



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

**A. Job Offer Information**

|                                                                                                                                                                                                      |                |                                                                            |                                 |                                 |              |                                                                                                                                                                                                                    |                                                                       |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|----------------------------------------------------------------------------|---------------------------------|---------------------------------|--------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|
| 1. Job Title * <b>Harvesters</b>                                                                                                                                                                     |                |                                                                            |                                 |                                 |              |                                                                                                                                                                                                                    |                                                                       |
| 2. Workers Needed *                                                                                                                                                                                  | a. Total       | b. H-2A Workers                                                            | Period of Intended Employment   |                                 |              |                                                                                                                                                                                                                    |                                                                       |
|                                                                                                                                                                                                      | <b>75</b>      | <b>75</b>                                                                  | 3. First Date * <b>9/7/2026</b> | 4. Last Date * <b>4/10/2027</b> |              |                                                                                                                                                                                                                    |                                                                       |
| 5. Will this job generally require the worker to be on-call 24 hours a day and 7 days a week? *<br>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>36</b>                                                                                                                                                                                            | a. Total Hours | <b>6</b>                                                                   | c. Monday                       | <b>6</b>                        | e. Wednesday | <b>6</b>                                                                                                                                                                                                           | g. Friday                                                             |
| <b>0</b>                                                                                                                                                                                             | b. Sunday      | <b>6</b>                                                                   | d. Tuesday                      | <b>6</b>                        | f. Thursday  | <b>6</b>                                                                                                                                                                                                           | h. Saturday                                                           |
|                                                                                                                                                                                                      |                |                                                                            |                                 |                                 |              | a. <b>7</b> : <b>00</b>                                                                                                                                                                                            | <input checked="" type="checkbox"/> AM<br><input type="checkbox"/> PM |
|                                                                                                                                                                                                      |                |                                                                            |                                 |                                 |              | b. <b>2</b> : <b>00</b>                                                                                                                                                                                            | <input type="checkbox"/> AM<br><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. *<br>(Please begin response on this form and use Addendum C if additional space is needed.)<br><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>15</b> . <b>00</b>                                                                                                                                                                             |                | <input checked="" type="checkbox"/> HOUR<br><input type="checkbox"/> MONTH |                                 | \$ <b>02</b> . <b>75</b>        |              | Strawberry Harvesting \$2.75 per 12 oz pint flat and up depending upon condition (minimum units per hour based on production standards). Estimated hourly wage equivalent is \$15.00. \$15.00 per hour guaranteed. |                                                                       |
| 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 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). *<br>(Please begin response on this form and use Addendum C if additional space is needed.)<br><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. *                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |  | 3. Training: number of <u>months</u> required. *                                    |  |
| 2                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |  | 0                                                                                   |  |
| 4. Basic Job Requirements (check all that apply) §                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |  |                                                                                     |  |
| <input type="checkbox"/> a. Certification/license requirements                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |  | <input checked="" type="checkbox"/> f. Exposure to extreme temperatures             |  |
| <input type="checkbox"/> b. Driver requirements                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |  | <input checked="" type="checkbox"/> g. Extensive pushing or pulling                 |  |
| <input type="checkbox"/> c. Criminal background check                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |  | <input checked="" type="checkbox"/> h. Extensive sitting or walking                 |  |
| <input type="checkbox"/> d. Drug screen                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |  | <input checked="" type="checkbox"/> i. Frequent stooping or bending over            |  |
| <input checked="" type="checkbox"/> e. Lifting requirement <u>100</u> lbs.                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |  | <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. *<br>(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)<br>The first 7 working (business) days of employment are considered as an introductory period as set forth in the Company Employee Handbook. This will be time to learn and understand tasks involved in the job position.<br><br>The employer requires 2-months verifiable agricultural experience. |  |                                                                                     |  |

**C. Place of Employment Information**

|                                                                                                                                                                                                                                                                                                                                                                                                                              |            |                  |                                                                      |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|------------------|----------------------------------------------------------------------|
| 1. Place of Employment Address/Location *                                                                                                                                                                                                                                                                                                                                                                                    |            |                  |                                                                      |
| 19974 Grange Hall Loop                                                                                                                                                                                                                                                                                                                                                                                                       |            |                  |                                                                      |
| 2. City *                                                                                                                                                                                                                                                                                                                                                                                                                    | 3. State * | 4. Postal Code * | 5. County *                                                          |
| Wimauma                                                                                                                                                                                                                                                                                                                                                                                                                      | Florida    | 33598            | Hillsborough County                                                  |
| 6. Additional Place of Employment Information. (If no additional information, enter " <b>NONE</b> " below) *<br>Seaboard Berry Farms leases and controls the work-site locations.<br><br># of workers needed seventy-five (75) and dates of need 09/07/2026 to 04/10/2027.<br>21 workers needed starting 09/7/2026, 24 workers will start 11/08/2026, 16 workers will start 12/7/2026, and 14 workers will start 01/11/2027, |            |                  |                                                                      |
| 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 *                                                                                                                                                                                                                                                                                    |            |                  |                                                                      |
| 21301 Hobbs Road                                                                                                                                                                                                                                                                                                 |            |                  |                                                                      |
| 2. City *                                                                                                                                                                                                                                                                                                        | 3. State * | 4. Postal Code * | 5. County *                                                          |
| Wimauma                                                                                                                                                                                                                                                                                                          | Florida    | 33598            | Hillsborough County                                                  |
| 6. Type of Housing (check only one) *<br><input checked="" type="checkbox"/> Employer-provided (including mobile or range) <input type="checkbox"/> Rental or public                                                                                                                                             |            | 7. Total Units * | 8. Total Occupancy *                                                 |
|                                                                                                                                                                                                                                                                                                                  |            | 13               | 92                                                                   |
| 9. Identify the entity that determined the housing met all applicable standards: *<br><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) *<br>See Addendum C                                                                                                                                                                                              |            |                  |                                                                      |
| 11. Is a completed <b>Addendum B</b> providing additional information on housing that will be provided to workers attached to this job order? *                                                                                                                                                                  |            |                  | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> N/A |

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**E. Provision of Meals**

1. Describe how the employer will provide each worker with three meals per day or furnish free and convenient cooking and kitchen facilities. \*

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

The employer will provide free and convenient cooking and kitchen facilities and free weekly transportation to the grocery store to workers living in employer-provided housing which will enable workers to prepare their own meals.

2. The employer: \*

☒ **WILL NOT** charge workers for meals.

☐ **WILL** 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.)

See Addendum C

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**



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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.)

Workers are screened for compliance with the following criteria: a) confirm ability, availability, qualifications, and willingness to perform work described and confirm intention to work the entire season; b) local workers confirm availability and reliable daily transportation to and from the job site for the entire season. Nonlocal workers confirm availability of transportation to job site to begin work; c) confirmation of full disclosure of all terms, conditions, and nature of work; d) confirmation of legal qualifications to work in the U.S.

All referrals are encouraged to contact their nearest career center for pre-employment screening before contacting employer. All interstate applicants are encouraged but not required to first contact the nearest [one-stop] career center prior to contacting the employer for any updated information regarding the job prior to referral.

All referrals are to be directed to the Human Resource Department at 3932 Moores Lake Rd. Dover, FL 33527. Telephone: 805-889-3558. Collect calls will not be accepted. Walk-in applications will be accepted for interview. Hours for all Referred and Walk-In Applicants are Monday through Friday from 8 a.m. to 12 p.m. and from 1 p.m. to 5 p.m.

Prior to referral, each worker should either read or have read to them a copy of the Job Offer and that they understand all terms and conditions of employment as noted in the order. All workers should also be advised that they will be expected to work for the total period of employment as noted in the Job Offer and should be available to work in any one of the listed job activities at the discretion of the employer.

All hired referred and walk-in applicants must bring with them original documentation of identity and employment eligibility documents (original documents only), sufficient to complete the I-9 Form within 3 days of employment. All workers from within normal commuting distance recruited against this Job Order will not be provided housing and transportation.

2. Telephone Number to Apply \*  
+1 (805) 889-3558

3. Extension §  
N/A

4. Email Address to Apply \*  
miguel.guerrero@berry.net

5. Website Address (URL) to Apply \*  
N/A

H. Additional Material Terms and Conditions of the Job Offer

1. Is a completed **Addendum C** providing additional information about the material terms, conditions, and benefits (monetary and non-monetary) that will be provided by the employer attached to this job order? \*

☒ Yes ☐ No

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 655.122(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)(3)(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 *<br>Guerrero           | 2. First (given) name *<br>Miguel | 3. Middle initial § |
| 4. Title *<br>Administrative Business Partner |                                   |                     |

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|                                                                                                                  |                               |
|------------------------------------------------------------------------------------------------------------------|-------------------------------|
| 5. Signature (or digital signature) *<br>Digital Signature Verified and Retained<br>By <i>Certifying Officer</i> | 6. Date signed *<br>7/17/2026 |
|------------------------------------------------------------------------------------------------------------------|-------------------------------|

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

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

| Crop ID | Crop or Agricultural Activity | Wage Offer | Per        | Piece Rate Units / Estimated Hourly Rate / Special Pay Information                                                                                                                                                  |
|---------|-------------------------------|------------|------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|         | Strawberry Planting-          | \$ 15 . 00 | Hour       | \$15.00 per hour guaranteed                                                                                                                                                                                         |
|         | Strawberry Harvesting         | \$ 02 . 75 | Piece Rate | \$2.75 per 12 oz pint flat and up depending upon condition (minimum units per hour based on production standards). Estimated hourly wage equivalent is \$15.00 or 5.45 units per hour. \$15.00 per hour guaranteed. |
|         | Weeding                       | \$ 15 . 00 | Hour       | \$15.00 per hour guaranteed                                                                                                                                                                                         |
|         | Strawberry Harvesting (Hand)  | \$ 02 . 75 | Piece Rate | \$2.75 per 12 one pint flats (~12 lbs) and up depending upon condition (minimum 4.51 units per hour). Estimated hourly wage equivalent is \$12.40, or 4.51 units per hour. \$15.00 per hour guaranteed.             |
|         | Strawberry Harvesting (Hand)  | \$ 02 . 75 | Piece Rate | \$2.75 per 8 clam shells (~10 lbs) and up depending upon condition (minimum 4.79 units per hour). Estimated hourly wage equivalent is \$13.17, or 4.79 units per hour. \$15.00 per hour guaranteed.                 |
|         | Strawberry Harvesting (Hand)  | \$ 02 . 75 | Piece Rate | \$2.75 per 4 clam shells (~10 lbs) and up depending upon condition (minimum 4.79 units per hour). Estimated hourly wage equivalent is \$13.17, or 4.79 units per hour. \$15.00 per hour guaranteed.                 |
|         | Strawberry Harvesting (Hand)  | \$ 02 . 75 | Piece Rate | \$2.75 per 12 (8 oz) clam shells (~8 lbs) and up depending upon condition (minimum 5.9 units per hour). Estimated hourly wage equivalent is \$16.23, or 5.9 units per hour. \$15.00 per hour guaranteed.            |
|         | Strawberry Harvesting (Hand)  | \$ 02 . 75 | Piece Rate | \$2.75 per consumer stem clam shell (~4 lbs) and up depending upon condition (minimum 4.51 units per hour). Estimated hourly wage equivalent is \$12.40, or 4.51 units per hour. \$15.00 per hour guaranteed.       |
|         | Strawberry Harvesting (Hand)  | \$ 02 . 75 | Piece Rate | \$2.75 per crate (~8 lbs) and up depending upon condition (minimum 6.13 units per hour). Estimated hourly wage equivalent is \$16.86, or 6.13 units per hour. \$15.00 per hour guaranteed.                          |
|         | Strawberry Harvesting (Hand)  | \$ 02 . 75 | Piece Rate | \$2.75 per 8 clam shells (~8 lbs, 1 lb export) and up depending upon condition (minimum 4.79 units per hour). Estimated hourly wage equivalent is \$13.17, or 4.79 units per hour. \$15.00 per hour guaranteed.     |

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

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

| Crop ID | Crop or Agricultural Activity      | Wage Offer | Per        | Piece Rate Units / Estimated Hourly Rate / Special Pay Information                                                                                                                                                                     |
|---------|------------------------------------|------------|------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|         | Strawberry Harvesting (Hand)       | \$ 02 75   | Piece Rate | \$2.75 per 12 (8 oz) clam shells (~6 lbs, 1b export) and up depending upon condition (minimum 5.9 units per hour). Estimated hourly wage equivalent is \$16.23, or 5.9 units per hour. \$15.00 per hour guaranteed.                    |
|         | Harvesting Processing Strawberries | \$ 01 10   | Piece Rate | \$1.10 per 20 lb. tub and up depending upon condition (minimum 6.97 units per hour). Estimated hourly wage equivalent is \$7.67, or 6.97 tubs per hour. \$15.00 per hour guaranteed.                                                   |
|         | Harvesting Juice Strawberries      | \$ 01 00   | Piece Rate | \$1.00 per 20 lb. tub and up depending upon condition (minimum 7.67 units per hour). Estimated hourly wage equivalent is \$7.67, or 7.67 tubs per hour. \$15.00 per hour guaranteed.                                                   |
|         | Assist in Plastic Laying           | \$ 15 00   | Hour       | \$15.00 per hour guaranteed                                                                                                                                                                                                            |
|         | Drip-tape Hook Up                  | \$ 15 00   | Hour       | \$15.00 per hour guaranteed                                                                                                                                                                                                            |
|         | Freeze Protection Activities       | \$ 15 00   | Hour       | \$15.00 per hour guaranteed                                                                                                                                                                                                            |
|         | General Farm Maintenance           | \$ 15 00   | Hour       | \$15.00 per hour guaranteed                                                                                                                                                                                                            |
|         | Fabric Laying                      | \$ 15 00   | Month      | \$15.00 per hour guaranteed                                                                                                                                                                                                            |
|         | Pruning                            | \$ 03 25   | Piece Rate | \$3.25 per row (each row may contain 12–13 laterals) and up depending upon condition. Lateral – sprinkler to sprinkler distance of 48'. Estimated hourly wage equivalent is \$16.25, or 5 units per hour. \$15.00 per hour guaranteed. |
|         | Cut Runners                        | \$ 03 25   | Piece Rate | \$3.25 per row (each row may contain 12–13 laterals) and up depending upon condition. Lateral – sprinkler to sprinkler distance of 48'. Estimated hourly wage equivalent is \$16.25, or 5 units per hour. \$15.00 per hour guaranteed. |

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

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

| Crop ID | Crop or Agricultural Activity      | Wage Offer | Per        | Piece Rate Units / Estimated Hourly Rate / Special Pay Information                                                                                                                                                                       |
|---------|------------------------------------|------------|------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|         | Stripping Fruit                    | \$ 06 . 50 | Piece Rate | \$6.50 per row (each row may contain 12–13 laterals) and up depending upon condition. Lateral – sprinkler to sprinkler distance of 48'. Estimated hourly wage equivalent is \$16.25, or 2.5 units per hour. \$15.00 per hour guaranteed. |
|         | Pull Plastic and Drip-tape Removal | \$ 07 . 80 | Piece Rate | \$7.80 per row (each row may contain 12–13 laterals) and up depending upon condition. Lateral – sprinkler to sprinkler distance of 48'. Estimated hourly wage equivalent is \$16.38, or 2.1 units per hour. \$15.00 per hour guaranteed. |
|         | General Farm Work                  | \$ 15 . 00 | Hour       | \$15.00 per hour guaranteed                                                                                                                                                                                                              |
|         | Runner and Plant Cutting/Trimming  | \$ 15 . 00 | Hour       | \$15.00 per hour guaranteed                                                                                                                                                                                                              |
|         | Repacking                          | \$ 15 . 00 | Hour       | \$15.00 per hour guaranteed                                                                                                                                                                                                              |
|         |                                    | \$ .       |            |                                                                                                                                                                                                                                          |
|         |                                    | \$ .       |            |                                                                                                                                                                                                                                          |
|         |                                    | \$ .       |            |                                                                                                                                                                                                                                          |
|         |                                    | \$ .       |            |                                                                                                                                                                                                                                          |
|         |                                    | \$ .       |            |                                                                                                                                                                                                                                          |

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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 § |
|------------------------------------|-------------------------------------------------------------------------|-------------------------------------------------|-----------------|---------------|--------------------|
| Seaboard Berry Farms LLC           | 20202 Hobbs Rd<br>Wimauma, Florida 33598<br>HILLSBOROUGH COUNTY         |                                                 | 9/7/2026        | 4/10/2027     | 75                 |
| Seaboard Berry Farms LLC           | 22140 Grange Hall Loop<br>Wimauma, Florida 33598<br>HILLSBOROUGH COUNTY |                                                 | 9/7/2026        | 4/10/2027     | 75                 |
| Seaboard Berry Farms LLC           | 20233 Keene Rd.<br>Wimauma, Florida 33598<br>HILLSBOROUGH COUNTY        |                                                 | 9/7/2026        | 4/10/2027     | 75                 |
| Seaboard Berry Farms LLC           | 18901 Grange Hall Loop<br>Wimauma, Florida 33598<br>HILLSBOROUGH COUNTY |                                                 | 9/7/2026        | 4/10/2027     | 75                 |
| Seaboard Berry Farms LLC           | 18207 Grange Hall Loop<br>Wimauma, Florida 33598<br>HILLSBOROUGH COUNTY |                                                 | 9/7/2026        | 4/10/2027     | 75                 |
| Seaboard Berry Farms LLC           | 18925 Grange Hall Loop<br>Wimauma, Florida 33598<br>HILLSBOROUGH COUNTY |                                                 | 9/7/2026        | 4/10/2027     | 75                 |
|                                    |                                                                         |                                                 |                 |               |                    |
|                                    |                                                                         |                                                 |                 |               |                    |
|                                    |                                                                         |                                                 |                 |               |                    |
|                                    |                                                                         |                                                 |                 |               |                    |

**D. Additional Housing Information**



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| 1. Type of Housing *                                                                                              | 2. Physical Location *                                          | 3. Additional Housing Information § | 4. Total Units * | 5. Total Occupancy * | 6. Inspection Entity *                                                                                                                                                                                                      |
|-------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|-------------------------------------|------------------|----------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <input checked="" type="checkbox"/> Employer-provided<br><input type="checkbox"/> Rental or public accommodations | 21302 Hobbs Rd<br>Wimauma, Florida 33598<br>HILLSBOROUGH COUNTY | Employer leased housing.            | 2                | 23                   | <input type="checkbox"/> Local authority<br><input checked="" type="checkbox"/> SWA<br><input type="checkbox"/> Other State authority<br><input type="checkbox"/> Federal authority<br><input type="checkbox"/> Other _____ |
| <input type="checkbox"/> Employer-provided<br><input type="checkbox"/> Rental or public accommodations            |                                                                 |                                     |                  |                      | <input type="checkbox"/> Local authority<br><input type="checkbox"/> SWA<br><input type="checkbox"/> Other State authority<br><input type="checkbox"/> Federal authority<br><input type="checkbox"/> Other _____            |
| <input type="checkbox"/> Employer-provided<br><input type="checkbox"/> Rental or public accommodations            |                                                                 |                                     |                  |                      | <input type="checkbox"/> Local authority<br><input type="checkbox"/> SWA<br><input type="checkbox"/> Other State authority<br><input type="checkbox"/> Federal authority<br><input type="checkbox"/> Other _____            |
| <input type="checkbox"/> Employer-provided<br><input type="checkbox"/> Rental or public accommodations            |                                                                 |                                     |                  |                      | <input type="checkbox"/> Local authority<br><input type="checkbox"/> SWA<br><input type="checkbox"/> Other State authority<br><input type="checkbox"/> Federal authority<br><input type="checkbox"/> Other _____            |
| <input type="checkbox"/> Employer-provided<br><input type="checkbox"/> Rental or public accommodations            |                                                                 |                                     |                  |                      | <input type="checkbox"/> Local authority<br><input type="checkbox"/> SWA<br><input type="checkbox"/> Other State authority<br><input type="checkbox"/> Federal authority<br><input type="checkbox"/> Other _____            |

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



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

*a. Job Offer Information 1*

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |      |                                                                |            |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|----------------------------------------------------------------|------------|
| 1. Section/Item Number *                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | A.8a | 2. Name of Section or Category of Material Term or Condition * | Job Duties |
| <p><b>3. Details of Material Term or Condition (up to 3,500 characters) *</b></p> <p>All Activities: Workers will perform all job specifications as instructed by the Farm Manager. Employees should adhere to all personal and equipment safety requirements. Duties may vary from time to time and may include all the following job specifications:</p> <p>Strawberry planting &amp; replanting: While carrying a bag of strawberry plants, the worker will walk down the row, bending, and placing one or two plants into each hole in the plastic and Worker will firm dirt around the plant. When replanting, the worker will remove unhealthy plants and replace them with new plants as instructed by supervisor.</p> <p>Strawberry Harvest: Workers will move down assigned rows picking all ripe strawberries, grading strawberries while harvesting, taking care to sort and pack containers by size, shape, color, quality, and quantity as directed. Each worker must pick the plants clean of all ripe fruit, sort, and pack all good strawberries into specified containers, within the box, according to very high-quality standards as set forth in the Company Production and Quality Standard. Strawberries not meeting quality standards will be packed or disposed of as determined by the Supervisor. Each worker should handle strawberries carefully to avoid bruising, as bruising will weaken the strawberry. Each harvesting worker is expected to move with the crew from row to row to maintain the efficiency level. Upon completion of each box picked, the worker will place their assigned numeric sticker on the box, take his/her packed box to the crate shed to be viewed for grade, receive credit on his/her assigned numeric sticker, and receive a new box with containers. Any containers that are over or under packed, or consist of poor-quality fruit, will be returned to the worker for repacking. Upon completion of an assigned row, the worker will move to the next vacant row to be picked. Workers may receive disciplinary notice if quality standards are not met.</p> <p>Harvest processed capped strawberries: As instructed, workers will move down assigned row picking all ripe strawberries and discarding any bad strawberries that show evidence of rot or insect damage. Workers will be instructed to remove the cap (calyx) of the strawberry with the aid of a slicing tool. Workers will pick the berry and remove caps. Capped berry will be dropped into harvesting tray, weighing approximately 20 lbs. When full, the trays are then taken to crate shed at the end of the row (worker receives credit on his/her assigned numeric sticker), and a new tray is obtained.</p> <p>Harvest process juice strawberries: As instructed, workers will move down assigned row picking all ripe strawberries and discarding any bad berries that show evidence of rot or insect damage. Uncapped berry will be dropped into harvesting tray, weighing approximately 20 lbs. When full the trays are then taken to crate shed at the end of the row (worker receives credit on his/her assigned numeric sticker), and a new tray is obtained.</p> <p>Fabric laying: As instructed, workers will move down drainage ditches at the end of the rows and assist in laying fabric material in ditch.</p> <p>Cutting/Trimming: Worker will walk down the row as instructed and cut/trim runners and leaves as directed from each strawberry plant as necessary.</p> <p>Weeding: Workers will remove weeds by using a hoe from the walkway and remove all weeds growing around plants by hand, workers will also help with weed control with machete, weed eater or zero turn. Workers will remove weeds from the growing area by raking piles of debris and dispose of it as instructed.</p> <p>Drip tape hookup: Workers will be required to cut drip-tape at end of bed as instructed and hook up drip-tape to main water line</p> <p>General freeze protection activities: The workers will place frost blanket coverings as instructed by their manager.</p> |      |                                                                |            |

*b. Job Offer Information 2*

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |      |                                                                |                     |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|----------------------------------------------------------------|---------------------|
| 1. Section/Item Number *                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | A.11 | 2. Name of Section or Category of Material Term or Condition * | Deductions from Pay |
| <p><b>3. Details of Material Term or Condition (up to 3,500 characters) *</b></p> <p>The employer will make the following deductions: FICA taxes, income tax, cash advances, overpayment of wages; and charges for any loss to the employer due to the worker's damage or loss of equipment or housing items where it is shown that the worker is responsible, any other deductions expressly authorized by the worker. No state income tax will be deducted.</p> <p>More information regarding the job: Workers will be offered the opportunity to elect medical, dental, vision and 401k plans. If the employee elects any of the optional benefits employees will have the weekly cost deductions from their paychecks.</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 *                                                                                                                                                                                                                                                                                                                                                                | D.10 | 2. Name of Section or Category of Material Term or Condition * | Additional Housing Information |
| 3. Details of Material Term or Condition ( <i>up to 3,500 characters</i> ) *                                                                                                                                                                                                                                                                                                            |      |                                                                |                                |
| <p>Employer leased housing.</p> <p>Family housing is not available, and the provision of family housing is not a prevailing practice in the area of intended employment. Co-ed housing is not offered; all female workers will be housed with other females and all male workers will be housed with other males.</p> <p>Laundry facilities are provided at no cost for the worker.</p> |      |                                                                |                                |

*d. Job Offer Information 4*

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |     |                                                                |                      |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|----------------------------------------------------------------|----------------------|
| 1. Section/Item Number *                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | F.1 | 2. Name of Section or Category of Material Term or Condition * | Daily Transportation |
| 3. Details of Material Term or Condition ( <i>up to 3,500 characters</i> ) *                                                                                                                                                                                                                                                                                                                                                                                                                                                   |     |                                                                |                      |
| <p>The employer will provide daily transportation to worksites within the farm, &amp; weekly transportation to a banking facility and grocery store, utilizing fixed-site employer-owned: one 14-passenger van and two 56-passenger buses. The van and buses are available all day, all transportation is at no cost to the worker. Transportation is available to all workers, including those who do not reside in employer-provided housing. The employer will use the housing unit as the designated pick-up location.</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*

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| 1. Section/Item Number *                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | <b>F.2</b> | 2. Name of Section or Category of Material Term or Condition * | <b>Inbound/Outbound Transportation</b> |
| <b>3. Details of Material Term or Condition (up to 3,500 characters) *</b><br>Inbound: Workers will determine their own inbound travel arrangements to the place of employment to begin the job contract. If arriving from the border, then the employer will make transportation arrangements from the border to the place of employment. The employer will reimburse all workers for their reasonable costs incurred by the worker for transportation and daily subsistence from the place from which the worker has come to work for the employer. |            |                                                                |                                        |

*f. Job Offer Information 6*

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| 1. Section/Item Number *                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | <b>A.8a</b> | 2. Name of Section or Category of Material Term or Condition * | <b>Job Duties - Job Duties Cont. - I</b> |
| <b>3. Details of Material Term or Condition (up to 3,500 characters) *</b><br>Plastic and drip-tape removal: Worker will unhook drip-tape from main water line, walk down row while pulling plastic down the bed until it is completely removed. Workers will take removed plastic to proper disposal as instructed.<br><br>General Farm Work The tasks the worker will perform include Apply much by row mulcher or by hand, apply ground cover to beds at the back of the machine or by hand, remove debris from bed preparation process to clean growing area, finish row ends with shovels provided by employer. Unload plants by hand from trucks and move plants to planting location by hand, remove and reinstall sprinklers during bed preparation and before planting, remove debris, boxes, and discard fruit from fields to keep growing clean areas, make sandbags.<br><br>Employees may be assigned to clean, scrub and finish details to leave housing in good condition for the following season.<br><br>Mow lawn: Workers may be assigned to mow lawn with a motorized lawn mower as a zero-turn riding mower, weed eater, etc.<br><br>Other duties:<br><br>Field Walker: Workers may be assigned to assist their supervisor in monitoring that harvesters don't leave fruit behind, and that overripe fruit is being removed from the plant. May be assigned to communicate to other workers the plan for the day as defined by the supervisor. Maintains work area clean and free of objects that may cause accidents. May be assigned to clean up trash, excess materials, and prepare the harvest trailer for the next day, and ensure clean and fresh water is always available. Workers will ensure that other workers have the required tools to perform their job.<br><br>Checking Quality: Employees may be assigned to ensure that the product delivered by the harvesters meets company standards in quality and appearance.<br><br>Repacking: If the fruit did not meet quality standards, workers may be required to repack the fruit, selecting the best fruit from the pallet.<br><br>Frost protection: Worker may be assigned to support the frost protection activities like cleaning ice from sprinklers or to place a frost blanket if needed. |             |                                                                |                                          |

**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*

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| 1. Section/Item Number *                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | A.8a | 2. Name of Section or Category of Material Term or Condition * | Job Duties - Job Duties Cont. - II |
| <b>3. Details of Material Term or Condition (up to 3,500 characters) *</b><br>General Specifications and Physical Requirements of the Job                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |      |                                                                |                                    |
| <p>Most of the workday is spent on one's feet, constantly in movement, and outdoors. Workers are rarely in one place for any period. It is estimated that 10% of the time will be spent packing, 10% growing and maintaining, and 80% harvesting the products. Workers must be able to stand, walk, sit, stoop, squat, kneel, crouch, bend (from the waist), push, pull, reach, lift and carry items weighing in range from 5 to 75 pounds during performing all required job specifications.</p> <p>All work is performed in outdoor agricultural fields and involves exposure to sun, wind, rain, soil, mud, dust, heat, cold and other natural elements. Workers must be able to withstand working in the direct sunlight, and conditions ranging from hot and humid weather, moderate rain and cold while performing their required job duties. Workers should come prepared wearing appropriate clothing and footwear for the environmental and working conditions described.</p> <p>Work entails exposure to soil, plants, insects, and plant materials such as, but not limited to pesticides and fertilizers. Employers will comply with all worker protection standards and restrictions applicable to the use of pesticides and other chemicals. Workers are required to comply with all applicable worker protection standards as communicated by Supervisors and Farm Managers. Required posters will be placed at applications areas displaying date and time that re-entry is allowed. For the Company to ensure the highest level of food safety within its operation, workers must be able to listen to and follow verbal instruction by any Company Farm Manager and/or Supervisors and understand the purpose of required posters that are in place.</p> <p>Each worker is encouraged to participate in group warm up exercise before the beginning of each workday and various times of the workday as instructed.</p> <p>Stooping and Bending: This activity would be constant for the listed job specifications. When harvesting, workers must walk along the assigned row in a bent-from-the-waist position, although they can opt for stooping, squatting, etc. During harvest, this activity would comprise much of the workers' regular workday. Worker comes to a standing/vertical position each time they complete a full box of strawberries and carry it to the end of the row or crate shed. This can be anywhere from 5-10 times per hour depending on production and the picking speed.</p> <p>Considerable dexterity is necessary to harvest. Workers would constantly handle strawberries using both hands to harvest and use repetitive reaching motion. Reaching motion would always be towards the ground. Workers would be using a pushing motion to push the picking cart for the strawberries down the rows. Total weight, assuming a full box of strawberries should not exceed 15 lbs. Workers use pulling motion for hoeing and weeding.</p> |      |                                                                |                                    |

*h. Job Offer Information 8*

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| 1. Section/Item Number *                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | A.8a | 2. Name of Section or Category of Material Term or Condition * | Job Duties - Job Duties Cont. - III |
| <b>3. Details of Material Term or Condition (up to 3 500 characters) *</b><br>Daily job assignments will be made by, and at the sole discretion of, the Company Farm Managers as the progression of the growing season dictates. Workers must perform the assigned work as described in ETA 790, and work at the assigned Company locations. Workers may not switch work at Company locations without specific authorization from the Farm manager. At the direction of the Farm Manager and/or Supervisor workers may be re-assigned to different farm locations within the company at various times of the workday and/or on different days.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |      |                                                                |                                     |
| <p>Employers will provide tools, equipment, harvest materials, protective clothing, including gloves, where required to perform all job specifications at no cost to the worker. The reasonable repair or replacement cost of tools or equipment assigned to the worker may be deducted from the worker's paycheck for willful damage or loss of such tool or equipment.</p> <p>All Company Employee Safety and Hygiene Policies, including Harvest Crew Hygiene, Employee Conduct, Food Safety and Security, must be followed by each worker. Each hired worker will receive by the first day of work a copy of the Employee Handbook outlining such policies and procedures. Workers are responsible to read thoroughly the information provided, and to seek assistance of a Farm Manager for questions or clarity.</p> <p>Non-workers will not be permitted at the work sites or on company property without permission from the employer. Importantly, no minor children under the age of 18 shall be present at the work site or left unattended in vehicles at the worksite during the day. Workers arriving at the worksite with minor children or other non-workers will be sent home.</p> <p><b>ESSENTIAL PHYSICAL / MENTAL / ENVIRONMENTAL DEMANDS:</b></p> <ul style="list-style-type: none"><li>• Thinking - Up to 10 hours of using logic and reasoning while doing the job duties.</li><li>• Visual - Up to 10 hours of visually being aware of one's surroundings.</li><li>• Talking - Up to 10 hours of talking to others to convey information effectively.</li><li>• Hearing - Up to 10 hours of being alert to sounds and instructions.</li><li>• Noise Exposure - Up to 10 hours of moderate to loud noise levels.</li><li>• Standing - 100% of the work day is spent on one's feet. Worker rarely stands in one place.</li><li>• Walking - Up to 10 hours of a combination of walking as necessary in most job activities.</li><li>• Lifting and Carrying - Up to 10 hours. When applying fertilizers by hand, required to lift 10 to 20 lbs. Lifting and carrying is required to carry tubes that weigh about 100 lbs.</li><li>• Stooping and Bending - Intermittent throughout the day when weeding is required and when applying fertilizers.</li><li>• Squatting or Kneeling - As needed.</li><li>• Sitting - Worker rarely sits with the exception of breaks and lunches.</li><li>• Limb Use and Movement - Up to 10 hours of constantly using both hands to complete day to day job activities.</li><li>• Fine Motor Skills(Fingers, Hands, Wrist) - Up to 10 hours of repetitive hand, wrist and finger movements are required for all job activities.</li><li>• Pushing - As needed.</li><li>• Pulling - As required, in pulling plastic and threads.</li><li>• Reaching and Stretching - May be up to 10 hours per day if that is the work activity.</li></ul> <p>The employer will provide the tools necessary to perform the described job duties without charge to the worker. The employer will charge the worker for reasonable costs related to the worker's refusal or negligent failure to return the tools or due to such worker's willful damage or destruction of the tools.</p> |      |                                                                |                                     |

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

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

*i. Job Offer Information 9*

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| 1. Section/Item Number *                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | A.8a | 2. Name of Section or Category of Material Term or Condition * | Job Duties - Anticipated Range of Hours |
| 3. Details of Material Term or Condition ( <i>up to 3,500 characters</i> ) *<br>Work Hours: Six (6) hours per day, Monday through Saturday, is normal, however the worker may be requested but not required to work additional hours per day and the Sabbath and/or federal holidays and Sunday, depending upon the conditions of the crop, weather, maturity of the crop and market conditions. All workers will be required to take a 30–60-minute lunch period to rest and eat their noon meal. |      |                                                                |                                         |

*j. Job Offer Information 10*

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| 1. Section/Item Number *                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | F.2 | 2. Name of Section or Category of Material Term or Condition * | Inbound/Outbound Transportation - Inbound/Outbound Transportation Cont. |
| 3. Details of Material Term or Condition ( <i>up to 3,500 characters</i> ) *<br>Inbound (cont): The reimbursement will be no less, but is not required to be more, than the most economical and reasonable common carrier transportation charges for the distances involved. Daily subsistence reimbursements will be 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 will not be less than the amount permitted under § 655.173(a).<br><br>Outbound: Workers will determine their own outbound travel from the place of employment. If the worker completes the work contract period, or if the employee is terminated without cause, and the worker has no immediate subsequent H-2A employment, the employer will 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. 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 worksite to such subsequent employer's worksite, the employer will provide or pay 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 worksite to such subsequent employer's worksite, the subsequent employer will 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 50 percent rule as described in § 655.135(d) with respect to the referrals made after the employer's date of need. |     |                                                                |                                                                         |

**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

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| 1. Section/Item Number *                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | A.11 | 2. Name of Section or Category of Material Term or Condition * | Pay Deductions - Workplace Standards and Rules I |
| 3. Details of Material Term or Condition ( <i>up to 3,500 characters</i> ) *<br>The employer expects all employees to adhere to the standards and expectations for conduct (Work Rules) which it believes are necessary for the company's safe and efficient operations. Non-workers will not be permitted at the work sites or on company property without permission from the employer. Importantly, no non-working minor children under the age of 18 shall be present at the work site or left unattended in vehicles at the worksite during the day. Workers arriving at the worksite with non-working minor children or other non-workers will be sent home. The Work Rules listed below, and others that may be established from time to time, are not all-inclusive. These standards are only examples of the types of prohibited conduct for which employees may be disciplined or terminated. They are published to provide a general understanding of what your employer considers to be unacceptable conduct. The employer may impose disciplinary action in those instances where management decides such action is appropriate up to and including termination of employment for cause. 1. Failure to perform work assigned by a supervisor or manager, consistent with the terms of your contract. 2. Falsification of company records or documents, or other material forms of dishonesty, fraud, theft, or the misuse of property. 3. Leaving the farm property during scheduled working hours without the permission of your supervisor or manager. 4. Deliberately abusing, destroying, damaging, or defacing farm property, tools and/or equipment, including the personal property of others. |      |                                                                |                                                  |

l. Job Offer Information 12

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| 3. Details of Material Term or Condition ( <i>up to 3,500 characters</i> ) *<br>Taking part in any conduct which may endanger health or safety of fellow employees or bring discredit to employer, its supervisors or managers. 6. Improper or illegal use of alcoholic beverages, illegal drugs, controlled substances, or prescribed medications. 7. Failure or refusal to cooperate in a company investigation. 8. Improper behavior in performing your job. 9. Violation of the employers policies or procedures- including but not limited to housing rules of occupancy - which have been established to protect the employers property and equipment, as well as to help safeguard the health and safety of its employees. 10. Tolerating, participating in, or initiating an event or act that is reasonably considered to be threatening verbal or written behavior or workplace violence. This type of prohibited conduct may include engaging in verbal or harassing conduct or behavior towards a co-worker. 11. Engaging in verbal or prohibited acts of prohibited employment discrimination or retaliation against another employee. 12. Possessing cell phones inside work areas such as the fields, groves, orchards and/or packing facility. Cell phones must be left during working hours in the bus, van or at the housing facilities, with the exception of circumstances in which a worker is attempting to communicate illegal or dangerous working conditions to the company or toll-free confidential complaint hotline. |      |                                                                |                                                   |

**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**

*m. Job Offer Information 13*

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| 1. Section/Item Number *                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | A.11 | 2. Name of Section or Category of Material Term or Condition * | Pay Deductions - Housing Rules |
| <b>3. Details of Material Term or Condition (up to 3,500 characters) *</b><br>General: 1. Keep house Clean<br>2. Sweep all floors daily<br>3. Mop all floors weekly<br>4. Do not leave trash in yard<br>5. DO NOT DAMAGE HOUSE<br>6. No loud music or parties after dark<br>7. Do NOT leave A/C on during the day<br>8. Do not cover/remove smoke alarms<br>9. Do not remove heaters/fire extinguishers from home<br>10. Do not use extension cords<br>11. Do not remove/tear screen on doors/windows<br>12. No fighting or weapons will be allowed<br>13. No alterations to units are allowed<br>14. No consumption of alcohol or illegal substances are permitted<br>Bathroom:<br>1. Flush toilet paper after every use.<br>2. Place toilet paper, after use, in toilet before flushing. Don't put in waste basket.<br>3. When dirty, clean off surfaces: top of toilet bowl, sink and shower.<br>4. Take out waste basket when full. |      |                                                                |                                |

*n. Job Offer Information 14*

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| <b>3. Details of Material Term or Condition (up to 3,500 characters) *</b><br>Bedroom: 1. Make your bed.<br>2. Do not take beds apart or move beds.<br>3. No guest allowed staying overnight<br>4. Keep personal belongings in own space.<br>5. No food is allowed to be stored in bedrooms.<br><br>This housing is being offered to from your employer as an extra benefit from this company. You have to be employed by this company in order to be permitted to live in the housing provided. Nonemployees are not permitted to stay at the worker housing. Tenancy is from week to week. In the event that your employment ceases, workers will have reasonable time to find alternative housing. Your housing unit can be and will be inspected by a company representative weekly or monthly by the Department of Health. These inspections are to help assure that all housing units are maintained in healthy and neat conditions.<br><br>**IMPORTANT You are responsible for ALL damages done to your housing unit during your stay. Any damages that are not caused by normal wear and tear will be deducted from your pay. Continuous violations of the housing rules can result in your termination of employment as well as your right to live at the housing provided by the company. NOTE: The Company makes a big effort in finding good and secure housing for everyone's convenience. It is important that you avoid leaving valuable items as well as money in the housing units when you leave. The company will be not responsible for any stolen items from the housing units. |      |                                                                |                                   |

**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**

*o. Job Offer Information 15*

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| <p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Termination or Other Discipline: Employer may discipline and/or terminate the worker from their employment with notification to the Job Service local office if the worker:</p> <p>(a) refuses without justified cause to perform work for which the worker was recruited and hired or refuses to follow housing rules; (b) commits serious acts of misconduct; (c) malingers or otherwise refuses to work in accordance with directions or otherwise demonstrates that they are unqualified to perform the job; (d) is physically able but does not demonstrate the willingness to perform the work necessary; (e) or other job-related reasons; (f) falsifies identification, personnel, medical or other work-related records; (g) commits acts of violence towards another employee or third party. In general, with respect to Item A(b)above, serious acts of misconduct include but are not limited to one or more of the following: theft from the employer or other workers; fraud or falsifying work related records, intoxication during the work day; use of illegal drugs; disobeying reasonable instruction given by the employer, supervisor or manager; abusing or threatening other employees or a supervisor or manager; spitting on another employee, using profanity or other demeaning words towards another employee; engaging in physical or verbal bullying or harassment of another employee engaging in conduct which physically harms another employee or damages the employer's or another worker's personal property. Five unexcused absences by the worker will be considered a job-related reason for worker termination. Workers must work at a sustained, vigorous pace and make bona fide efforts to work efficiently and continuously that are reasonable under the working conditions. Each worker must clean their work area each day and dispose of trash and discarded items in provided receptacles. The employer will report workers who, a)voluntarily abandon employment before the end of the contract period, or b) workers who are terminated for cause, to the Chicago National Processing Center, and H-2A workers to the Department of Homeland Security, in writing or other approved method, not later than two (2) days after the abandonment or termination occurs.</p> |      |                                                                |                                            |

*p. Job Offer Information 16*

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| 1. Section/Item Number *                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | A.11 | 2. Name of Section or Category of Material Term or Condition * | Pay Deductions - Reason for Termination II |
| <p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Abandonment will be deemed to begin after a worker fails to report for work at the regularly scheduled time for five (5) consecutive working days without the written consent of the employer. The employer will not be responsible for providing or paying for transportation and subsistence expenses of absconders, and such absconders will not be entitled to the guarantee. Workers must notify the employer prior to voluntarily terminating their employment. All wages due will be forwarded to the last known address for workers that leave without providing notice, once address verification has been provided. It is imperative that workers provide a complete and accurate permanent address to the employer no later than the first day of employment. The employer has a no rehire policy for workers who fail to complete their contract of employment. Termination for lawful job related reasons before the specified ending date listed in this application will disqualify the employee from future employment opportunities with the employer. Workers who abandon their employment without notice during the period covered by this work agreement also will be disqualified from future employment opportunities. Voluntary resignations before the specified ending date listed in this application may also disqualify the employee from future employment opportunities. For workers who resign their employment voluntarily, the employer will consider and evaluate special circumstances and hardship cases on a case-by-case basis. Employees, without exception, are required to notify appropriate supervisory staff prior to voluntarily terminating their employment to be considered and eligible for exemption to the no rehire policy.</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**

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| 1. Section/Item Number *                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | A.11 | 2. Name of Section or Category of Material Term or Condition * | Pay Deductions - Reason for Termination III |
| <p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>In the event of termination for medical reasons occurring after arrival on the job as a result of employment, or in the event of termination resulting from an Act of God, the employer will provide or pay reasonable costs of return transportation and subsistence to the place of recruitment and reimburse worker for reasonable costs of transportation and subsistence incurred by the worker to get to the place of employment. Pursuant to DOL regulations at 20 CFR 655.122(o), if, before the expiration date specified in the work contract, the services of the worker are no longer required for reasons beyond the control of the employer due to fire, weather, or other Act of God that makes the fulfillment of the contract impossible, the employer may terminate the work contract. Whether such an event constitutes a contract impossibility will be determined by the Certifying Officer. In the event of contract impossibility, the employer must fulfill a three fourths guarantee for the time that has elapsed from the start of the work contract to the time of its termination. The employer will make efforts to transfer the worker to other comparable employment acceptable to the worker, consistent with existing immigration law, as applicable. If such transfer is not available, the employer will: (1) 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 the workers next certified H-2A employer, whichever the worker prefers; (2) Reimburse the worker the full amount of any deductions made from the worker's pay by the employer for transportation and subsistence expensed to the place of employment; and (3) Pay the worker for any costs incurred by the worker for transportation and daily subsistence to that employer's place of employment. Daily subsistence will be computed as set forth in subparagraph (h) of 20 CFR § 655.122. 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.</p> |      |                                                                |                                             |

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

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