



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

A. Job Offer Information

1. Job Title * General Farm Workers							
2. Workers Needed *		a. Total	b. H-2A Workers	Period of Intended Employment			
		96	90	3. First Date * 5/21/2026	4. Last Date * 11/15/2026		
5. Will this job generally require the worker to be on-call 24 hours a day and 7 days a week? * If "Yes", proceed to question 8. If "No", complete questions 6 and 7 below.							<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
6. Anticipated days and hours of work per week (an entry is required for each box below) *							7. Hourly Work Schedule *
35	a. Total Hours	6	c. Monday	6	e. Wednesday	6	g. Friday
0	b. Sunday	6	d. Tuesday	6	f. Thursday	5	h. Saturday
							a. 5 : 00 <input checked="" type="checkbox"/> AM <input type="checkbox"/> PM
							b. 11 : 30 <input checked="" type="checkbox"/> AM <input type="checkbox"/> PM
Temporary Agricultural Services and Wage Offer Information							
8a. Job Duties - Description of the specific services or labor to be performed. * (Please begin response on this form and use Addendum C if additional space is needed.) See Addendum C							
8b. Wage Offer *		8c. Per *		8d. Piece Rate Offer \$		8e. Piece Rate Units / Estimated Hourly Rate / Special Pay Information \$	
\$ 16 .90		<input checked="" type="checkbox"/> HOUR <input type="checkbox"/> MONTH		\$ 05 .50		SEE ADDENDUM A.	
9. Is a completed Addendum A providing additional information on the crops or agricultural activities to be performed and wage offers attached to this job offer? *							<input checked="" type="checkbox"/> Yes <input type="checkbox"/> N/A
10. Frequency of Pay: * <input checked="" type="checkbox"/> Weekly <input type="checkbox"/> Biweekly <input type="checkbox"/> Other (specify): <u>N/A</u>							
11. State all deduction(s) from pay and, if known, the amount(s). * (Please begin response on this form and use Addendum C if additional space is needed.) See Addendum C							



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. *	1	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? *		5b. If "Yes" to question 5a, enter the number of employees worker will supervise. §	
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
6. Additional Information Regarding Job Qualifications/Requirements. *			
<i>(Please begin response on this form and use Addendum C if additional space is needed. If no additional skills or requirements, enter "NONE" below)</i> See Addendum C			

C. Place of Employment Information

1. Place of Employment Address/Location *				
Eat Sweet Farms, LLC 90 Desanti - 929 Boronda Rd.				
2. City *	3. State *	4. Postal Code *	5. County *	
Salinas	California	93907	Monterey County	
6. Additional Place of Employment Information. <i>(If no additional information, enter "NONE" below)</i> *				
Work will be performed in the fields in and around Monterey County and Santa Cruz County, California, and consists of one area of intended employment as defined in 20 CFR §655.103(b). Specifically, work will be completed at the following locations which are owned or operated by Eat Sweet Farms, LLC (Grower): Eatsweet Farms LLC point of contact: Bryan Gresser Ph: 805-896-3887				
7. Is a completed Addendum B providing additional information on the places of employment and/or agricultural businesses who will employ workers, or to whom the employer will be providing workers, attached to this job order? *				<input checked="" type="checkbox"/> Yes <input type="checkbox"/> N/A

D. Housing Information

1. Housing Address/Location *				
Hollister Ranch: 920 Riverside Road				
2. City *	3. State *	4. Postal Code *	5. County *	
Hollister	California	95023	San Benito County	
6. Type of Housing <i>(check only one)</i> *			7. Total Units *	8. Total Occupancy *
<input checked="" type="checkbox"/> Employer-provided (including mobile or range) <input type="checkbox"/> Rental or public			2	46
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> *				
Employer will provide 2 units for 46 workers. Each worker will be provided with his/her own bed and bedding supplies. Laundry facilities are available onsite free of charge. Each unit also contains a kitchen facility including a stove, refrigerator, kitchen sink.				
11. Is a completed Addendum B providing additional information on housing that will be provided to workers attached to this job order? *				<input checked="" type="checkbox"/> Yes <input type="checkbox"/> N/A



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

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.)

Housing 1: Workers occupying employer-provided housing in which full kitchen facilities are available will be responsible for preparing their own meals. Workers will purchase food at their own expense and prepare their own meals. Kitchen and eating facilities will be shared with other workers occupying the Company-provided housing facilities. Employer will provide workers with cooking and eating utensils. No kitchen facilities or meals are provided to workers not occupying Company-provided housing. The employer will facilitate transportation to local grocery stores once per week.

If kitchen facilities become unavailable, employer will provide 3 meals a day and deduct \$16.28 per day from workers' pay (or \$18.50 or higher when the Department of Labor publishes the new maximum meal deduction rate or Department of Labor approves a higher meal charge).

2. The employer: *

WILL NOT charge workers for meals.

WILL charge each worker for meals at **\$ 18 . 50** per day, if meals are provided.

F. Transportation and Daily Subsistence

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

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

Workers who commute daily have the option to drive their own vehicles to the work site or come to pre-designated pickup points to ride free bus transportation to and from the work site. The pre-designated pickup point is Willow Lodge : 719 S. Main Street, Salinas, CA, 93901 and Hollister Ranch: 920 Riverside Road, Hollister, CA, 95023.

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

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

The following provisions pertaining to provision or reimbursement for inbound and return transportation and subsistence apply only to persons recruited from outside normal commuting distance.

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

a. no less than **\$ 16 . 78** per day *

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

G. Referral and Hiring Instructions



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

1. Explain <u>how</u> 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 (805) 862-2102	3. Extension § N/A	4. Email Address to Apply * esperanza@royaloakag.com
5. Website Address (URL) to Apply * N/A		

H. Additional Material Terms and Conditions of the Job Offer

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

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

1. **JOB OPPORTUNITY:** Employer assures that the job opportunity identified in this clearance order (hereinafter also referred to as the "job order") is a full-time temporary position being placed with the SWA in connection with an *H-2A Application for Temporary Employment Certification* for H-2A workers and this clearance order satisfies the requirements for agricultural clearance orders in 20 CFR part 653, subpart F and the requirements set forth in 20 CFR 655, subpart B. This job opportunity offers U.S. workers no less than the same benefits, wages, and working conditions that the employer is offering, intends to offer, or will provide to H-2A workers and complies with the requirements at 20 CFR part 655, subpart B. The job opportunity is open to any qualified U.S. worker regardless of race, color, national origin, age, sex, religion, handicap, or citizenship.
2. **NO STRIKE, LOCKOUT, OR WORK STOPPAGE:** Employer assures that this job opportunity, including all places of employment for which the employer is requesting temporary agricultural labor certification does not currently have workers on strike or being locked out in the course of a labor dispute. 20 CFR 655.135(b).
3. **HOUSING FOR WORKERS:** Employer agrees to provide or secure housing for the H-2A workers and those workers in corresponding employment who are not reasonably able to return to their residence at the end of the work day. That housing complies with the applicable local, State, and/or Federal standards and is sufficient to house the specified number of workers requested through the clearance system. The employer will provide the housing without charge to the worker. Any charges for rental housing will be paid directly by the employer to the owner or operator of the housing. If public accommodations or public housing are provided to workers, the employer agrees to pay all housing-related charges directly to the housing's management. The employer agrees that charges in the form of deposits for bedding or other similar incidentals related to housing (e.g., utilities) must not be levied upon workers. However, the employer may require workers to reimburse them for damage caused to housing by the individual worker(s) found to have been responsible for damage which is not the result of normal wear and tear related to habitation. When it is the prevailing practice in the area of intended employment and the occupation to provide family housing, the employer agrees to provide family housing at no cost to workers with families who request it. 20 CFR 655.122(d), 653.501(c)(3)(vi).

Request for Conditional Access to Intrastate or Interstate Clearance System: Employer assures that the housing disclosed on this clearance order will be in full compliance with all applicable local, State, and/or Federal standards at least 20 calendar days before the housing is to be occupied. 20 CFR 653.502(a)(3). The Certifying Officer will not certify the application until the employer provides evidence that housing has been inspected and approved or, in the case of rental or public accommodations, is otherwise in full compliance.
4. **WORKERS' COMPENSATION COVERAGE:** Employer agrees to provide workers' compensation insurance coverage in compliance with State law covering injury and disease arising out of and in the course of the worker's employment. If the type of employment for which the certification is sought is not covered by or is exempt from the State's workers' compensation law, the employer agrees to provide, at no cost to the worker, insurance covering injury and disease arising out of and in the course of the worker's employment that will provide benefits at least equal to those provided under the State workers' compensation law for other comparable employment. 20 CFR 655.122(e).
5. **EMPLOYER-PROVIDED TOOLS AND EQUIPMENT:** Employer agrees to provide to the worker, without charge or deposit charge, all tools, supplies, and equipment required to perform the duties assigned. 20 CFR 655.122(f), .210(d), or .302(c).



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

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).



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

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



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

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 * Prandini	2. First (given) name * Steve	3. Middle initial §
4. Title * President		

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



5. Signature (or digital signature) * Digital Signature Verified and Retained By <i>Certifying Officer</i>	6. Date signed * 4/1/2026
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For Public Burden Statement, see the Instructions for Form ETA-790/790A.



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

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
	Conventional fresh strawberry	\$ 05 . 50	Piece Rate	\$5.50 hour plus \$1.50 per box; Estimated Average Hourly Rate: \$16.90; box 20x16x4; Based on an average of the following number of units: 7.60 boxes
	Conventional juice strawberry	\$ 05 . 50	Piece Rate	\$5.50 hour plus \$1.00 per box; Estimated Average Hourly Rate: \$16.90; box 20x16x4; Based on an average of the following number of units: 11.40 boxes
	Conventional freezer-strawberry-	\$ 05 . 50	Piece Rate	\$5.50 hour plus \$2.50 per box; Estimated Average Hourly Rate: \$16.90; box 20x16x4; Based on an average of the following number of units: 4.56 boxes
	Cultivation Heavy (cut runners)	\$ 05 . 50	Piece Rate	\$5.50 hour plus \$1.25; Estimated Average Hourly Rate: \$16.90; 30 ft pipe; Based on an average of the following number of units: 9.12 pipes
	Cultivation Moderate (cut runners)	\$ 05 . 50	Piece Rate	\$5.50 hour plus \$1.00; Estimated Average Hourly Rate: \$16.90; 30 ft pipe; Based on an average of the following number of units: 11.40 pipes
	Cultivation Light (cut runners)	\$ 05 . 50	Piece Rate	\$5.50 hour plus \$0.85; Estimated Average Hourly Rate: \$16.90; 30 ft pipe; Based on an average of the following number of units: 13.41 pipes
	Hourly Wage Offer Information	\$ 16 . 90	Hour	For work performed in California, the company shall pay corresponding U.S. workers and H-2A workers a wage of \$16.90 per hour.
		\$.		
		\$.		
		\$.		

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



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

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 §
Eat Sweet Farms, LLC	90 Desanti - 929 Boronda Rd. Salinas , California 93907 MONTEREY COUNTY	Bedding, Bird Labor, Clean up, Cleaning Plants, Construction field labor, cut runners, drip tape labor, fence labor, harvesting freezer, harvesting Fresh, harvesting Juice, hoop labor, insect labor, irrigarion labor, planting, plastic labor, weeding	5/21/2026	11/15/2026	90
Eat Sweet Farms, LLC	91 Pennycook - 475 San Juan Rd Salinas , California 93906 MONTEREY COUNTY	Bedding, Bird labor, clean up, cleaning plants, construction field labor, cut runner, drip tape labor, fence labor, harvesting freezer, harvesting fresh, harvesting juice, hoop labor, insect labor, irrigation labor, planting, plastic labor, weeding	5/21/2026	11/15/2026	90
Eat Sweet Farms, LLC	92 Trafton - 953 Trafton Rd. Watsonville , California 95076 SANTA CRUZ COUNTY	Bedding, bird labor, clean up, cleaning plants, construction field labor, cut runners, drip ltape labor, fence labor, harvesting freezer, harvesting fresh, harvesting Juice, hoop labor, insect labor, irrigation labor, planting, plastic labor, weeding	5/21/2026	11/15/2026	90
Eat Sweet Farms, LLC	94 Gordon - 951 Trafton Rd. Watsonville , California 95076 SANTA CRUZ COUNTY	Bedding, bird labor, clean up, cleaning plants, construction field labor, cut runners, drip tape labor, fence labor, harvesting freezer, harvesting fresh, harvesting juice, hoop labor, insect labor, irrigation labor, planting, plastic labor, weeding	5/21/2026	11/15/2026	90
Eat Sweet Farms, LLC	95 Gordon - 951 Trafton Rd. Watsonville , California 95076 SANTA CRUZ COUNTY	Bedding bird labor, clean up, cleaning plants, conctruction field labor, cut runners, drip tape labor, fence labor, harvesting freezer, harvesting fresh, Harvesting juice, hoop labor, insect laobr, irrigaion Labor, planting, plastic labor, weeding	5/21/2026	11/15/2026	90

D. Additional Housing Information



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

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	Willow Lodge: 719 S. Main Street Salinas, California 93901 MONTEREY COUNTY	17 units will be provided to accommodate 46 workers. Catering will be provided by El Mora (Alejandro Morales and Paloma Bautista (831) 210-8247). Each worker will be provided with his/her own bed and bedding supplies. We attest that a local inspection is not required and that housing meets federal and state health and safety standards.	17	46	<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 _____
<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.



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

H. Additional Material Terms and Conditions of the Job Offer

a. Job Offer Information 1

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties
<p>3. Details of Material Term or Condition (up to 3,500 characters) * <small>*All packing and stacking duties will be performed in the field and on the farm*</small> General Farm Workers to perform the following duties: Agricultural Product: Strawberries</p> <p>Strawberry Harvester (Ground/Harvest): This position operates under the supervision of the harvest crew foreperson and is responsible for safely and efficiently harvesting conventional or organic strawberry crops by ground. Essential Job Duties: •Harvest conventional or organic strawberries for fresh, and/or juice purposes, following grower specification. •Properly grade and sort strawberries according to size and quality standards. •Packages suitable strawberries into the required packaging container and box. •Inspects strawberry for signs of disease or insect manifestation •Discard inferior strawberries by placing them onto the row floor. •Reports all safety issues, incidents, and injuries to foreperson immediately. •Adhere to all company policies, including observing appropriate meal and rest periods.</p> <p>Bedding: This position operates under the supervision of the crew foreperson and involves preparing and maintaining planting beds for optimal crop growth. They are responsible for cutting roads, shoveling, laying drip tape, and applying plastic during the bed up process. Essential Job Duties: •Prepare fields to create uniform planting beds. •Operate or assist with equipment to create raised beds for planting, ensuring proper dimensions and spacing. •Lay plastic mulch, fabric, or other materials over beds to control weeds, regulate soil temperature, and retain moisture. •Assist in the installation of drip irrigation in the field to ensure efficient water delivery. •Inspect planting beds for proper alignment, compaction, and material coverage, making corrections as needed. •Reports all safety issues, incidents, and injuries to foreperson immediately. •Adhere to all company policies, including observing appropriate meal and rest periods.</p> <p>Cut Runners: This position operates under the supervision of the crew foreperson and involves manually removing the small plant nodes "runners" that are attached to the long stem that grows from the original plant. Essential Job Duties: •Removes strawberry runners using both hands. •Adhere to all company policies, including observing appropriate meal and rest periods. •Safely operates hand tools such as scissors or knives to cut runners. •Reports all safety issues, incidents, and injuries to foreperson immediately.</p>			

b. Job Offer Information 2

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Deductions from Pay
<p>3. Details of Material Term or Condition (up to 3,500 characters) * The following deductions will be made from the worker's pay: FICA (if applicable); federal income tax withholding (if applicable); state and/or local tax withholding (if applicable); recovery of any loss to the Company due to damage or loss of equipment/tools; housing or furnishings (beyond normal wear and tear) caused by the worker as resulting of willful, dishonest, or grossly negligent action (if any) - the employer will not make any deduction from the wage or require any reimbursement from an employee for any cash shortage, breakage, or loss of equipment, unless it can be shown such shortage, breakage or loss is caused by dishonest or willful act or by the gross negligence of the employee; medical insurance payments, if applicable; cash advances (if applicable); and deductions expressly authorized by the worker in writing (if any). No deductions except those required or permitted by law will be made.</p>			

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



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

H. Additional Material Terms and Conditions of the Job Offer

c. Job Offer Information 3

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Additional Information Regarding Job Qualifications/Requirements
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Minimum Job Qualifications: One month of experience in strawberry harvest is required. Work is performed in open fields and may involve exposure to mud, dust, wind, heat, cold, and other natural elements. Temperatures can range from 30 degrees Fahrenheit to over 100 degrees Fahrenheit during the period of employment. Workers should come prepared with appropriate clothing and footwear for the environmental and working conditions described. No smoking, alcohol, firearms in the field or residential housing. Proficiency in English or Spanish is required for training and safety purposes. (i.e. Workers must listen to, understand and follow instructions of Employer supervisors and managers.)</p>			

d. Job Offer Information 4

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 should thoroughly familiarize themselves with the job specifications and the terms and conditions of employment in this Clearance Order before contacting the employer or seeking a referral. Only workers meeting all the qualifications for Employment, who are able, willing and qualified to perform the work, with or without reasonable accommodations, who are eligible for employment in the United States, and who will be available at the time and place needed, should contact or be referred to the employer. All referrals screened and sent from State Workforce Agencies must be sent to the employer in writing by email and must include referral contact name, phone number, and email address if an email address is available.</p> <p>Applicants may contact the employer by phone, in person, or by email. Contact hours are Monday through Friday, between the hours of 10:00 a.m. to 2:00 p.m (Regular Business Hours). Directions to our facilities are provided. 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. Collect telephone calls will not be accepted directly from job applicants and persons inquiring about employment. Telephone or in-person interviews will be at no cost to workers.</p> <p>Applicants who contact the employer by telephone or in person will complete an applicant screening process. Applicants will be interviewed in person or by telephone and job offers will be extended to qualified, eligible applicants. The employment contract is made available to the applicant in person, by fax, or email once the screening process is completed and an offer of employment has been made.</p> <p>Royal Oak Ag Contact: Esperanza Aguilera Address: 2370 Skyway Dr, Suite 102, Santa Maria, CA 93455 Telephone: (805) 862-2102 (office) Email: esperanza@royaloakag.com</p> <p>Walk-in applicants whose pre-employment paperwork was completed at the time of hire must have a valid identity document when they report to work. No worker will be considered to have completed the hiring process, nor be permitted to start work, and/or occupy Company-provided housing, without completing (the pertinent sections of) an I-9 Form and presenting required documentation of identity and employment eligibility within the legally required time frames. Although the job holding office is not required to verify employment authorization documentation, Employer requests that the Employment Service staff apprise applicants that they will be required to provide documentary proof of work authorization to the Employer.</p>			

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



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

H. Additional Material Terms and Conditions of the Job Offer

e. Job Offer Information 5

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - JOB ORDER INFORMATION
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Job title: General Farm Workers</p> <p>Workers Needed:</p> <p>a.Total: 96</p> <p>b.H-2A: 90</p> <p>Royal Oak Ag seeks certification for 90 H-2A workers. Of the 96 total workers, it is expected that 6 will be U.S. domestic workers who do not require housing. These numbers are estimates as total workforce needs are dependent upon weather, crop conditions, and worker availability.</p>			

f. Job Offer Information 6

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Work Schedule
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>The normal work week is 6 hours per day, Monday through Friday and 5 hours on Saturday (35 hours per week). Sunday work may be offered. The workday start times may vary from 5:00 a.m. to 8:00 a.m. and the workday end time is 11:30 a.m. to 2:30 p.m. (depending on the start time). Workers are notified of any change in the start time. Overtime work is available but not required. Workers may be requested to work Sundays or Federal Holidays depending on the conditions of the fields, weather, and maturity of the crop. However, Employer does not require overtime or work on Sundays and Federal Holidays. The Employer abides by California Wage Order 14. (i.e., Agricultural employees are generally entitled to time and one-half pay for the first eight hours worked on the seventh consecutive day of work in any given workweek and double-time pay for all work performed in excess of eight hours on the seventh consecutive day of work in any given workweek. The employer abides by the seventh (7) day of rest rules.</p> <p>An unpaid lunch break of 30 minutes and no less than two paid 10-minute work breaks are provided. On workdays of less than 5 hours no lunch break will be provided. The second ten-minute break is only provided on workdays of 6 hours or more. Workers must refrain from performing any work during scheduled rest breaks and for the full period of the scheduled lunch break. Workers will be assigned a specific work schedule at the sole discretion of the employer. Work schedule assignments may be changed at the sole discretion of the employer.</p> <p>The work described in this Clearance Order is regular, full time work requiring all workers to be available for work on a daily basis. This is not "day work". Tardiness and/or unexcused absences will not be tolerated, and will result in disciplinary action as set forth in the employer's employment policies.</p> <p>All workers not occupying employer-provided housing must provide the employer with contact information before the worker commences employment. This contact information will be used to notify the worker not to report to work due to inclement weather or when work is not available or to notify the worker of any change in the worker's daily work schedule, or for any other reason.</p> <p>Employees may experience a temporary reduction in work and/or a temporary work stoppage due to the natural agricultural cycle.</p>			

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

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



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 - EMPLOYER CONTACT INFORMATION
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			
<p>Royal Oak Ag Services, Inc. (also referred to herein as "Royal Oak Ag" "Employer" or "Company") is headquartered in Santa Maria, California (2370 Skyway Dr, Suite 102, Santa Maria, CA 93455), Phone: (805) 862-2102. The employer has designated this as the Application site.</p> <p>Royal Oak Ag is a registered Farm Labor Contractor.</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 - TRAINING
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			
<p>TRAINING: Training will be provided for 10 days from each worker's initial date of employment.</p>			

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



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

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 - PRODUCTION STANDARDS
<p>3. Details of Material Term or Condition (up to 3,500 characters) * PRODUCTION STANDARDS: Workers must be able to perform the job and its requirements as defined in this clearance order after a reasonable period of on-the-job training. The average picking rate of a worker varies throughout the season based on weather, fruit/vegetable quantity, size, and variety, and other factors. There is no constant minimum number of cartons or totes that are required to be picked throughout the season, however, the employer has determined to the best of its ability the following minimum production standard:</p> <p>Commodity/Production Standard (per person per hour) Conventional Strawberries – Fresh Market 4 to 5 boxes at slow season 8 to 12 boxes at peak season Conventional Strawberries – Freezer/4 boxes at slow season 6 boxes at peak season Conventional Strawberries – Juice/4 to 5 boxes at slow season 6 to 8 boxes at peak season Organic Strawberries – Fresh Market 4 to 5 boxes at slow season 7 to 12 boxes at peak season</p> <p>*All box dimensions on production standards are listed in Addendum A. PERFORMANCE AND SAFETY STANDARDS: a. Must act with respect to employer-designated representatives and following specific work-related instructions b. Must not commit acts of misconduct, such as severe or willful damage/injury housing, equipment, or fighting or willful injury to co-worker(s) or any other person c. Must not engage in work during the period of this contract for any person other than employer d. Must not violate any U.S., State, or local law e. Must not fail to report for work without justified cause f. Must not leave work without employer's permission g. Must not possess firearms or other weapons without prior employer authorization; and h. No drinking alcoholic beverages on the job or engage in other substance abuse.</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 - TERMINATIONS
<p>3. Details of Material Term or Condition (up to 3,500 characters) * TERMINATIONS: The employer may terminate the worker if the worker: (a) refuses without justified cause to perform work for which the worker was recruited and hired; (b) commits serious acts of misconduct; (c) fails to reach productions standards when production standards are applicable; or (d) violation of company policies.</p> <p>All employees must respect and follow company policies including any new or changed policies which may be communicated during the course of the season. Employees must work in a safe manner and adhere to all safety training provided by the company. Employees must follow the directions of their supervisors regarding work efficiency and quality—the packs produced by harvest crews must adhere to the quality standards of the shipper for which they are harvesting.</p> <p>Additional Grounds for Termination: Violation of Performance Standards and Company Policies:</p> <p>a. Failure or refusal after any break-in period to satisfactorily complete duties described in (job specifications) with reasonable diligence b. Failure to perform work in accordance with terms of this agreement c. Wanton disrespect to employer-designated representative and not following specific work-related instructions d. Committing an act of misconduct, such as severe or willful damage/injury, housing, equipment, or fighting or willful injury to co-worker(s) or any other person e. Engaging in work during the period of this contract for any person other than employer f. Violating any U.S., State, or local laws g. Failure to report for work without justified cause h. Leaving work without employer's permission i. Possession of firearms or other weapons without prior employer authorization; and j. Drinking alcoholic beverages on the job or other substance abuse.</p> <p>Employer will apply the above standards on a nondiscriminatory basis as required by law.</p>			

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



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

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 - WAGE OFFER
<p>3. Details of Material Term or Condition (up to 3,500 characters) * For work performed in California, the company shall pay corresponding U.S. workers and H-2A workers a wage of \$16.90 per hour.</p> <p>Workers will be guaranteed not less than the higher of the AEWR in effect at the time work is performed, the prevailing hourly wage or piece rate, the agreed upon collective bargaining wage, or the Federal or State minimum wage for all hours worked.</p> <p>The Employer may pay a different wage (i.e. piece rate) but only if such wage change results in a wage equal to or higher than the CA State Minimum Wage, AEWR or published prevailing rate, if any. Such different piece rates may apply during the contract period based on market conditions. Moreover, the Employer may pay an hourly rate higher than the AEWR based on the experience level of an employee, length of time employed with this employer, market conditions and/or based on crop/job activity. Employer assures that the required wage rate will be paid during the entire period of the work contract and at the time that work is performed.</p> <p>If the prevailing wage or AEWR (hourly or piece rate) increases during the contract period, the employer will pay any higher rate after written notice is received from the Department of Labor. Notice can be in the form of a written letter or publication in the Federal Register.</p> <p>If the worker is paid on a piece rate and at the end of the pay period 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 worker's pay must be supplemented at that time so that the worker's earnings are at least as much as the worker would have earned during the pay period if the worker had instead been paid at the appropriate hourly wage rate for each hour worked. The Employer may pay a different wage (i.e. piece rate) but only if such wage change results in a wage equal to or higher than the CA State Minimum Wage, AEWR or published prevailing rate, if any. Such different piece rates may apply during the contract period based on market conditions.</p> <p>Piece rates are as follows: SEE ADDENDUM A</p> <p>The estimated average hourly rates are estimated and not guaranteed. Such rates vary based on commodity, weather, crop conditions and other factors.</p> <p>Overtime: Workers will be paid overtime after 8 hours per day and or 40 hours per week for work performed in California. The employer will abide by the seventh (7) day of rest rules.</p> <p>Overtime wage rate: One and one-half times the required wage for work performed in California (\$16.90 per hour) is \$25.35 per hour and \$33.80 for double time: i.e. double the employee's regular rate of pay for all hours worked over eight (8) on the seventh (7th) day of consecutive work in the workweek. Employer abides by DIR's overtime guidelines when paying a piece rate or Group Incentive Rate.</p> <p>Employer assures that they will pay the highest of such rates prevailing hourly wage rate, or federal/state minimum wage rates.</p> <p>Frequency of Pay: Weekly Workers will be paid on a weekly basis by check. Payday is Thursday of the week following the end of the payroll period.</p>			

l. Job Offer Information 12

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - WORKER'S COMPENSATION
<p>3. Details of Material Term or Condition (up to 3,500 characters) * All employees are covered by workers compensation insurance in accordance with California law. This insurance covers injury or disease out of and in the course of the workers employment. Employer assures that its workers' compensation policy will remain valid throughout the contract period.</p> <p>Royal Oak Ag's insurance coverage is provided by XL INSURANCE AMERICA, INC. The policy number is RWC3001397-08. The policy is effective beginning 02/01/2026 and expires 02/01/2027 and is timely renewed annually.</p> <p>Name and address of policyholder: Royal Oak Ag Services, Inc., 2370 Skyway Dr, Suite 102, Santa Maria, CA 93455 Person and phone numbers to be notified to file claim: Esperanza Aguilera, (805) 862-2102. Deadline for filing claim: 24 Hours or as soon as possible.</p> <p>Employees may be placed on light/modified duty as a result of a work-related injury or illness. Such duties will be in accordance with state law and related advisories.</p>			

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



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

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 - Job Duties 2
<p>3. Details of Material Term or Condition (up to 3,500 characters) *</p> <p>Planting: This position operates under the supervision of the crew foreperson and effectively aids in the transplanting of fields. Essential Job Duties:</p> <ul style="list-style-type: none"> •Continual visual examination of transplants to determine if plants are healthy for transplanting. •Use hands and arms to handle transplants and transplant trays. •Hand transplant bare root plants by placing plants in pre-punched holes in the ground. •Walk throughout shift on uneven ground. •Ensure that all food safety policies are followed. •Ensure that all safety procedures are followed to reduce the risk of any type of injury to either the employee or others. •Reports all safety issues, incidents, and injuries to foreperson immediately. •Adhere to all company policies, including observing appropriate meal and rest periods. <p>Hoop House Worker: This position operates under the supervision of the crew foreperson and is responsible for safe and accurate transportation, installation, maintenance, observation, and removal of hoop houses for strawberry crops. Essential Job Duties:</p> <ul style="list-style-type: none"> •Operates equipment during hoop house installation. •Measures field dimensions to mark accurate positions for post installation. •Uses a post digger to drill platforms into the ground. •Positions metal "U"-shaped arches onto platforms to create structural support. •Install plastic coverings over arches and secure them with rope. •Conducts daily inspections of machinery and materials to ensure quality and performance. •Repairs hoop house components, including plastic and rope, as needed. •Receives materials needed to install hoop house, such as but not limited to: rope, plastic and platforms. •Reports all safety issues, incidents, and injuries to foreperson immediately. •Adhere to all company policies, including observing appropriate meal and rest periods. <p>Row Boss: This position operates under the supervision of the crew foreperson and is responsible for strawberry row quality and row cleanliness picked by crew members. This position does not have the authority to hire, fire, and discipline. Essential Job Duties:</p> <ul style="list-style-type: none"> •Inspect rows post-harvest to ensure satisfactory fruit is picked. •Harvests any remaining acceptable fruit for quality assurance packing. •Provides feedback to harvest crew members when excess fruit is left behind. •Monitors fruit quality throughout the harvest. 			

n. Job Offer Information 14

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Duties 3
<p>3. Details of Material Term or Condition (up to 3,500 characters) *</p> <p>Cleaning Plants: This position operates under the supervision of the crew foreperson and is responsible for plant/field maintenance, cleaning of old and new vegetative growth on plant bed. This role involves the use of hand tools and other equipment to ensure the plant beds are properly maintained and free of obstructions. Essential Job Duties:</p> <ul style="list-style-type: none"> •Maintains and cultivates crop using both hands. •Removes dry leaf debris from crop using both hands. •Removes by hand the plastic layering from the crop. •Cut flowers as required to promote plant health and proper growth. •Use of hand tools such as scissors or knife to cut plants •Reports all safety issues, incidents, and injuries to foreperson immediately. •Adhere to all company policies, including observing appropriate meal and rest periods. <p>Insect Labor: This duty operates under the supervision of the crew foreperson and is responsible for the proper application of Persimilis (Phytoseiulus persimilis), a beneficial predatory mite used for pest control in conventional crops. Insect Labor is done a minority of the workdays as they do not work daily on this job duty. At the end of the contract, Insect Labor will be completed less than 50% of the total workdays. Consequently, Insect Labor is not a primary job duty in this job order. Essential Job Duties:</p> <ul style="list-style-type: none"> •Applies Persimilis to designated crop areas following company and grower specifications. •Ensures even distribution of Persimilis to optimize pest control effectiveness. •Inspects plants for signs of pest infestations before and after application. •Reports any irregularities or concerns regarding crop health or pest activity to the foreperson immediately. •Handles and stores Persimilis according to best practices to maintain viability and effectiveness. •Follows all safety protocols and wears appropriate personal protective equipment (PPE) as required. •Adheres to all company policies, including observing appropriate meal and rest periods. <p>Bird Labor: This position operates under the supervision of the crew foreperson and is responsible for protecting crops from bird damage through active deterrence and field monitoring. Bird Labor is done a minority of the workdays as they do not work daily on this job duty. At the end of the contract, Bird Labor will be completed less than 50% of the total workdays. Consequently, Bird Labor is not a primary job duty in this job order. Essential Job Duties:</p> <ul style="list-style-type: none"> •Patrol fields to deter birds and prevent crop damage. •Utilize approved bird deterrent methods and equipment. •Monitor crop areas for bird activity and report high-risk zones. •Install, maintain, and reposition bird control devices as directed. •Ensure bird deterrent systems are functioning properly. 			

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



H. Additional Material Terms and Conditions of the Job Offer

o. Job Offer Information 15

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Duties 4
<p>3. Details of Material Term or Condition (up to 3,500 characters) *</p> <p>Bird Labor: This position operates under the supervision of the crew foreperson and is responsible for protecting crops from bird damage through active deterrence and field monitoring. Bird Labor is done a minority of the workdays as they do not work daily on this job duty. At the end of the contract, Bird Labor will be completed less than 50% of the total workdays Consequently, Bird Labor is not a primary job duty in this job order.</p> <p>Essential Job Duties:</p> <ul style="list-style-type: none"> •Patrol fields to deter birds and prevent crop damage. •Utilize approved bird deterrent methods and equipment. •Monitor crop areas for bird activity and report high-risk zones. •Install, maintain, and reposition bird control devices as directed. •Ensure bird deterrent systems are functioning properly. •Report all safety issues, incidents, and injuries to foreperson immediately. •Adhere to all company policies, including observing appropriate meal and rest periods. <p>Clean Up: This position operates under the supervision of the crew foreperson and is responsible for maintaining field cleanliness and removing debris to ensure safe and efficient operations.</p> <p>Essential Job Duties:</p> <ul style="list-style-type: none"> •Remove trash, plant debris, and agricultural waste from fields and surrounding areas. •Collect and dispose of materials in accordance with company and environmental standards. •Clean walkways, roadways, and staging areas. •Assist with end-of-day or end-of-phase cleanup activities. •Support crews in maintaining organized and hazard-free work areas. •Perform cleanup duties manually or with the assistance of hand tools and approved equipment as directed. •Report all safety issues, incidents, and injuries to foreperson immediately. •Adhere to all company policies, including observing appropriate meal and rest periods. <p>Construction Field Labor: This position operates under the supervision of the crew foreperson and is responsible for assisting in field construction activities related to agricultural infrastructure. Construction Field Labor is done a minority of the workdays as they do not work daily on this job duty. At the end of the contract, Construction Field Labor will be completed less than 50% of the total workdays Consequently, Construction Field Labor is not a primary job duty in this job order.</p> <p>Essential Job Duties:</p> <ul style="list-style-type: none"> •Out and prepare inner and outer ranch roads. •Plant header areas (dust grass) as directed. •Assist in blueberry and blackberry field setup. •Perform general field preparation related to ranch construction. 			

p. Job Offer Information 16

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Duties 5
<p>3. Details of Material Term or Condition (up to 3,500 characters) *</p> <p>Fence Labor: This position operates under the supervision of the crew foreperson and is responsible for installation, maintenance, and repair of field fencing and related materials. Fence Labor is done a minority of the workdays as they do not work daily on this job duty. At the end of the contract, Fence Labor will be completed less than 50% of the total workdays Consequently, Fence Labor is not a primary job duty in this job order.</p> <p>Essential Job Duties:</p> <ul style="list-style-type: none"> •Install fence posts, wire, dust, wind fencing materials and related materials according to field layout. •Repair damaged fencing to maintain field security and crop protection. •Remove and replace fencing materials as needed. •Use hand tools and equipment safely and effectively. •Ensure proper alignment and tension of fencing materials. •Report all safety issues, incidents, and injuries to foreperson immediately. •Adhere to all company policies, including observing appropriate meal and rest periods. <p>Irrigation Labor: This position operates under the supervision of the crew foreperson and is responsible for irrigating fields, applying fertilizer, and maintaining irrigation infrastructure.</p> <p>Essential Job Duties:</p> <ul style="list-style-type: none"> •Irrigate crops using established watering schedules and procedures. •Apply fertilizer through irrigation systems as directed. •Perform hand shovel work related to irrigation maintenance. •Line and maintain field ditches to ensure proper water flow. •Place and adjust sandbags to control water direction and prevent overflow. •Report all safety issues, incidents, and injuries to foreperson immediately. •Adhere to all company policies, including observing appropriate meal and rest periods. <p>Plastic Labor: This position operates under the supervision of the crew foreperson and is responsible for the installation, maintenance, and removal of plastic mulch and related field coverings.</p> <p>Essential Job Duties:</p> <ul style="list-style-type: none"> •Lay plastic mulch over planting beds to regulate soil temperature and control weeds. •Secure plastic using approved methods to ensure stability. •Inspect plastic coverings for tears or displacement and make repairs as needed. •Assist with removal and proper disposal of plastic materials during field tear down. •Perform plastic removal manually or assist in the operation of plastic retrieval equipment when directed. •Ensure proper alignment and coverage of plastic materials. 			

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



H. Additional Material Terms and Conditions of the Job Offer

q. Job Offer Information 17

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>Ranch: 920 Riverside Road, Hollister, CA, 95023.</p> <p>Workers living in company provided housing will be provided free transportation to and from the company-provided housing and the work site. Workers living in company provided housing also have the option to drive their own vehicles to the worksite. The Employer will utilize the services of a carpool/van service using buses, in which vouchers will be provided to the workers who choose to use this voluntary service. Workers who choose to utilize the vanpool will not be charged for such use. Employees will not be paid for commute time.</p> <p>Company will offer transportation at no cost to workers occupying Company-provided housing to the work site and return on a daily basis. The Company will also offer transportation at no cost to workers who commute to work on a daily basis and workers who elect not to occupy the Company-provided housing from one or more pre-designated pick up points to and from the daily work site. The use of this transportation is voluntary. No worker will be required, as a condition of employment, to utilize any of the transportation offered by the Company. Such voluntary transportation will include carpooling using buses and will be in accordance with applicable laws and regulations. Workers who choose to utilize the vanpool will not be charged for such use. Workers are free to provide their own transportation to and from the daily work site.</p> <p>The Employer will utilize the service of 2 buses (45 people per bus) that can accommodate all workers.</p> <p>Workers are notified of the pick-up times in advance, the day prior, via WhatsApp, as pick-up times may vary.</p>			

r. Job Offer Information 18

1. Section/Item Number *	E.1	2. Name of Section or Category of Material Term or Condition *	Meal Provision - Housing Information
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>The employer will offer housing, bedding (mattresses, blankets, sheets, pillows and pillow cases), storage for personal belongings, and utilities at no cost to workers recruited from beyond normal commuting distances who are unable to return to their place of residence on a daily basis. The Employer assures that all rental and/or public accommodations will meet local, State or Federal Standards. If both male and female workers are hired, separate toilet, shower facilities, and sleeping rooms, will be provided by the employer. Common areas of the housing may be shared with male workers.</p> <p>Housing is offered to workers only. No housing will be provided to non-workers. Housing will be clean and meet applicable Federal Housing Standards. Workers occupying employer-provided housing will be responsible for maintaining their living areas in a neat, clean manner and in compliance with the employer's "Housing Complex Rules", a copy of which will be provided upon assignment to housing. Specifically, workers must maintain housing in the same conditions as provided by the employer at the time of initial occupancy (i.e., beds may not be moved closer together; mattresses may not be moved onto the floor). Failure to comply with these rules may result in disciplinary action, up to and including removal from the housing and termination of employment.</p>			

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

H. Additional Material Terms and Conditions of the Job Offer

s. Job Offer Information 19

1. Section/Item Number *	E.1	2. Name of Section or Category of Material Term or Condition *	Meal Provision - Family housing:
<p>3. Details of Material Term or Condition (up to 3,500 characters) * As provided by regulation, housing is to be provided to families who request it and only if it is the prevailing practice in the area of intended employment. It is our understanding that it is not the practice in San Benito County and Monterey County to provide family housing.</p> <p>Workers may be reached at the following address and phone number: ADDRESS: 2370 Skyway Dr, Suite 102, Santa Maria, CA 93455 PHONE: (805) 862-2102</p> <p>The following provisions apply to workers occupying employer-provided housing:</p> <p>Workers eligible for employer-provided housing may elect to provide their own housing at the worker's expense. Such election must be in writing. The employer assumes no responsibility whatsoever for housing arranged by workers on their own. The employer will not provide a housing allowance or assistance to workers eligible for employer-provided housing who elect to provide their own housing. Workers who elect to provide their own housing will not be offered daily transportation to and from the worksite and/or transportation to and from shopping facilities, from their housing location. Workers who elect to provide their own housing will not be offered or provided transportation from their elected housing to pre-designated pick-up points (i.e., workers will not be picked up at their elected housing by the employer). Such workers may decide to provide their own transportation to and from the worksite. They may also decide to provide their own transportation to and from their own housing to the pre-designated pick-up points in order to ride free bus transportation to and from the pre-designated pick-up points to the fields where they will be working. The Employer may utilize the services of a carpool/van service using buses, in which vouchers will be provided to the workers who choose to use this voluntary service. Workers who choose to utilize the vanpool will not be charged for such use.</p> <p>Workers eligible for employer-provided housing who elect to provide their own housing may withdraw such election at any time during the period of employment, and upon doing so will be provided housing by the employer as set forth in this Clearance Order. A worker who elects to provide his or her own housing and subsequently withdraws such election may not again elect to provide his or her own housing during the same employment season.</p> <p>No tenancy in employer-provided housing is created by the offer of employer-provided housing. The employer retains possession and control of the housing premises at all times. Workers housed under the terms of this Clearance Order shall vacate the housing promptly upon termination of employment.</p> <p>Reasonable repair costs of damage other than that caused by normal wear and tear will be deducted from the earnings of workers found to have been responsible for willful, dishonest, or gross negligent action resulting to damage to housing or furnishings. The employer will not make any deduction from the wage or require any reimbursement from an employee for any cash shortage, breakage, or loss of equipment, unless it can be shown that such shortage, breakage or loss is caused by dishonest or willful act or by the gross negligence of the employee.</p>			

t. Job Offer Information 20

1. Section/Item Number *	E.1	2. Name of Section or Category of Material Term or Condition *	Meal Provision - Meal Provision: Housing 1: 680 S. Simas Rd. Guadalupe Rd
<p>3. Details of Material Term or Condition (up to 3,500 characters) * Housing 2: Workers living in housing without kitchen facilities will receive meals by El Mora (Alejandro Morales and Paloma Bautista (831) 210-8247). A deduction of 16.28 per day (or \$18.50 or higher when the Department of Labor publishes the new maximum meal deduction rate or Department of Labor approves a higher meal charge.) for employer-prepared or provided meals will be made from the paychecks of all workers occupying employer-provided housing. This deduction applies to employees who are offered meals beginning on the first day the worker occupies the housing. This deduction will be made for each day the worker is assigned to such housing. No rebate will be made if a worker fails to take advantage of an employer-prepared meal. Deductions will be made only for meals provided by the employer. The employer will pay directly to the catering.</p>			

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

H. Additional Material Terms and Conditions of the Job Offer

u. Job Offer Information 21

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - Inbound and Outbound Transportation 1
<p>3. Details of Material Term or Condition (up to 3,500 characters) * For workers who complete 50 percent of the work period, the Company will reimburse the worker for costs incurred by the worker for transportation and reasonable subsistence from the place from which the worker has come to work for the Company which is the place of recruitment, which for the H-2A workers is Baja, Jalisco, Michoacan, Oaxaca, Guanajuato, Guerrero, San Luis Potosi, Mexico. For U.S. workers who come to work for the employer from beyond a reasonable commute distance, the Employer will reimburse such costs or advance such costs if the Employer advanced such costs for H-2A workers.</p> <p>Notwithstanding the language in the preceding paragraph (i.e. reimbursement of inbound transportation and subsistence and visa costs at the 50% mark), the employer will reimburse inbound transportation and subsistence and visa costs before the end of the first week, if required by law. (i.e. If an employee (U.S. or H-2A worker) pays for inbound transportation and/or subsistence and such costs reduces the first work week's wage below the required wage rate, the Employer will reimburse the employee before the end of the first work week.)</p> <p>Inbound: The Employer will provide bus transportation or rent a car for the workers to travel from the place of recruitment to the border, at no charge to the workers. Then the Employer will provide a bus for the workers to travel from the border to the place of employment, at no cost to the workers. The Employer will reimburse the workers for any additional reasonable travel expenses. For U.S. workers who come to work for the Employer from beyond a reasonable commute distance, the Employer will reimburse inbound transportation and subsistence or advance such costs, when required, from the place of recruitment to the worksite.</p> <p>Outbound: The Employer will provide a bus for the workers to travel from the place of employment to the border. The Employer will also provide transportation for the workers to travel from the place of employment back to the place of recruitment, at no charge to the workers. The Employer will reimburse the workers for any additional reasonable travel expenses. For U.S. workers who come to work for the Employer from beyond a reasonable commute distance, the Employer will reimburse outbound transportation and subsistence or advance such costs, when required, from the place of employment to the place of recruitment.</p> <p>Subsistence for inbound and outbound transportation will be reimbursed at the rate of \$16.28 per day without documentation and actual expenditures, and at actual cost up to a maximum of \$68.00 per day with documentation of actual expenditures. The amount of reimbursement for transportation shall be the worker's actual cost, but not more than the most economical and reasonable common carrier transportation charges for the distance involved.</p> <p>If a sufficient number of able, willing qualified and eligible workers are available in a single facility at the same time to come to work for the Company from a location beyond normal commuting distance, the Company may arrange transportation and subsistence at the most economical rate attainable for such workers. Such transportation will be at the workers' expense. The cost of inbound transportation and subsistence will be reimbursed as set forth in this Clearance Order.</p>			

v. Job Offer Information 22

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

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

H. Additional Material Terms and Conditions of the Job Offer

w. Job Offer Information 23

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Job Requirements 1
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>The work may entail exposure to plant pollens, insects, snakes, rodents, noxious plants and/or plant materials that have been treated with insect and/or disease control sprays. The Company will comply with all worker protection standards and restrictions applicable to pesticides and other chemicals. Workers are also required to comply with all applicable worker protection standards as communicated by forepersons, supervisors, and managers.</p> <p>Daily individual work assignments will be made by, and at the sole discretion of, the employer as the needs of the operation dictate. Workers must perform the assigned work and work at the assigned field work site and may not switch assignments without the specific authorization of a company supervisor. Workers may be re-assigned to a different field site at various times during the workday and/or on different days.</p> <p>Workers will be expected to comply with all provisions of this Clearance Order and the Company's work rules, policies and procedures, and to perform any and all assigned tasks in a work-person-like and efficient manner. Failure to do so will subject the worker to the employer's disciplinary procedures. Royal Oak Ag endeavors to produce a premium product. This is a demanding, competitive business. A high-quality product is expected and demanded by our customers. Sloppy or improper work cannot and will not be tolerated.</p> <p>All safety rules and instructions must be meticulously observed throughout the workday. All Royal Oak Ag rules and policies must be followed, to the extent that they do not conflict with the provisions of this Clearance Order and/or the U.S. Department of Labor's H-2A regulations. A copy of the applicable rules and policies will be provided to each worker on or before the first day of work. Failure to comply with Company policies and/or meet expectations will result in application of specified disciplinary procedures, up to and including termination.</p> <p>No persons conducting activities prohibited by law are permitted on company premises or in housing. Visitors are not permitted to remain in the housing overnight. Importantly, no non-working children may be present at or adjacent to the worksite or left in vehicles at or adjacent to the work site or in Company provided housing during the workday. Workers arriving to work with non-working children or other non-workers will be sent home.</p>			

x. Job Offer Information 24

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Job Requirements 2
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Employees must not report for work, enter the work site or perform service while under the influence of or having used alcohol or any illegal controlled substance. Employees must not report for work, or perform service, while under the influence of, or impaired by, prescription drugs, medications or other substances that may in any way adversely affect their alertness, coordination, reaction response or safety. The Company may require the worker to submit to a drug/alcohol test, at the employer's expense, upon the occurrence of a reportable accident, or upon reasonable suspicion, or if the employee's name is randomly drawn in conjunction with the Company's Substance Abuse Policy (e.g., for employees in safety sensitive positions such as forklift and tractor drivers).</p> <p>Tools and equipment: 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> <p>A copy of the applicable rules and policies will be provided to each worker on or before the first day of work, which includes a Dispute Resolution Agreement (DRA) outlining procedures to follow in raising concerns to seek their prompt resolution with an option to arbitrate unresolved matters; the DRA will be provided to H-2A employees with a copy of the H-2A Contract/Clearance Order not later than at the time the H-2A visa is applied for. The DRA does not preclude the Employee from filing claims with the America's Job Center of California offices (AJCCs) under the Employment Services Complaint System. Every employee exercising rights under the law or under the DRA is protected from retaliation from any member of the Company's management team (e.g., for filing any administrative claim such as through the AJCCs or pursuing a claim through arbitration, regardless of the outcome).</p>			

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