the harvest crew leader. Duties include stacking strawberry boxes or crates on pallets in the trailer, transferring boxes from the HP band to the inspection table, and preparing empty harvest boxes by placing empty baskets for harvesters. Worker also stamps the grower seal on all harvested boxes before they are transported to the cooler and reports any safety issues, incidents, or injuries to the supervisor and Safety Manager immediately. This position may also perform other general labor tasks as needed.</p> <p>Hoop House Worker: Worker is responsible for the safe and accurate transportation, installation, maintenance, and removal of hoop houses for crops under the close supervision of the crew leader. Duties include operating trucks and equipment such as tractors, forklifts, hydraulic pumps, and trailers for hoop house installation. The worker measures field footage to determine proper post placement, drills platforms using a post digger, and positions metal "U" shaped arches to set braces and supports. Once assembled, plastic is secured over the arches with rope. Additional responsibilities include conducting daily inspections of machinery and materials, repairing damaged hoop house components such as plastic and rope, and receiving necessary installation materials.</p> <p>Farm Equipment Maintenance Worker: Worker assists in maintaining and repairing farm equipment, primarily in the field, with occasional repairs at a shop location. Responsibilities include driving between fields to perform necessary repairs, ensuring tractors and other machinery remain operational. The worker must be familiar with various tractor models, understand hydraulic operation, and safely hook up and operate a power take-off (P.T.O.). Safe machinery operation and adherence to work duties are essential. A valid driver's license and a clean driving record are required. This position is not the equivalent of, and does not require the expertise of, a Farm Equipment Mechanic and Service Technician but involves general equipment maintenance and repair. Not all workers under this job order are required to obtain a driver's license.</p> <p>Tractor Driver: Worker operates farm equipment to till soil, plant, and cultivate crops under the general supervision of the Ranch Foreman. Responsibilities include running various implements such as mowers, discs, blade buckets, bug vacs, cultivators, spreaders, and dusters, as well as assisting with equipment servicing in the shop. The driver must be familiar with different tractor models, understand hydraulic operation, and safely hook up and use a power take-off (P.T.O.). The role may also involve assisting with irrigation work. This position requires standing, walking, reaching, and handling equipment, with frequent lifting of up to 50 pounds. Safe machinery operation and adherence to work duties are essential.</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**

*i. Job Offer Information 9*

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Duties, Continued (part 3)
<p><b>3. Details of Material Term or Condition (up to 3,500 characters) *</b>                  CalVan Drivers: CalVan Drivers will drive a minority of the work hours in this contract. (i.e. approximately 1-2 hours per day). At the end of the contract, drivers will have driven less than 50% of the total work hours, and thus, less than 50% of the total work days. Consequently, driving is not a primary job duty in this job order.</p> <p>1. Employee may drive Cal Van (not buses) over the road.                  2. Employees pick up workers from different housing sites/pick up points and takes them to an assigned work site and at the end of the workday takes them back to the housing site/pick up point. Employee will also work in the assigned crew.                  3. In order to drive a Cal Van, Employees must possess valid Class C drivers' license (state issued) and must be able to pass Class B Physical exam and register as an FLCE driver.                  CalVan drivers may be H-2A or corresponding domestic workers. The employer assures that employees who drive the CalVans are compensated for their time driving. CalVan drivers perform MSPA and related paperwork (i.e., logging) as required by law which they are compensated for. Drivers pick up workers from the housing sites/pick up points and drop them off at the worksite. At the end of the workday, the CalVan driver takes the workers back to the housing sites/pick up points. Drivers are also responsible, during the workday, for filling the vehicle with gasoline and keeping it clean. The employer assures that drivers are paid the AEWR for actual driving time and to the extent applicable, processing CalVans paperwork, trips to the gas station, and cleaning the vehicle.</p> <p>All employees in this position (H-2A as well as corresponding domestic workers), will be given the opportunity to obtain a driver's license (DL) and register as an FLCE driver on a voluntary basis. The DL and FLCE Certificate are not a pre-hire job requirement. No job applicant will be denied an employment opportunity due to a lack of a DL or FLCE Certificate at the time of application and/or hiring. Further, no worker (H-2A or corresponding domestic worker) will be terminated for failure to obtain a DL or FLCE Certificate.</p> <p>The employer will cover costs associated with the workers obtaining an FLCE certificate and the type of driver's license if required. Additionally, the employer assures that drivers will be compensated for their transportation-related time, actual driving time, processing CalVans paperwork, trips to the gas station and cleaning the vehicle.</p> <p>Crew Leader: Crew Leader will work under the direction of the Supervisors. Oversees inventory and material orders, ensuring product quality and packing standards are met. Directs and monitors harvesting activities, assisting the supervisor with pre-harvest preparations and audits. Maintains workers' production and attendance by scanning employee QR codes. Ensures workers have adequate drinking water and ice in portable drinking water containers, disposable drinking cups, shade, portable toilets, water for handwashing, paper towels, and hand soap. Must also maintain portable water containers clean by washing them daily. Schedules rest breaks and lunches according to state and federal requirements and document on time sheets. Must also record accurate hours worked for the workers.</p>			

*j. Job Offer Information 10*

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Tools and equipment
<p><b>3. Details of Material Term or Condition (up to 3,500 characters) *</b>                  The Company will provide tools and equipment necessary to perform all required tasks at no cost to the worker. Tools and equipment include knives, hair nets, and gloves if needed to perform the job, the reasonable repair and or replacement cost of tools or equipment may be deducted from the worker's paycheck for willful damage or loss of such tools or equipment. 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>			

**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 - H2A FLC Itinerary
3. Details of Material Term or Condition ( <i>up to 3,500 characters</i> ) * H2A FLC Itinerary: Given the nature of the employer's agricultural business, it is not possible to specify a work itinerary for all the worksites in which employees will be performing their duties. The impact from weather and growing cycles requires that the employer provide services at all of the various worksites simultaneously during the contract period to ensure the crops are properly maintained and harvested in a timely manner.			

*l. Job Offer Information 12*

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - California Assurances
3. Details of Material Term or Condition ( <i>up to 3,500 characters</i> ) * California Assurances: The employer attests that workers will perform weeding tasks using long-handled hoes, and will abide by the 8 Cal. Code Regulations Section 3437, 3456(b-c).			

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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 - Staggered Dates of Arrival
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p><b>Anticipated staggered arrival schedule:</b></p> <p>Group 1 - 4/30/2026 (28 workers)                  Group 2 - 5/15/2026 (112 workers)                  Group 3 - 5/28/2026 (107 workers)</p> <p>Staggered dates are anticipated and subject to change depending on consular processing availability.</p> <p>Workers must follow housing and transportation rules for the safety and comfort of the workers.</p>			

*n. Job Offer Information 14*

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Additional Information Regarding Job Qualifications/Requirements
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Work takes place in open fields, exposing employees to varying temperatures, mud, dust, wind, and other natural elements. Workers must wear appropriate clothing and footwear for these conditions. Proficiency in English or Spanish is required to follow training and safety instructions.</p> <p>Workers will be expected to perform any and all of the listed tasks assigned to the worker in a workmanlike and efficient manner. All work must be performed in a manner that adheres to Good Agricultural Practices (GAP) and Good Handling Practices (GHP) at all times.</p> <p>All workers may occasionally perform duties directly related to their primary responsibilities, such as cleaning up the field before, during, and after harvest, picking up trash, discarding cartons, and assisting as safety monitors when equipment is turning in the field to begin a new pass.</p> <p>If an employee is injured while on the job, the company will provide a temporary work assignment closely related to the job duties described herein. This assignment will be provided while the employee recovers from a work-related illness, subject to physician clearance to return to work under specific limitations. The temporary work assignment will not be a permanent position; it will accommodate the injured worker under the doctor's restrictions for a specified time period that may differ from the heavy field work described within.</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. Inconsistent or improper work will not be tolerated. All workers will be evaluated by their supervisor(s) after seven days of actual harvesting with respect to factors such as to correctly identify the crop for harvesting and similar factors. Workers will be trained on proper performance expectations. Workers whose job performance is substandard, or improper may be disciplined, up to and including termination, pursuant to our progressive discipline program.</p> <p>All safety rules and instructions must be meticulously observed throughout the workday. All company rules and policies must be followed, to the extent that they do not conflict with the provisions of this Clearance Order and/or the U.S. Department of Labor's H-2A regulations. All Food Safety rules must be adhered to, including the wearing of, but not limited to, hairnets, beard nets, plastic gloves, aprons, sleeves.</p>			

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

*o. Job Offer Information 15*

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Working conditions
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>While performing the duties of this job, the employee is constantly required to work in outside weather conditions, on uneven ground, and in the presence of noise, vibration, and various farm related hazards such as moving machine parts, moving equipment, wet rows, and dust. Occasional handling of oil and other caustic chemicals while working around machinery, disinfecting tools and equipment, and performing other farm related jobs.</p> <p>The work may entail exposure to plant pollens, insects, snakes, rodents, noxious plants and or plant materials that have been treated with insect and/or disease control sprays. The Company will comply with all worker protection standards and restrictions applicable to pesticides and other chemicals. Workers are also required to comply with all applicable worker protection standards as communicated by forepersons, supervisors, and managers.</p>			

*p. Job Offer Information 16*

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Production Standards
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>TRAINING AND PRODUCTION STANDARDS: Training will be provided in the field by the foreman during the first week of an employee's work. Workers will be provided a 5-day training or break-in period after which they must demonstrate the ability to perform the job duties defined herein. Workers must reach production standards by the seventh day of work, including the 5-day training period. Because the average picking rate of a worker varies throughout the season based on weather, fruit quantity, size, and variety, and other factors, there is no constant minimum number of cartons that are required to be picked throughout the season. The employer has determined to the best of its ability the following minimum production standard: Each worker must keep up with 90% of the average for other members of their crew for each work day. The daily output for a given crew may vary according to crop, field site, and time that work is performed, but in the past, the per-worker output has averages of: •5-6 cartons an hour is appropriate in the beginning of a season when the fruit quantity is light, but this amount may change when the quantity of fruit increases at peak harvest. 12-14 cartons is the maximum production standard that will be required. Therefore, workers will be expected to pick a minimum number of cartons per hour which is determined by comparing a worker's hourly productivity to other workers assigned to the same commodity, crop variety, field site and location within a field site and at the time that work is performed. Employer will review workers' productivity on a daily basis. If workers fail to keep up with 90% of the crew average, workers may be offered alternative jobs involving other job duties included in this job order, if available, or, after notice, workers may be terminated for cause. Poor work performance, low production (below 90% of the crew's average) and substandard work quality could result in the work day ending at 4 hours with transportation immediately to the housing afterwards. Repeated low production and poor work performance will result in progressive discipline, which subsequently may result in suspension up to termination.</p>			

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

q. Job Offer Information 17

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Drug Testing
3. Details of Material Term or Condition (up to 3,500 characters) *			
<p><b>DRUG TESTING:</b> Must report to work sober. May be subjected to and must pass post-employment, employer-paid drug test. Workers under the influence of drugs or alcohol pose a safety threat to themselves and other workers and cause liability for the employer.</p> <p><b>POST-EMPLOYMENT, EMPLOYER-PAID DRUG TESTING:</b> Post-Employment, Employer-Paid Drug Testing may be administered. Workers under the influence of drugs or alcohol pose a safety threat to themselves and other workers and cause liability for the employer.</p>			

r. Job Offer Information 18

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Prohibited Payments
3. Details of Material Term or Condition (up to 3,500 characters) *			
<p>The employer and its agents have not sought or received payment of any kind from any employee for any activity related to obtaining H-2A labor certification, including payment of the employer's attorneys' fees, application fees, or recruitment costs. For purposes of this paragraph, payment includes, but is not limited to, monetary payments, wage concessions (including deductions from wages, salary, or benefits), kickbacks, bribes, tributes, in kind payments, and free labor. This provision does not prohibit employers or their agents from receiving reimbursement for costs that are the responsibility and primarily for the benefit of the worker, such as government-required passport, or visa fees. Worker will be reimbursed should the worker receive a visa and arrive at the place of work. Please report any of the following conduct immediately to your supervisor or the main office.</p> <p>The following conduct is prohibited:</p> <ol style="list-style-type: none"><li>1.If someone promises work in exchange for money or a favor;</li><li>2.If someone refers you to work in exchange for money or a favor;</li><li>3.If someone tells you that you will not be hired unless you pay them money;</li><li>4.If you are offered extra pay for anything other than your work;</li><li>5.If you are offered cash pay; or</li><li>6.If you are asked to do anything with a paycheck issued to someone other than yourself (such as to sign for, endorse, deposit or cash the check).</li></ol>			

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

s. Job Offer Information 19

1. Section/Item Number *	<b>B.6</b>	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Arrival/Departure Records-Required Departure
3. Details of Material Term or Condition (up to 3,500 characters) *			
<p>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. H-2A nonimmigrant employees must depart the United States at the completion of the work contract certified or after the termination of employment, whichever event occurs earlier, unless the H-2A worker is being sponsored by another subsequent H-2A employer. If registration upon departure is required, employer will notify such H-2A workers of the required departure registration and the place and manner of such registration.</p>			

t. Job Offer Information 20

1. Section/Item Number *	<b>B.6</b>	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Drug and Alcohol Policy
3. Details of Material Term or Condition (up to 3,500 characters) *			
<p>All worksites covered by this job order and all facilities of the employer are drug-free workplaces. No illegal drugs of any kind are permitted in the housing or workplace. Employees must not report for work, enter the worksite or perform services 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 a worker's alertness, coordination, reaction response, or the safety of the worker response, or the safety of the worker or other workers. The employer may require the worker to submit to a drug test at the employer's expense upon the occurrence of a reportable accident or upon reasonable suspicion. In such an event, the costs of the medical exam will be paid for by the employer.</p>			

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

*u. Job Offer Information 21*

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Safety Rules and Regulations
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <ol style="list-style-type: none"> <li>1. Observe all warning signs, safety bulletins, and posters.</li> <li>2. Avoid all horseplay and never annoy another worker while on the job.</li> <li>3. Use protective clothing and equipment when needed.</li> <li>4. Lift objects in a safe manner.</li> <li>5. Do not leave equipment lying around.</li> <li>6. When cutting crops, be careful not to cut your hand.</li> <li>7. Do not walk in front of or behind moving vehicles. When working around moving equipment, always stand clear of the equipment when it is in motion. Always wait until the equipment comes to a full stop.</li> <li>8. Always use special care in wet weather.</li> <li>9. When being transported, always take a seat, wear your seatbelt and remain seated while the vehicle is in motion.</li> <li>10. Always store equipment in its proper storage place.</li> <li>11. All workers are required to follow any safety instructions given by the foreman or supervisor.</li> <li>12. Do not use the emergency exit doors on the bus except in case of an actual emergency.</li> </ol>			

*v. Job Offer Information 22*

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - CA - Work Rules and Disciplinary Procedures
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Employees must adhere to all company policies outlined in the employee handbook, as well as any updates or new policies communicated during the season. 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 outlining procedures for the worker to follow when raising concerns and procedures for seeking prompt resolution including arbitration of unresolved matters. The Dispute Resolution Agreement will be provided to H-2A workers outside of the U.S. prior to or at the time the visas are issued. The Dispute Resolution Agreement shall not be precluded the workers from filing claims with the America's Job Center of California offices (AJCCs) under the Employment Services Complaint System and that workers will not face retaliation. The employer reserves the right to terminate employment, with notification to the Employment Service, for the following reasons: (a) refusal to perform assigned work without justified cause or failure to comply with written housing rules, (b) engaging in serious misconduct, (c) malingering, refusal to follow directions, or lacking the necessary qualifications to perform the job, (d) unwillingness to perform assigned tasks despite being physically capable, or failure to meet the production level of coworkers, (e) inability to meet production standards (if applicable) after the training period, (f) violation of company policies, and (g) other work-related reasons, including accumulating five unexcused absences.</p> <p>Specific Grounds for Termination:</p> <ul style="list-style-type: none"> <li>• Excessive absenteeism or tardiness: Workers must notify their foreman in advance of any absence and provide a valid reason. Four unexcused absences will result in disciplinary action up to termination. Workers must also inform their foreman or the office in advance if they anticipate being late. Arriving late without notice more than three times is grounds for dismissal.</li> <li>• Failure to meet production standards (if applicable).</li> <li>• Unauthorized use of machinery or equipment.</li> <li>• Unsafe or careless use of machinery or equipment.</li> <li>• Repeated damage to machinery or equipment.</li> <li>• Being under the influence of alcohol or illegal drugs.</li> <li>• Gambling, horseplay, fighting, or intentionally injuring coworkers.</li> <li>• Disregard for safety rules.</li> <li>• Theft of company or employee property.</li> <li>• Possession of illegal weapons.</li> <li>• Leaving the worksite without notifying the foreman.</li> <li>• Bringing unauthorized individuals to the work area.</li> <li>• Hosting overnight guests or engaging in prostitution in company housing.</li> <li>• Soliciting money or merchandise without management approval.</li> <li>• Intentional damage to company or employee property: Workers will be held financially responsible for deliberate damage or loss of tools or equipment.</li> <li>• Providing false information on employment applications.</li> <li>• Sleeping on the job.</li> <li>• Possession of pornography in company housing, transportation, or job sites.</li> <li>• Possession of illegal drugs in company housing, no smoking, alcohol, firearms in the field or residential housing, transportation, or job sites.</li> <li>• Violation of zero-tolerance policies: Includes harassment, violence, aggression, and being under the influence of alcohol or drugs.</li> <li>• Violation of posted housing rules.</li> <li>• Failure to follow food safety policies and protocols.</li> </ul>			

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

w. Job Offer Information 23

1. Section/Item Number *	<b>B.6</b>	2. Name of Section or Category of Material Term or Condition *	<b>Job Requirements - Housing Occupancy Rules</b>
<p><b>3. Details of Material Term or Condition (up to 3,500 characters) *</b>                  Seasonal housing is offered to U.S. workers who live outside a normal commuting distance, as well as foreign workers. You must be employed by the company for you to live in provided housing. Non-employees are not permitted to live in this housing. If at any time either you or the Company terminates your employment, you will lose your right to housing and you must vacate the housing within three (3) days of your termination. This seasonal housing is being offered to you by your employer as an additional benefit of your employment with the company.</p> <p>You are required to abide by the following rules:</p> <ol style="list-style-type: none"> <li>1. Persons not employed by the company are not allowed to stay at the housing unit.</li> <li>2. Keep your housing unit clean and free of garbage both inside and out. Place all garbage and household trash in the trash cans and trash dumpsters.</li> <li>3. Do not allow visitors or their children to enter or play in the fields, barns, or on or around equipment.</li> <li>4. Be considerate of your neighbors:                         <ol style="list-style-type: none"> <li>a. No loud or late-night parties or live music;</li> <li>b. All music or sounds from personal devices must be kept at a low volume or use earbuds to avoid disturbing others.</li> <li>c. Do not drive vehicles faster than 5 mph;</li> <li>d. Do not discard used vehicle fluids on the ground;</li> <li>e. No fighting and no weapons.</li> </ol> </li> <li>5. Immediately notify your Housing Manager of any required repairs needed to your housing unit.</li> <li>6. Know where your fire extinguisher is located. Always Keep it accessible:                         <ol style="list-style-type: none"> <li>a. Do not discharge it unnecessarily;</li> <li>b. Notify your manager anytime that it is used;</li> <li>c. Extinguishers must be always kept in the housing unit.</li> </ol> </li> <li>7. Notify your Housing Manager immediately if the smoke detector is not working. Never remove batteries for any other use.</li> <li>8. No alterations to your housing unit are allowed without the approval of the Housing Manager.</li> <li>9. No consumption of alcohol, cannabis or illegal substances is allowed on your housing property.                         <ol style="list-style-type: none"> <li>a. Possession of alcohol, cannabis and any illegal substances in the housing property, even if not consumed.</li> <li>b. No drunkenness or intoxication is permitted in company housing, regardless of whether alcohol or other substances were consumed offsite. Violation of the drug and alcohol policy may be grounds for termination.</li> </ol> </li> <li>10. Keep the housing unit clean and sanitary including the kitchen, toilets, and showers.</li> <li>11. No possession of pornography in company housing, transportation, or job site allowed.</li> <li>12. No engaging in, or solicitation of, prostitution.</li> </ol> <p>Your housing unit may be inspected at least one time per week by a company inspector to help ensure that it is kept in good, sanitary condition. You are responsible for willful damage caused by gross negligence to your housing unit during the time that you live there. You are not responsible for normal wear and tear. Repeated violations of the housing rules may result in the termination of your housing supplied by the company as well as the termination of your position.</p>			

x. Job Offer Information 24

1. Section/Item Number *	<b>B.6</b>	2. Name of Section or Category of Material Term or Condition *	<b>Job Requirements - Housing Terms</b>
<p><b>3. Details of Material Term or Condition (up to 3,500 characters) *</b></p> <ul style="list-style-type: none"> <li>• Employer guarantees workers are provided with housing, without charge to the workers, only to workers who are not reasonably able to return to their usual place of residence each day. Housing is offered to workers only. No housing will be provided to nonworkers.</li> <li>• Eating facilities will be shared with other workers occupying the employer-provided housing facilities.</li> <li>• Bedding will be provided at no cost to workers occupying such housing and will be provided only to workers who are not reasonably able to return to their usual place of residence each day.</li> <li>• Workers provided with housing will be assigned to a specific housing unit by the employer and must occupy the specific housing unit assigned to them. Female workers will be provided with sleeping facilities shared with other female workers and toilet facilities in accordance with regulations.</li> <li>• Food preparation, eating, and other common areas may be shared by both genders. No tenancy in employer-provided housing is created in this arrangement. The employer retains possession and control of the housing premises at all times. Workers provided housing under the terms of this Clearance Order shall vacate the housing promptly upon termination of employment. Employer provided housing will be clean and compliant with applicable housing standards when made for occupancy. Workers occupying employer provided housing will be responsible for maintaining the housing and their living areas in a neat, clean manner and for compliance with the employer's "Housing Occupancy Rules", attached. Failure to comply with these rules will result in disciplinary action as described in the attached "Work Rules and Disciplinary Procedures".</li> <li>• Reasonable repair costs of damage other than that caused 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.</li> <li>• Workers eligible for and offered employer-provided housing may choose not to occupy such housing by signing a form declining the offered housing. Workers eligible for employer-provided housing may elect to provide their own housing at workers' expense. Such an 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 the Clearance Order. A worker who elects to obtain his or her own housing and subsequently withdraws such election may not again elect to provide his/her own housing during the same employment period.</li> <li>• 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.</li> </ul>			

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

y. Job Offer Information 25

1. Section/Item Number *	<b>B.6</b>	2. Name of Section or Category of Material Term or Condition *	<b>Job Requirements - Housing Attestation</b>
3. Details of Material Term or Condition (up to 3,500 characters) *			
The employer attests to the following:			
1. The accommodations are compliant with the applicable housing health and safety standards set forth by the aforementioned regulations;			
2. The accommodations are sufficient to accommodate the number of workers requested, and are sufficient to accommodate the number of workers requested;			
3. The number of beds, rooms, and total occupancy that the employer will secure for the workers is as follows:			
Total beds: 257			
Total Units: 41			
Total Occupancy: 247			
4. Applicable state standards for agricultural workers housed at public accommodations, and all facilities housing five or more workers are considered labor camps, and will be inspected.			

z. Job Offer Information 26

1. Section/Item Number *	<b>A.11</b>	2. Name of Section or Category of Material Term or Condition *	<b>Pay Deductions - Additional Pay Information</b>
3. Details of Material Term or Condition (up to 3,500 characters) *			
Raises and/or Bonuses: Employers may give raises and/or bonuses to any worker employed pursuant to this job order, at the company's sole discretion, based on individual factors, including work performance, skill, and tenure.			
CA Overtime and Benefits: For work in California, the Employer abides by California Wage Order 14 and California law. The overtime rate will be paid at 1.5 times the guaranteed hourly rate and double the employee's guaranteed hourly regular rate of pay for all hours worked over eight (8) on the seventh (7th) day of consecutive work in the workweek.			
Three-Fourths Guarantee: The hourly rate for purposes of the 3/4 guarantee is \$16.90/hour			

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

. Job Offer Information 27

1. Section/Item Number *	<b>F.2</b>	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - Inbound/Outbound Transportation
3. Details of Material Term or Condition (up to 3,500 characters) *			
<p>If workers secure their own transportation, reimbursement will be equal to the most economical and reasonable similar common carrier transportation charges for the distance involved.</p> <p>For outbound transportation, the employer will provide transportation from the place of employment to the place from which the worker departed. For purposes of inbound and outbound transportation and subsistence reimbursement, for H-2A workers the place from which the worker came to work for the Employer is the designated place of recruitment. For U.S. workers who reside outside a reasonable commuting distance, the place of recruitment is where the applicant applied for and interviewed for the H-2A job opportunity.</p> <p>For workers recruited from outside normal commuting distance, the employer will reimburse the cost of inbound transportation and subsistence, including visa expenses, at or before the 50% point of the contract period, as required by law. If required by applicable law, the employer will reimburse these costs before the end of the first workweek.</p>			

. Job Offer Information 28

1. Section/Item Number *	<b>E.1</b>	2. Name of Section or Category of Material Term or Condition *	Meal Provision - Provision of Meals
3. Details of Material Term or Condition (up to 3,500 characters) *			
<p>Breakfast and dinner will be served at the employer-provided housing location and lunch will either be provided for the employees at breakfast or delivered to the worksite. Meals times will vary by the needs of the employee's work schedules.</p> <p>All meals provided will meet the nutritional and dietary set forth by the USDA. 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>			

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