



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

**A. Job Offer Information**

1. Job Title * <b>Strawberry Field Supervisor</b>								
2. Workers Needed *		a. Total	b. H-2A Workers	3. First Date * <b>6/1/2026</b>				4. Last Date * <b>10/30/2026</b>
		<b>2</b>	<b>1</b>					
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 *	
<b>42</b>	a. Total Hours	<b>7</b>	c. Monday	<b>7</b>	e. Wednesday	<b>7</b>	g. Friday	
<b>0</b>	b. Sunday	<b>7</b>	d. Tuesday	<b>7</b>	f. Thursday	<b>7</b>	h. Saturday	
							a. <b>6</b> : <b>30</b> <input checked="" type="checkbox"/> AM <input type="checkbox"/> PM	
							b. <b>2</b> : <b>00</b> <input type="checkbox"/> AM <input checked="" type="checkbox"/> PM	
<b>Temporary Agricultural Services and Wage Offer Information</b>								
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.)  <b>See Addendum C</b>								
8b. Wage Offer *		8c. Per *		8d. Piece Rate Offer \$		8e. Piece Rate Units / Estimated Hourly Rate / Special Pay Information \$		
<b>\$ 20 .85</b>		<input checked="" type="checkbox"/> HOUR <input type="checkbox"/> MONTH		<b>\$ 20 .85</b>		Wage offer in California: US Workers and H-2A workers \$20.85/hour		
9. Is a completed <b>Addendum A</b> providing additional information on the crops or agricultural activities to be performed and wage offers attached to this job offer? *							<input type="checkbox"/> Yes <input checked="" type="checkbox"/> N/A	
10. Frequency of Pay: * <input checked="" type="checkbox"/> Weekly <input type="checkbox"/> Biweekly <input type="checkbox"/> Other (specify): <u>N/A</u>								
11. State all deduction(s) from pay and, if known, the amount(s). * (Please begin response on this form and use Addendum C if additional space is needed.)  <b>See Addendum C</b>								



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**B. Minimum Job Qualifications/Requirements**

1. Education: minimum U.S. diploma/degree required. *			
<input checked="" type="checkbox"/> None <input type="checkbox"/> High School/GED <input type="checkbox"/> Associate's <input type="checkbox"/> Bachelor's <input type="checkbox"/> Master's or higher <input type="checkbox"/> Other degree (JD, MD, etc.)			
2. Work Experience: number of <u>months</u> required. *	12	3. Training: number of <u>months</u> required. *	0
4. Basic Job Requirements (check all that apply) §			
<input checked="" type="checkbox"/> a. Certification/license requirements <input checked="" type="checkbox"/> b. Driver requirements <input type="checkbox"/> c. Criminal background check <input checked="" type="checkbox"/> d. Drug screen <input checked="" type="checkbox"/> e. Lifting requirement <u>22</u> lbs.		<input checked="" type="checkbox"/> f. Exposure to extreme temperatures <input checked="" type="checkbox"/> g. Extensive pushing or pulling <input type="checkbox"/> h. Extensive sitting or walking <input checked="" type="checkbox"/> i. Frequent stooping or bending over <input type="checkbox"/> j. Repetitive movements	
5a. Supervision: does this position supervise the work of other employees? *	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	5b. If "Yes" to question 5a, enter the number of employees worker will supervise. §	142
6. Additional Information Regarding Job Qualifications/Requirements. * (Please begin response on this form and use Addendum C if additional space is needed. If no additional skills or requirements, enter " <b>NONE</b> " below) <b>See Addendum C</b>			

**C. Place of Employment Information**

1. Place of Employment Address/Location *				
Reiter Berry FarmsMine 2087-W Beach Rd				
2. City *	3. State *	4. Postal Code *	5. County *	
Watsonville	California	95076	Santa Cruz County	
6. Additional Place of Employment Information. (If no additional information, enter " <b>NONE</b> " below) *				
<b>See Addendum C</b>				
7. Is a completed <b>Addendum B</b> providing additional information on the places of employment and/or agricultural businesses who will employ workers, or to whom the employer will be providing workers, attached to this job order? *				<input checked="" type="checkbox"/> Yes <input type="checkbox"/> N/A

**D. Housing Information**

1. Housing Address/Location *				
Villa Robles: 4660 San Juan Oaks				
2. City *	3. State *	4. Postal Code *	5. County *	
Hollister	California	95023	San Benito County	
6. Type of Housing (check only one) *			7. Total Units *	8. Total Occupancy *
<input type="checkbox"/> Employer-provided <input checked="" type="checkbox"/> Rental or public (including mobile or range)			8	64
9. Identify the entity that determined the housing met all applicable standards: *				
<input type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other (specify): _____				
10. Additional Housing Information. (If no additional information, enter " <b>NONE</b> " below) *				
Villa Robles has 12 units. Each unit has 2 rooms for 4 people each room, 1 washer, 1 dryer, 1 kitchen, 2 refrigerators, necessary kitchen utensils, 2 bathrooms each with shower, toilet, and sink. Total Capacity: 96. Each worker will receive their own bed. They will also receive one blanket, a set of sheets, pillow and pillowcase.				
11. Is a completed <b>Addendum B</b> providing additional information on housing that will be provided to workers attached to this job order? *				<input type="checkbox"/> Yes <input checked="" type="checkbox"/> N/A

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**E. Provision of Meals**

1. Describe how the employer will provide each worker with three meals per day or furnish free and convenient cooking and kitchen facilities. \*  
*(Please begin response on this form and use Addendum C if additional space is needed.)*  
 Employer will furnish free and convenient cooking and kitchen facilities for workers living at the Villa Robles housing Complex and Rio Vista Apartment housing complex, so workers may prepare their own meals. Kitchens, utilities, and cooking and eating utensils will be provided at no cost to occupants of Employer-provided housing. 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 Employer-provided housing facility. No kitchen facilities or meals are provided to workers not occupying Employer-provided housing. Employer to provide access to groceries.

2. The employer: \*

<input checked="" type="checkbox"/> <b>WILL NOT</b> charge workers for meals.		
<input type="checkbox"/> <b>WILL</b> charge each worker for meals at	\$ ____ . ____	per day, if meals are provided.

**F. Transportation and Daily Subsistence**

1. Describe the terms and arrangements for daily transportation the employer will provide to workers. \*  
*(Please begin response on this form and use Addendum C if additional space is needed.)*  
 See Addendum C

2. Describe the terms and arrangements for providing workers with transportation (a) to the place of employment (i.e., inbound) and (b) from the place of employment (i.e., outbound). \*  
*(Please begin response on this form and use Addendum C if additional space is needed.)*  
 The following provisions pertaining to provision or reimbursement for inbound and return transportation and subsistence apply only to persons recruited from outside normal commuting distance.

3. During the travel described in Item 2, the employer will pay for or reimburse daily meals by providing each worker *	a. no less than	\$ <u>16</u> . <u>78</u>	per day *
	b. no more than	\$ <u>68</u> . <u>00</u>	per day with receipts

**G. Referral and Hiring Instructions**



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1. Explain how prospective applicants may be considered for employment under this job order, including verifiable contact information for the employer (or the employer's authorized hiring representative), methods of contact, and the days and hours applicants will be considered for the job opportunity. \*

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

See Addendum C

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

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

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

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

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



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

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

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

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

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

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

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

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

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

C. *Daily Transportation*

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

D. *Compliance with Transportation Standards*

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

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

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

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



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

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

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

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

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

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

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

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

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



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

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

15. **DEDUCTIONS FROM WORKER'S PAY:** Employer agrees to make all deductions from the worker's paycheck required by law. This job offer discloses all deductions not required by law which the employer will make from the worker's paycheck and all such deductions are reasonable, in accordance with 20 CFR 655.122(p) and 29 CFR part 531. The wage requirements of 20 CFR 655.120 will not be met where undisclosed or unauthorized deductions, rebates, or refunds reduce the wage payment made to the employee below the minimum amounts required under 20 CFR part 655, subpart B, or where the employee fails to receive such amounts free and clear because the employee kicks back directly or indirectly to the employer or to another person for the employer's benefit the whole or part of the wage delivered to the employee. 20 CFR 655.122(p).
16. **DISCLOSURE OF WORK CONTRACT:** Employer agrees to provide a copy of the work contract to an H-2A worker no later than the time at which the worker applies for the visa, or to a worker in corresponding employment no later than on the day work commences. For an H-2A worker coming to the employer from another H-2A employer or who does not require a visa for entry to the United States, the employer agrees to provide a copy of the work contract no later than the time an offer of employment is made to the H-2A worker. A copy of the work contract will be provided to each worker in a language understood by the worker, as necessary or reasonable. In the absence of a separate, written work contract entered into between the employer and the worker, the work contract at minimum will be the terms of this clearance order, including all Addenda, the certified *H-2A Application for Temporary Employment Certification* and any obligations required under 8 U.S.C. 1188, 29 CFR part 501, or 20 CFR part 655, subpart B. 20 CFR 655.122(q).
17. **ADDITIONAL ASSURANCES FOR CLEARANCE ORDERS:**
  - A. Employer agrees to provide to workers referred through the clearance system the number of hours of work disclosed in this clearance order for the week beginning with the anticipated first date of need, unless the employer has amended the first date of need at least 10 business days before the original first date of need by so notifying the Order-Holding Office (OHO) in writing (e.g., email notification). The employer understands that it is the responsibility of the SWA to make a record of all notifications and attempt to inform referred workers of the amended first date of need expeditiously. 20 CFR 653.501(c)(3)(i).  
  
If there is a change to the anticipated first date of need, and the employer fails to notify the OHO at least 10 business days before the original first date of need, the employer agrees that it will pay eligible workers referred through the clearance system the specified rate of pay disclosed in this clearance order for the first week starting with the originally anticipated first date of need or will provide alternative work if such alternative work is stated on the clearance order. 20 CFR 653.501(c)(5).
  - B. Employer agrees that no extension of employment beyond the period of employment specified in the clearance order will relieve it from paying the wages already earned, or if specified in the clearance order as a term of employment, providing transportation from the place of employment, as described in paragraph 7.B above. 20 CFR 653.501(c)(3)(ii).
  - C. Employer assures that all working conditions comply with applicable Federal and State minimum wage, child labor, social security, health and safety, farm labor contractor registration, and other employment-related laws. 20 CFR 653.501(c)(3)(iii).
  - D. Employer agrees to expeditiously notify the OHO or SWA by emailing and telephoning immediately upon learning that a crop is maturing earlier or later, or that weather conditions, over-recruitment, or other factors have changed the terms and conditions of employment. 20 CFR 653.501(c)(3)(iv).
  - E. If acting as a farm labor contractor (FLC) or farm labor contractor employee (FLCE) on this clearance order, the employer assures that it has a valid Federal FLC certificate or Federal FLCE identification card and when appropriate, any required State FLC certificate. 20 CFR 653.501(c)(3)(v).
  - F. Employer assures that outreach workers will have reasonable access to the workers in the conduct of outreach activities pursuant to 20 CFR 653.107. 20 CFR 653.501(c)(3)(vii).

*I declare under penalty of perjury that I have read and reviewed this clearance order, including every page of this Form ETA-790A and all supporting addendums, and that to the best of my knowledge, the information contained therein is true and accurate. This clearance order describes the actual terms and conditions of the employment being offered by me and contains all the material terms and conditions of the job. 20 CFR 653.501(c)(3)(viii). I understand that to knowingly furnish materially false information in the preparation of this form and/or any supplement thereto or to aid, abet, or counsel another to do so is a federal offense punishable by fines, imprisonment, or both. 18 U.S.C. §§ 2, 1001.*

1. Last (family) name * <b>Rodriguez</b>	2. First (given) name * <b>Luz</b>	3. Middle initial §
4. Title * <b>Director of Human Resources</b>		

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5. Signature (or digital signature) * Digital Signature Verified and Retained By <i>Certifying Officer</i>	6. Date signed * 4/17/2026
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For Public Burden Statement, see the Instructions for Form ETA-790/790A.

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**C. Additional Place of Employment Information**

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Reiter Berry Farms	Mine 2087-W Beach Rd Watsonville, California 95076 SANTA CRUZ COUNTY	Point of Contact: Carlos Torres 831-750-7074	6/1/2026	10/30/2026	1
Reiter Berry Farms	West Coast 875 W Riverside Dr Watsonville, California 95076 SANTA CRUZ COUNTY	Point of Contact: Carlos Torres 831-750-7074	6/1/2026	10/30/2026	1
Reiter Berry Farms	Beach 1901 Beach Rd Watsonville, California 95076 SANTA CRUZ COUNTY	Point of Contact: Carlos Torres 831-750-7074	6/1/2026	10/30/2026	1
Reiter Berry Farms	Nugent 1269 E Lake Ave Watsonville, California 95076 SANTA CRUZ COUNTY	Point of Contact: Carlos Torres 831-750-7074	6/1/2026	10/30/2026	1
Reiter Berry Farms	Ollason 307- Green Valley Rd Watsonville, California 95076 SANTA CRUZ COUNTY	Point of Contact: Carlos Torres 831-750-7074	6/1/2026	10/30/2026	1
Reiter Berry Farms	Fagundes 2 Lewis Rd Watsonville, California 95076 SANTA CRUZ COUNTY	Point of Contact: Carlos Torres 831-750-7074	6/1/2026	10/30/2026	1
Reiter Berry Farms	Travers Murphy Hill Rd. Watsonville, California 95076 SANTA CRUZ COUNTY	Point of Contact: Victor Sepulveda 831-750-9371	6/1/2026	10/30/2026	1
Reiter Berry Farms	Riverside Sharon 1247 Riverside Rd Watsonville, California 95076 SANTA CRUZ COUNTY	Point of Contact: Victor Sepulveda 831-750-9371	6/1/2026	10/30/2026	1
Reiter Berry Farms	Silliman 508 Silliman Rd Watsonville, California 95076 SANTA CRUZ COUNTY	Point of Contact: Victor Sepulveda 831-750-9371	6/1/2026	10/30/2026	1
Reiter Berry Farms	Mine 1951 Beach Rd Watsonville, California 95076 SANTA CRUZ COUNTY	Point of Contact: Victor Sepulveda 831-750-9371	6/1/2026	10/30/2026	1

**D. Additional Housing Information**

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**C. Additional Place of Employment Information**

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Reiter Berry Farms	Fly 897 San Juan Rd Watsonville, California 95076 SANTA CRUZ COUNTY	Point of Contact: Victor Sepulveda 831-750-9371	6/1/2026	10/30/2026	1
Reiter Berry Farms	Jensen 897 San Juan Rd Watsonville, California 95076 SANTA CRUZ COUNTY	Point of Contact: Victor Sepulveda 831-750-9371	6/1/2026	10/30/2026	1
Reiter Berry Farms	Coward Coward Rd Watsonville, California 95076 SANTA CRUZ COUNTY	Point of Contact: Victor Sepulveda 831-750-9371	6/1/2026	10/30/2026	1
Reiter Berry Farms	Santa maria 153 Carlton Rd Watsonville, California 95076 SANTA CRUZ COUNTY	Point of Contact: Victor Sepulveda 831-750-9371	6/1/2026	10/30/2026	1
Reiter Berry Farms	Wickstrom Gruhl 36.895816, -121.640344, Aromas, California 95004 MONTEREY COUNTY	Point of Contact: Victor Sepulveda 831-750-9371	6/1/2026	10/30/2026	1
Reiter Berry Farms	Hackman 17100 Murphy Hill Rd Watsonville, California 95076 SANTA CRUZ COUNTY	Point of Contact: Victor Sepulveda 831-750-9371	6/1/2026	10/30/2026	1
Reiter Berry Farms	Hackman Railroad 17100 Murphy Hill Rd Watsonville, California 95076 SANTA CRUZ COUNTY	Point of Contact: Victor Sepulveda 831-750-9371	6/1/2026	10/30/2026	1
Reiter Berry Farms	Wilder 340 Lewis Rd Watsonville, California 95076 SANTA CRUZ COUNTY	Point of Contact: Victor Sepulveda 831-750-9371	6/1/2026	10/30/2026	1
Reiter Berry Farms	Beach Lakeside 2491 West Beach Rd Watsonville, California 95076 SANTA CRUZ COUNTY	Point of Contact: Victor Sepulveda 831-750-9371	6/1/2026	10/30/2026	1
Reiter Berry Farms	Crosetti 211 Silliman Rd. Watsonville, California 95076 SANTA CRUZ COUNTY	Point of Contact: Victor Sepulveda 831-750-9371	6/1/2026	10/30/2026	1

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**C. Additional Place of Employment Information**

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Reiter Berry Farms	Loveless 156 Thompson Rd Watsonville, California 95076 SANTA CRUZ COUNTY	Point of Contact: Victor Sepulveda 831-750-9371	6/1/2026	10/30/2026	1
Reiter Berry Farms	Rockinoee 2576 Freedom Blvd Freedom, California 95019 SANTA CRUZ COUNTY	Point of Contact: Victor Sepulveda 831-750-9371	6/1/2026	10/30/2026	1
Reiter Berry Farms	Kalich Orchard 151 Silliman Rd Watsonville, California 95076 SANTA CRUZ COUNTY	Point of Contact: Victor Sepulveda 831-750-9371	6/1/2026	10/30/2026	1
Reiter Berry Farms	Azevedo 284 Lewis Rd Watsonville, California 95076 SANTA CRUZ COUNTY	Point of Contact: Victor Sepulveda 831-750-9371	6/1/2026	10/30/2026	1
Reiter Berry Farms	Hoyt 1545 San Juan Rd Watsonville, California 95076 SANTA CRUZ COUNTY	Point of Contact: Victor Sepulveda 831-750-9371	6/1/2026	10/30/2026	1
Reiter Berry Farms	Hartnell 2001 Alisal Rd Salinas, California 93908 MONTEREY COUNTY	Point of Contact: Victor Sepulveda 831-750-9371	6/1/2026	10/30/2026	1
Reiter Berry Farms	Nixon 96 Zabala Rd Salinas, California 93908 MONTEREY COUNTY	Point of Contact: Victor Sepulveda 831-750-9371	6/1/2026	10/30/2026	1
Reiter Berry Farms	Crosetti 211 Silliman Rd. Watsonville, California 95076 SANTA CRUZ COUNTY	Point of Contact: Victor Sepulveda 831-750-9371	6/1/2026	10/30/2026	1
Reiter Berry Farms	Thompson San Juan Rd and Murphy Rd Watsonville, California 95076 SANTA CRUZ COUNTY	Point of Contact: Victor Sepulveda 831-750-9371	6/1/2026	10/30/2026	1
Reiter Berry Farms	Trafton 625 Trafton Rd Moss Landing, California 95039 MONTEREY COUNTY	Point of Contact: Victor Sepulveda 831-750-9371	6/1/2026	10/30/2026	1

**D. Additional Housing Information**

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**C. Additional Place of Employment Information**

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Reiter Berry Farms	Beach 1 36.873740, -121.804955 Watsonville, California 95076 SANTA CRUZ COUNTY	Point of Contact: Victor Sepulveda 831-750-9371	6/1/2026	10/30/2026	1
Reiter Berry Farms	Beach 2 36.873740, -121.804955 Watsonville, California 95076 SANTA CRUZ COUNTY	Point of Contact: Victor Sepulveda 831-750-9371	6/1/2026	10/30/2026	1
Reiter Berry Farms	Harney 36.881973, -121.805999 Watsonville, California 95076 SANTA CRUZ COUNTY	Point of Contact: Victor Sepulveda 831-750-9371	6/1/2026	10/30/2026	1
Reiter Berry Farms	Struve 2080 W. Beach Rd Watsonville, California 95076 SANTA CRUZ COUNTY	Point of Contact: Victor Sepulveda 831-750-9371	6/1/2026	10/30/2026	1
Reiter Berry Farms	Wilkinson 1125 San Juan Rd Watsonville, California 95076 SANTA CRUZ COUNTY	Point of Contact: Victor Sepulveda 831-750-9371	6/1/2026	10/30/2026	1
Reiter Berry Farms	Elkhorn 1945 Struve Rd Moss Landing, California 95039 MONTEREY COUNTY	Point of Contact: Victor Sepulveda 831-750-9371	6/1/2026	10/30/2026	1
Reiter Berry Farms	Kitayama 481 San Andreas Rd Watsonville, California 95076 SANTA CRUZ COUNTY	Point of Contact: Victor Sepulveda 831-750-9371	6/1/2026	10/30/2026	1
Reiter Berry Farms	Thompson Salinas 425 El Camino Real Salinas, California 93908 MONTEREY COUNTY	Point of Contact: Victor Sepulveda 831-750-9371	6/1/2026	10/30/2026	1
Reiter Berry Farms	MBA 130 McQuaide Dr Watsonville, California 95076 SANTA CRUZ COUNTY	Point of Contact: Victor Sepulveda 831-750-9371	6/1/2026	10/30/2026	1
Reiter Berry Farms	Colendich 457 Riverside Rd. Watsonville, California 95076 SANTA CRUZ COUNTY	Point of Contact: Jaime Lopez 831-319-3235	6/1/2026	10/30/2026	1

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**C. Additional Place of Employment Information**

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Reiter Berry Farms	Curtis 2 121 San Miguel Canyon Road. Watsonville, California 95004 SANTA CRUZ COUNTY	Point of Contact: Jaime Lopez 831-319-3235	6/1/2026	10/30/2026	1
Reiter Berry Farms	Hackman 17397 Murphy Hill Road Aromas, California 95076 SANTA CRUZ COUNTY	Point of Contact: Jaime Lopez 831-319-3235	6/1/2026	10/30/2026	1
Reiter Berry Farms	Hoyt 1535 San Juan Rd, Watsonville, California 95076 SANTA CRUZ COUNTY	Point of Contact: Jaime Lopez 831-319-3235	6/1/2026	10/30/2026	1
Reiter Berry Farms	Kett 2680 E. Lake Ave Watsonville, California 95076 SANTA CRUZ COUNTY	Point of Contact: Jaime Lopez 831-319-3235	6/1/2026	10/30/2026	1
Reiter Berry Farms	T-bone (McGrath ph3) 754 Casserly Road. Watsonville, California 95076 SANTA CRUZ COUNTY	Point of Contact: Jaime Lopez 831-319-3235	6/1/2026	10/30/2026	1
Reiter Berry Farms	McGrath - Dorothy 705 Casserly Road. Watsonville, California 95076 SANTA CRUZ COUNTY	Point of Contact: Jaime Lopez 831-319-3235	6/1/2026	10/30/2026	1
Reiter Berry Farms	Murphy 76 Murphy Crossing Road, Watsonville, California 95076 SANTA CRUZ COUNTY	Point of Contact: Jaime Lopez 831-319-3235	6/1/2026	10/30/2026	1
Reiter Berry Farms	Nugent 1201 E. Lake Ave. Watsonville, California 95076 SANTA CRUZ COUNTY	Point of Contact: Jaime Lopez 831-319-3235	6/1/2026	10/30/2026	1
Reiter Berry Farms	Pista 181 Varni Rd Corralitos, California 95076 SANTA CRUZ COUNTY	Point of Contact: Jaime Lopez 831-319-3235	6/1/2026	10/30/2026	1
Reiter Berry Farms	Riverside Sharon 537 Riverside Rd, Watsonville, California 95076 SANTA CRUZ COUNTY	Point of Contact: Jaime Lopez 831-319-3235	6/1/2026	10/30/2026	1

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**C. Additional Place of Employment Information**

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Reiter Berry Farms	Sambrailo 159 Coward Road, Watsonville, California 95076 SANTA CRUZ COUNTY	Point of Contact: Jaime Lopez 831-319-3235	6/1/2026	10/30/2026	1
Reiter Berry Farms	Santa Maria 153 Carlton Road, Watsonville, California 95076 SANTA CRUZ COUNTY	Point of Contact: Jaime Lopez 831-319-3235	6/1/2026	10/30/2026	1
Reiter Berry Farms	Siliman 550 Riverside Rd, Watsonville, California 95076 SANTA CRUZ COUNTY	Point of Contact: Jaime Lopez 831-319-3235	6/1/2026	10/30/2026	1
Reiter Berry Farms	Thorne April PO 113 San Miguel Canyon Road. Watsonville, California 95076 SANTA CRUZ COUNTY	Point of Contact: Jaime Lopez 831-319-3235	6/1/2026	10/30/2026	1
Reiter Berry Farms	Traverse 14434 Murphy Hill Road Aromas, California 95004 SANTA CRUZ COUNTY	Point of Contact: Jaime Lopez 831-319-3235	6/1/2026	10/30/2026	1
Reiter Berry Farms	Tynan 191 Coward Rd. Watsonville, California 95076 SANTA CRUZ COUNTY	Point of Contact: Jaime Lopez 831-319-3235	6/1/2026	10/30/2026	1
Reiter Berry Farms	Varni 101 Varni Rd Corralitos, California 95076 SANTA CRUZ COUNTY	Point of Contact: Jaime Lopez 831-319-3235	6/1/2026	10/30/2026	1
Reiter Berry Farms	Weikstorm 525 Quarry Rd Aromas, California 95004 MONTEREY COUNTY	Point of Contact: Jaime Lopez 831-319-3235	6/1/2026	10/30/2026	1
Rising Sun Berry Farms	Kalich 1475 San Juan Rd, Watsonville, California 95076 SANTA CRUZ COUNTY	Point of Contact: Tyler Armbrister 831-840-5341	6/1/2026	10/30/2026	1

**D. Additional Housing Information**

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

*a. Job Offer Information 1*

1. Section/Item Number *	<b>A.8a</b>	2. Name of Section or Category of Material Term or Condition *	<b>Job Duties</b>
<p><b>3. Details of Material Term or Condition (up to 3,500 characters) *</b>                  The Strawberry Field Supervisor supervises harvest field operations. This position oversees crew leads, harvest crews, punchers and stackers to ensure that ranch employees perform their duties efficiently and that the field harvest activities are carried out as scheduled. The Strawberry Field Supervisor monitors field materials and ensures the safety of the employees while working in the fields, in alignment with the Company's mission and values.</p> <p><b>Harvest Supervision:</b>                  Oversees daily harvest through direct supervision of Crew Leads, ensuring safe, efficient, and compliant field harvesting practices.                  Ensure a well-organized, clean, and safe field work environment that aligns with the ranch's standard for maintenance and housekeeping.                  Oversees harvest quality standards, ensuring berries meet size, quality, and packaging specifications for fresh-market fruit.                  Monitor crop and field conditions daily and identify issues (diseases, pests, irrigation issues) and escalate immediately to the grower/production manager.                  Estimate field material needs and coordinate with crew leads and growers.</p> <p><b>Field Coordination:</b>                  Collaborates with crew leads to improve field workflow and harvesting practices.                  Support crew leads and team members by addressing and supporting them with their needs to facilitate field activities.</p> <p>Coordinate crew movement between blocks as directed, optimizing harvest efficiency while complying with H2A rules prohibiting unauthorized task reassignment.                  Identify training needs and provide hands-on instruction to improve harvest quality and harvesting pace.</p> <p><b>People Management:</b>                  Oversees the crew leads, harvest crews, punchers and stackers to ensure field harvesting tasks are performed correctly and efficiently.                  Promote a positive field work environment by resolving conflicts promptly and escalating employee relations issues when necessary to Management.                  Make recommendations related to discipline and performance issues as per the progressive discipline policy.                  Ensure all workers understand their field job duties, expectations, and safety rules through consistent communication and reinforcement.                  Ensure all employees have proper personal protective equipment (PPE) and tools for field work and replace items as needed.</p> <p><b>Compliance:</b>                  Ensure compliance with all applicable agricultural safety, food safety, labor, and regulatory requirements (Grower, DSA, State, Federal, Global GAP, FSMA) This includes supporting the completion of necessary reports and documentation, verifying that employees have received the required food safety training, and confirming that field activities follow food safety protocols.                  Attend all required trainings and meetings, and comply with all local, state, and federal labor laws, food safety audits, company policies and agricultural worker safety regulations.                  Ensure compliance with company policies and all applicable local, state, federal regulations by overseeing the accurate and timely completion of required field-related paperwork. This includes, but is not limited to, meal waivers, 7th day work acknowledgements, workweek documentation, and time-off forms, all of which must be submitted promptly to management.                  Assist with monthly safety training as needed.                  Ensure compliance with H-2A regulations including:                  Prohibited unauthorized job duties                  Following required rest and meal periods.                  Maintaining accurate time and harvest records</p>			

*b. Job Offer Information 2*

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

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

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

c. Job Offer Information 3

1. Section/Item Number *	B.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 (up to 3,500 characters) *</p> <p>12 months of experience in strawberry Field Supervisory. A valid CA[WJ2.1][AE2.2] drivers License is required and ability to travel short distances during workday.</p> <p>Working Conditions:          Environmental Conditions: Work is conducted outdoors in variable weather conditions with large temperature fluctuations (50-90 degrees). Exposure to bees, wasps, snakes, chemicals, pesticides, etc.</p> <p>Tools, Equipment Used: cellular phone, tablet, farm equipment and vehicles, and handheld data collection devices.</p>			

d. Job Offer Information 4

1. Section/Item Number *	C.6	2. Name of Section or Category of Material Term or Condition *	Additional Place of Employment Information
<p>3. Details of Material Term or Condition (up to 3,500 characters) *</p> <p>Field supervision duties will be performed in the fields in Santa Cruz and Monterey Counties, California and consists of one area of intended employment as defined in 20 CFR §655.103(b). Specifically, the harvesting will be completed at the following location, which is owned or operated by:</p> <p>Points of Contact          Reiter Berry Farms Carlos Torres 831-750-7074          Reiter Berry Farms Jaime Lopez 831-319-3235          Reiter Berry Farms Victor Sepulveda 831-750-9371          Rising Sun Farms Tyler Armbrister 831-840-5341</p>			

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



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

*e. Job Offer Information 5*

1. Section/Item Number *	<b>G.1</b>	2. Name of Section or Category of Material Term or Condition *	<b>Referral and Hiring Instructions</b>
<p><b>3. Details of Material Term or Condition (up to 3,500 characters) *</b>          Applicants should thoroughly familiarize themselves with the job specifications and the terms and conditions of employment in this Clearance Order before contacting the employer or seeking a referral. Only workers meeting all the qualifications for Employment, who are able, willing and qualified to perform the work, with or without reasonable accommodations, who are eligible for employment in the United States, and who are available at the time and place needed should be referred to the employer.</p> <p>Applicants will be interviewed in person or by telephone and job offers will be extended to qualified, eligible applicants. Telephone or in-person interviews will be at no cost to workers. The employment application is completed on the first day of work and on that day the crews will receive an orientation/training session.</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, the Employer requests that the Employment Service staff apprise applicants that they will be required to provide documentary proof of work authorization to the Employer.</p> <p>Walk-in applications will be accepted at:          411 Walker St, Watsonville, CA 95076</p> <p>AgEmpleo Referral Contact:          Azucena Espindola          Telephone: (831) 235-3436          Email address: agempleo@berry.net</p> <p>Contact hours are Monday through Friday between 8:00 a.m. and 5:00 p.m. All referrals from State Workforce Agencies must be sent to the employer by email or telephone and must include referral contact name, phone number, and email address if an email address is available. Collect telephone calls will not be accepted directly from job applicants and persons inquiring about employment.</p> <p>Applicants and referrals will not be considered to have applied until a properly completed and signed application is provided to the employer indicating that the worker has received a copy in writing of the Migrant and Seasonal Agricultural Worker employment disclosures (or Contract containing disclosures) required by law.</p> <p>All applicants must verify they possess the required work experience by providing a valid working telephone number and contact name of the former or existing employer so that employment experience may be verified.</p> <p>Telephone Number to Apply: +1 (831) 235-3436          Email Address to Apply: agempleo@berry.net          Website address (URL) to Apply: N/A</p>			

*f. Job Offer Information 6*

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

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

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

*g. Job Offer Information 7*

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - EMPLOYER CONTACT INFORMATION
3. Details of Material Term or Condition ( <i>up to 3,500 characters</i> ) *			
<b>EMPLOYER CONTACT INFORMATION</b>			
AgEmpleo, LLC (also referred to herein as "AgEmpleo" "Employer" or "Company") is headquartered in Watsonville, California (411 Walker St., Watsonville, CA 95076), Phone: (831)809-5959. AgEmpleo is a registered Farm Labor Contractor			

*h. Job Offer Information 8*

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

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



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

*i. Job Offer Information 9*

1. Section/Item Number *	<b>A.8a</b>	2. Name of Section or Category of Material Term or Condition *	<b>Job Duties - Work Schedule</b>
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Work Schedule</p> <p>Workers will work 6:30 A.M. – 2:00 P.M., Monday through Saturday, 7 hours per day, for a total of 42 hours. Working hours will be 6:30 am to 2:00 pm but may start later or earlier depending on the time of year. Workers may be requested to work on Sundays or Federal Holidays depending on the conditions of the fields, weather, and maturity of the crop. Overtime may be requested. However, Employer does not require overtime or work on Sundays or Federal Holidays. The Employer abides by California Wage Order 14.</p> <p>This is regular, full-time work for a temporary period of time requiring the worker to be available for work on a daily basis. This is not “day work”. Excessive tardiness and/or absences will not be tolerated and will result in disciplinary action in accordance to company policies.</p> <p>The working hours will be, 6:30 am to 2:00 pm from Monday to Saturday, but may start later depending on the time of year, hours of daylight, weather and production requirements. An unpaid lunch break of 30 minutes and two paid 10-minute work breaks are provided. On workdays of less than 5 hours no lunch break will be provided. Workers are notified of any change in the start time.</p> <p>All employees not occupying employer-provided housing must provide the Company with contact information before the worker commences employment. This contact information may be used to notify the workers not to report work due to inclement weather or when work is not available or to notify the workers of any change in the worker's daily schedule, or for any other reason.</p>			

*j. Job Offer Information 10*

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

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



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

*k. Job Offer Information 11*

1. Section/Item Number *	<b>A.8a</b>	2. Name of Section or Category of Material Term or Condition *	<b>Job Duties - TERMINATIONS:</b>
<p><b>3. Details of Material Term or Condition (up to 3,500 characters) *</b>                  TERMINATIONS: The employer may terminate the worker with notification to the Employment Service if the worker: (a) refuses without justified cause to perform work for which the worker was recruited and hired; (b) commits serious acts of misconduct; or (c) maligners or otherwise refuses to work in accordance with direction or is otherwise obviously unqualified to perform the job; (d) is physically able but does not demonstrate the willingness to perform the work necessary; and, (e) other lawful job-related reasons. Three unexcused absences by the worker will be considered a job-related reason for worker termination. Workers who become ill or injured for non-work-related reasons and are unable to perform essential functions of the job will be released for cause.</p> <p>In the event of termination for medical reasons occurring after the arrival on the job, or occurring as a result of employment, or in the event of termination resulting from an Act of God, the employer will pay or provide reasonable costs of return transportation and subsistence to the place where the worker departed to the employer's place of employment. For H-2A workers coming from outside the United States, the law defines the place from where the worker departed to the employer's place of employment as the place of recruitment as defined above. Additionally, the employer will reimburse worker for reasonable costs of transportation and subsistence (meals) incurred by the worker to get to the place of employment.</p> <p>Additional Grounds of Termination: Violation of Performance Standards and Company Policies</p> <p>a.Failure or refusal after any break-in period to satisfactorily complete duties described in (job specifications) with reasonable diligence                  b.Failure to perform work in accordance with terms of this agreement                  c.Wanton disrespect to employer-designated representative and not following specific work-related instructions                  d.Committing an act of misconduct, such as severe or willful damage/injury, housing, equipment, or fighting or willful injury to co-worker(s) or any other person                  e.Engaging in work during the period of this contract for any person other than employer                  f.Violating any U.S., State, or local laws                  g.Failure to report for work without justified cause                  h.Leaving work without employer's permission                  i.Possession of firearms or other weapons without prior employer authorization; and                  j.Drinking alcoholic beverages on the job or other substance abuse.</p> <p>Employer will apply the above standards on a nondiscriminatory basis as required by law.</p>			

*l. Job Offer Information 12*

1. Section/Item Number *	<b>A.8a</b>	2. Name of Section or Category of Material Term or Condition *	<b>Job Duties - Wage Offer Part I</b>
<p><b>3. Details of Material Term or Condition (up to 3,500 characters) *</b>                  Worker will be paid not less than the higher of the AEWR in effect at the time work is performed, the prevailing hourly wage or piece rate, the agreed upon collective bargaining wage, or the Federal or State minimum wage for all hours worked.</p> <p>The Employer may pay a different wage (i.e. piece rate) but only if such wage change results in a wage equal to or higher than the AEWR or published prevailing rate, if any. Such different piece rates may apply during the contract period based on market conditions. Moreover, the Employer may pay an hourly rate higher than the AEWR based on the experience level of an employee, length of employment with 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>Overtime: Workers will be paid overtime after 8 hours per day and or 40 hours per week for work performed in California. The employer will abide by the seventh (7) day of rest rules.</p> <p>Overtime wage rate: One and one-half times the regular rate of pay for work performed in California Hourly Rate: \$20.85/hour, overtime is \$31.28 and \$41.70 for double time: i.e. double the employee's regular rate of pay for all hours worked over eight (8) on the seventh (7th) consecutive day of work in the workweek.</p> <p>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</p> <p>Payday: Worker will be paid on a weekly basis by check or by card. Employees have the option to be paid by either paper checks or debit cards. Payday is Wednesday of the week following the end of the payroll period.</p> <p>Employees have the option to be paid by either paper check or debit card. The employer will cover the costs associated with bank charges, if any, associated with debit cards to the extent charges result from the employer's payment of wages. The employer does not pay for costs, if any, resulting from the use of debit cards for an employee's personal use (i.e. use of the debit card at ATM's at unrelated banks or retail outlets.)</p>			

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

*m. Job Offer Information 13*

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - Inbound/Outbound Additional Information
<p><b>3. Details of Material Term or Condition (up to 3,500 characters) *</b>                  For workers who complete 50 percent of the work period, the Employer will reimburse the worker for costs incurred by the worker for transportation and reasonable subsistence from the place from which the worker came to work for the Company which is the place of recruitment which for the H-2A workers is Jalisco , Michoacan and Baja California, Mexico. For U.S. workers who come to work for the employer from beyond a reasonable commute distance, the Employer will reimburse such costs or advance such costs if the Employer advanced such costs for H-2A workers.</p> <p>Notwithstanding the language in the preceding paragraph (i.e. reimbursement of inbound transportation and subsistence and visa costs at the 50% mark), the employer will reimburse inbound transportation and subsistence and visa costs before the end of the first week, if required by law. (i.e. If an employee (U.S. or H-2A worker) pays for inbound transportation and/or subsistence and such costs reduces the first work week's wage below the required wage rate, the Employer will reimburse the employee before the end of the first work week.)</p> <p>Inbound: The Employer will either provide bus transportation to travel from the place of recruitment (Jalisco , Michoacan and Baja California, Mexico) to the Tijuana Border, at no charge to the workers. Then the Employer will provide transportation for the workers to travel from the Border to the place of employment, at no cost to the workers. The Employer will reimburse the workers for any additional reasonable travel expenses. For U.S. workers who come to work for the Employer from beyond a reasonable commute distance, the Employer will reimburse inbound transportation and subsistence or advance such costs, when required, from the place of recruitment to the worksite.</p> <p>Outbound: The Employer will provide a bus for the workers to travel from the place of employment to the place of recruitment, at no charge to the workers. The Employer will reimburse the workers for any additional reasonable travel expenses. For U.S. workers who come to work for the Employer from beyond a reasonable commute distance, the Employer will reimburse outbound transportation and subsistence or advance such costs, when required, from the place of employment to the place of recruitment.</p> <p>The subsistence rate during inbound and outbound transportation is \$16.78 per day without receipts and \$68.00 with receipts.</p>			

*n. Job Offer Information 14*

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - REQUIRED DEPARTURE
<p><b>3. Details of Material Term or Condition (up to 3,500 characters) *</b>  <b>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.</b></p>			

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

*o. Job Offer Information 15*

1. Section/Item Number *	<b>F.2</b>	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - ARRIVAL/DEPARTURE RECORDS:
3. Details of Material Term or Condition ( <i>up to 3,500 characters</i> ) *			
<p>ARRIVAL/DEPARTURE RECORDS: Employees permit the employer and/or employer's agents to access electronically-issued Arrival/Departure Records (Form I-94) issued by the Customs and Border Protections.</p> <p>During the travel described above (inbound and outbound transportation), the employer will pay for or reimburse daily meals by providing each worker:</p> <ul style="list-style-type: none"><li>a. No less than \$16.78 per day</li><li>b. No more than \$68.00 per day with receipts</li></ul>			

*p. Job Offer Information 16*

1. Section/Item Number *	<b>F.1</b>	2. Name of Section or Category of Material Term or Condition *	Daily Transportation - TRANSPORTATION AND DAILY SUBSISTENCE
3. Details of Material Term or Condition ( <i>up to 3,500 characters</i> ) *			
<p>No worker will be required, as a condition of employment, to utilize any of the transportation offered by the Company. Such voluntary transportation will include buses and will be in accordance with applicable laws and regulations. The capacity of the buses range from 44-48 workers. Employer plans on using 1 such bus. Workers are free to provide their own transportation to and from the daily work site. The employer will pick up workers at the housing facility approximately 45 minutes before the start time and will drop off workers at the housing facility at the end of the workday.</p>			

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q. Job Offer Information 17

1. Section/Item Number *	<b>E.1</b>	2. Name of Section or Category of Material Term or Condition *	<b>Meal Provision - Housing Information Part I</b>
<p><b>3. Details of Material Term or Condition (up to 3,500 characters) *</b>          The employer will offer housing, bedding (mattresses, blankets, sheets, pillows and pillowcases), storage for personal belongings, and utilities at no cost to workers recruited from beyond normal commuting distances who are unable to return to their place of residence on a daily basis. The employer provides free dormitory-style housing which meets local, state, and federal standards. A copy of the housing contract is provided.</p> <p>The employer attests to the following: The public accommodations are compliant with the applicable housing health and safety standards set forth by the regulations in 20 CFR 655.122(d)(1)(ii). The units rented are sufficient to accommodate the number of workers requested. We attest that a local inspection is not required and that housing meets federal and state health and safety standards.</p> <p>Employer-provided housing will be clean and in compliance with applicable housing standards when made available for occupancy and will be maintained in compliance with applicable standards during the period of occupancy. The Employer assures that all rental and/or public accommodations will meet local, State or Federal Standards. Workers occupying employer-provided housing will be responsible for maintaining their living areas in a neat, clean manner and in compliance with the employer's "Housing Complex Rules", a copy of which will be provided upon assignment to housing. Specifically, workers must maintain housing in the same conditions as provided by the employer at the time of initial occupancy (i.e., beds may not be moved closer together; mattresses may not be moved onto the floor).</p> <p>Housing meets all the applicable standards:  <input type="checkbox"/> local <input checked="" type="checkbox"/> SWA <input type="checkbox"/> Other state authority <input type="checkbox"/> federal authority <input type="checkbox"/> other</p> <p>Family housing:          As provided by regulation, housing is to be provided to families who request it and only if it is the prevailing practice in the area of intended employment. It is not the practice in San Benito County, California to provide family housing.</p> <p>Workers may be reached at the following address and phone number:          ADDRESS: 411 Walker St, Watsonville, CA 95076          PHONE: (831) 235-3436</p> <p>Mail intended for worker should be addressed to the address above. In case of emergency only, workers occupying employer-provided housing may be contacted by calling the telephone number above.</p> <p>Workers eligible for employer-provided housing may elect to provide their own housing at the worker's expense. Such election must be in writing. Workers eligible for employer-provided housing who elect to provide their own housing may withdraw such election at any time during the period of employment, and upon doing so will be provided housing by the employer as set forth in this Clearance Order. A worker who elects to provide his or her own housing and subsequently withdraws such election may not again elect to provide his or her own housing during the same employment season.</p>			

r. Job Offer Information 18

1. Section/Item Number *	<b>E.1</b>	2. Name of Section or Category of Material Term or Condition *	<b>Meal Provision - Housing Information Part II</b>
<p><b>3. Details of Material Term or Condition (up to 3,500 characters) *</b>          The Company assumes no responsibility whatsoever for housing arranged by workers on their own. The employer will not provide a housing allowance or assistance to workers eligible for employer-provided housing who elect to provide their own housing. Workers who elect to provide their own housing will not be offered or provided transportation from their elected housing to pre-designated pick-up points (i.e., workers will not be picked up at their elected housing by the employer). Such workers may decide to provide their own transportation to and from the worksite. They may also decide to provide their own transportation to and from their own housing to the pre-designated pick-up points in order to ride free bus transportation to and from the pre-designated pick-up points to the fields where they will be working. The Employer may utilize the services of a carpool/van service using CalVans, in which vouchers will be provided to the workers who choose to use this voluntary service. Workers who choose to utilize the vanpool will not be charged for such use.</p> <p>Housing is offered to workers only. No housing will be provided to non-workers. Female workers will be offered housing with bedroom and bathroom facilities shared only with other female workers. Common areas of the housing may be shared with male workers.</p> <p>No tenancy in employer-provided housing is created by the offer of employer-provided housing. The employer retains possession and control of the housing premises at all time. Workers housed under the terms of this Clearance Order shall vacate the housing promptly upon termination of employment.</p> <p>Reasonable repair costs of damage other than that cause by normal wear and tear will be deducted from the earnings of workers found to have been responsible for willful or negligent damage to housing or furnishings. The employer will not make any deduction from the wage or require any reimbursement from an employee for any cash shortage, breakage, or loss of equipment, unless it can be shown that such shortage, breakage, or loss is caused by a dishonest or willful act, or by the gross negligence of the employee.</p>			

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

s. Job Offer Information 19

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Additional Information Regarding Job Qualifications/Requirements Part I
3.		Details of Material Term or Condition (up to 3,500 characters) *	<p><b>Essential physical / mental / environmental demands:</b>                      Standing: standing will be required while performing a great majority of the job activities.                      Walking: Must be able to safely navigate across public streets and to travel between field blocks and offices, between 1-2hours daily. Ability to transverse and stand on uneven surfaces (under different weather conditions – muddy/wet/windy).                      Lifting and Carrying: Occasional lifting up to 50 pounds                      Stooping and Bending: Minimal                      Squatting or Kneeling: Minimal                      Sitting: Sitting up to 3 hours a day (can stand at will)                      Pushing: Minimal not to exceed 50 pounds                      Pulling: Minimal not to exceed 50 pounds                      Reaching and Stretching: Minimal                      Driving: Must be able to safely and legally operate a vehicle in the work location</p> <p><b>General Specifications:</b></p> <p>Daily individual and/or crew work assignments will be made by, and at the sole discretion of, the employer as the needs of the business operation dictate. Worker must perform the assigned work and may not switch work assignments without specific authorization of a company supervisor. Worker must be willing, able, available, and qualified to perform the job duties described herein, with reasonable accommodations. Specifically, worker will be expected to perform any and all of the listed tasks assigned to the worker in a professional and efficient manner. All work must be performed in a manner that exhibits Generally Accepted Practices (GAP) and the utmost in food safety at all times.</p> <p>Instructions and general supervision will be provided by company management. However, worker are expected to perform their duties in a timely and proficient manner and to maintain quality standards without close direct supervision. This is a very demanding and competitive business in which quality inspections and good agricultural practices must be rigorously adhered to. Sloppy, inconsistent, or improper work will not be tolerated. All work must be performed in a manner that exhibits Generally Accepted Practices (GAP) and the utmost in food safety at all times. The strawberry Field Supervisor will be evaluated by their supervisor(s) after seven days of actual harvesting based on performance factors, such as ability to correctly identify the product for harvesting, effectively oversee harvesting activities, and ensure compliance with established harvesting standards. strawberry Field Supervisors whose job performance is sloppy, inconsistent, inefficient, or improper may be terminated for cause.</p> <p>All safety rules and instructions must be meticulously observed throughout the workday. All rules and policies must be followed, to the extent that they do not conflict with the provisions of this Clearance Order and/or the U.S. Department of Labor's H-2A regulations. All Food Safety rules must be adhered to, including gloves. A copy of the applicable rules and policies will be provided to each worker on or before the first day of work. Failure to comply with the Company policies and/or meet expectations will result in the applications of disciplinary procedures, up to and including termination.</p>

t. Job Offer Information 20

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Additional Information Regarding Job Qualifications/Requirements Part II
3.		Details of Material Term or Condition (up to 3,500 characters) *	<p>No persons conducting activities prohibited by law are permitted on company premises or in housing. Visitors are not permitted to remain in the housing overnight. Importantly, no children may be present at or adjacent to the worksite, or left in vehicles at or adjacent to the work site, or in Company provided housing during the workday. Workers arriving to work with, or other non-workers will be sent home.</p> <p>Employees must not report for work, enter the worksite, or perform service while under the influence of or having used alcohol or any illegal controlled substance. Employees must not report for work, or perform services, while under the influence of, or impaired by, prescription drugs, medications or other substances that may in any way adversely affect their alertness, coordination, reaction response or safety. The Company may require the worker to submit to a drug/alcohol test, at the employer's expense, upon the occurrence of a reportable accident, or upon reasonable suspicion, or if the employee's name is randomly drawn in conjunction with the Company's Substance Abuse Policy.</p> <p>Drug screening is post offer, can be random, and is at no cost to the employees.</p> <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 cellular phone, tablet, farm equipment, vehicle and handheld data collection devices 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 such it can be shown that shortage, breakage, or loss is caused by a dishonest or willful act, or by the gross negligence of the employee.</p> <p>Dispute Resolution Agreement: A copy of the applicable rules and policies will be provided to each worker on or before the first day of work, which includes a Dispute Resolution Agreement (DRA) outlining procedures to follow in raising concerns to seek their prompt resolution with an option to arbitrate unresolved matters; the DRA will be provided to employees with a copy of the H-2A Contract/Clearance Order. The DRA does not preclude the Employee from filing claims with the America's Job Center of California offices (AJCCs) under the Employment Services Complaint System. Every employee exercising rights under the law or under the DRA is protected from retaliation from any member of the Company's management team (e.g., for filing any Dispute administrative claim such as through the AJCCs or pursuing a claim through arbitration, regardless of the outcome).</p>

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

*u. Job Offer Information 21*

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

*v. Job Offer Information 22*

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

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

w. Job Offer Information 23

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Pay Deductions - TERMS AND CONDITION CHANGES:
3. Details of Material Term or Condition (up to 3,500 characters) *			
TERMS AND CONDITION CHANGES: The Employer will expeditiously notify the order holding office or State agency by telephone immediately upon learning that a crop is maturing earlier or later, or that weather conditions, over-recruitment, or other factors have changed the terms and conditions of employment.			

x. Job Offer Information 24

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

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