



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

A. Job Offer Information

1. Job Title * Drivers-Farm Laborers							
2. Workers Needed *		a. Total	b. H-2A Workers	Period of Intended Employment			
		5	5	3. First Date * 10/1/2026	4. Last Date * 5/31/2027		
5. Will this job generally require the worker to be on-call 24 hours a day and 7 days a week? * If "Yes", proceed to question 8. If "No", complete questions 6 and 7 below.						☐ Yes ☒ No	
6. Anticipated days and hours of work per week (an entry is required for each box below) *						7. Hourly Work Schedule *	
54	a. Total Hours	9	c. Monday	9	e. Wednesday	9	g. Friday
0	b. Sunday	9	d. Tuesday	9	f. Thursday	9	h. Saturday
						a. 8 : 00	☒ AM ☐ PM
						b. 5 : 00	☐ AM ☒ PM
Temporary Agricultural Services and Wage Offer Information							
8a. Job Duties - Description of the specific services or labor to be performed. * (Please begin response on this form and use Addendum C if additional space is needed.)							
Workers will be required to wash, bake and disinfect trailer and trucks to reduce the risk of spreading of disease between livestock farms. Workers will remove snow from around the livestock confinements and road on the farm. Workers will be required to disinfect the snow removal equipment after each use. Workers will be required to transport agricultural commodities from/to employer-owned farms to/from employer-owned storage on farms. Equipment to be operated/driven to/from farms/fields owned or operated may include pickup, truck, semi-trucks, or tractor. Please see ETA790 addendum for additional information and details.							
8b. Wage Offer *		8c. Per *		8d. Piece Rate Offer \$		8e. Piece Rate Units / Estimated Hourly Rate / Special Pay Information \$	
\$ 28 .88		☒ HOUR ☐ MONTH		\$ 00 .00		\$27.64 per hour for H-2A Workers.	
9. Is a completed Addendum A providing additional information on the crops or agricultural activities to be performed and wage offers attached to this job offer? *						☐ Yes ☒ N/A	
10. Frequency of Pay: * ☐ Weekly ☒ Biweekly ☐ Other (specify): N/A							
11. State all deduction(s) from pay and, if known, the amount(s). * (Please begin response on this form and use Addendum C if additional space is needed.)							
Social Security, Federal Taxes, and State Taxes (will only be charged if applicable in the state where work is performed). If any advances are given to workers, they will be deducted from their checks. Any willful destruction of property will also be deducted.							

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B. Minimum Job Qualifications/Requirements

1. Education: minimum U.S. diploma/degree required. *			
☒ None ☐ High School/GED ☐ Associate's ☐ Bachelor's ☐ Master's or higher ☐ Other degree (JD, MD, etc.)			
2. Work Experience: number of <u>months</u> required. *		3	3. Training: number of <u>months</u> required. * 0
4. Basic Job Requirements (check all that apply) §			
☒ a. Certification/license requirements		☒ f. Exposure to extreme temperatures	
☒ b. Driver requirements		☒ g. Extensive pushing or pulling	
☒ c. Criminal background check		☒ h. Extensive sitting or walking	
☒ d. Drug screen		☒ i. Frequent stooping or bending over	
☒ e. Lifting requirement <u>75</u> lbs.		☒ j. Repetitive movements	
5a. Supervision: does this position supervise the work of other employees? *		☐ Yes ☒ No	5b. If "Yes" to question 5a, enter the number of employees worker will supervise. §
6. Additional Information Regarding Job Qualifications/Requirements. * (Please begin response on this form and use Addendum C if additional space is needed. If no additional skills or requirements, enter " NONE " below) See Addendum C			

C. Place of Employment Information

1. Place of Employment Address/Location *			
16995 180th St			
2. City *	3. State *	4. Postal Code *	5. County *
Elma	Iowa	50628	Howard County
6. Additional Place of Employment Information. (If no additional information, enter " NONE " below) * Site Name: 3BROS			
7. Is a completed Addendum B providing additional information on the places of employment and/or agricultural businesses who will employ workers, or to whom the employer will be providing workers, attached to this job order? *			☒ Yes ☐ N/A

D. Housing Information

1. Housing Address/Location *			
2698 100th St			
2. City *	3. State *	4. Postal Code *	5. County *
Lawler	Iowa	52154	Chickasaw County
6. Type of Housing (check only one) * ☒ Employer-provided (including mobile or range) ☐ Rental or public		7. Total Units * 1	8. Total Occupancy * 11
9. Identify the entity that determined the housing met all applicable standards: * ☐ Local authority ☒ SWA ☐ Other State authority ☐ Federal authority ☐ Other (specify): _____			
10. Additional Housing Information. (If no additional information, enter " NONE " below) * (Employer-Provided Housing; Total Units: 1; Total Occupancy: 11) **Pickup Point.			
11. Is a completed Addendum B providing additional information on housing that will be provided to workers attached to this job order? *			☐ Yes ☒ 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 furnish free and convenient cooking and kitchen facilities so workers may prepare their own meals. Employer will provide (on a voluntary basis) transportation to assure workers access to stores where they can purchase groceries and/or other incidentals.

If free and convenient kitchen facilities become unavailable for any reason, the employer will provide three (3) meals a day for which it will charge individual workers, by payroll deduction, no more than the daily permitted amount as provided in 20 CFR 655.173, which was \$16.78 as of April 7, 2026, and which may be increased during the period of this employment.

2. The employer: *

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

☒ **WILL** charge each worker for meals at \$ 16 . 78 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.)

Employer will provide daily transportation between housing provided or secured by the employer and the employer's place of employment at no cost to the worker. Please see Work Term 9 of 12 and Addendum C for a more detailed Daily Transportation Plan.

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.)

Applicants, Workforce Agency Personnel, Walk-Ins, Gate Hires, etc. may: Call for an interview during normal business hours [between the hours of 8 am and 4 pm Mon. - Fri.]

Contact Person: Ryan Larkin - (641) 364-7843

Employer Email: rlarkin@reicksview.com

Telephone interviews may be conducted during normal business hours as stated above.

2. Telephone Number to Apply *
+1 (641) 364-7843

3. Extension §
N/A

4. Email Address to Apply *
rlarkin@reicksview.com

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

H. Additional Material Terms and Conditions of the Job Offer

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

☒ 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 * Larkin	2. First (given) name * Ryan	3. Middle initial §
4. Title * Human Resources Manager		

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5. Signature (or digital signature) * Digital Signature Verified and Retained By <i>Certifying Officer</i>	6. Date signed * 8/17/2026
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For Public Burden Statement, see the Instructions for Form ETA-790/790A.

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Northeast Iowa Artificial Insemination, Inc.	16995 180th St. Elma, Iowa 50628 HOWARD COUNTY	3BROS	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	1325 Union Ave. Lawler, Iowa 52154 CHICKASAW COUNTY	4 Sons	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	54981 180th St. Elma, Iowa 50628 HOWARD COUNTY	AFTON ACRES	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	220th Street West Cresco, IA,, Iowa 52136 HOWARD COUNTY	AG Education Center	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	1947 230th St New Hampton, Iowa 50659 CHICKASAW COUNTY	AgMD	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	1642 Harley Way Ln Lansing, Iowa 52151 ALLAMAKEE COUNTY	AHLSTROM HOLLOW	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	1243 Chestnut Rd. Waterville, Iowa 52170 ALLAMAKEE COUNTY	ALICE	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	2328 345th Ave. Cresco, Iowa 52136 WINNESHIEK COUNTY	AM WEST	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	14258 Greenfield Ave Monona, Iowa 52159 CLAYTON COUNTY	Amanda Meyer	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	1048 Odessa Ave New Hampton, Iowa 50659 CHICKASAW COUNTY	AMBLE	10/1/2026	5/31/2027	5

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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 §
Northeast Iowa Artificial Insemination, Inc.	10505 Unicorn Rd Westgate, Iowa 50681 FAYETTE COUNTY	ANDR	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	13302 Eagle Ave. Luana, Iowa 52156 CLAYTON COUNTY	Andy Bentien	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	19205 115th St Monona, Iowa 52159 CLAYTON COUNTY	ARJ1	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	19205 115th St Monona, Iowa 52159 CLAYTON COUNTY	ARJ2	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	1272 Union Avenue Lawler, Iowa 52154 CHICKASAW COUNTY	ARLENE	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	1168 Roanoke Ave Lawler, Iowa 52154 CHICKASAW COUNTY	ARNIE	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	16784 175th St Elma, Iowa 50628 HOWARD COUNTY	ASHWOOD	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	19576 190th St. Cresco, Iowa 52136 HOWARD COUNTY	BACHMAN	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	1611 Harley Way Ln Lansing, Iowa 52151 ALLAMAKEE COUNTY	BACON BITS	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	12400 70th Street Lime Springs, Iowa 52155 HOWARD COUNTY	BASIN	10/1/2026	5/31/2027	5

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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 §
Northeast Iowa Artificial Insemination, Inc.	5586 UNITY AVE Cresco, Iowa 52136 HOWARD COUNTY	BASSWOOD	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	18435 Robin Ave. Elma, Iowa 50628 HOWARD COUNTY	BASSWOOD 3	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	22300 120th St. Westgate, Iowa 50681 FAYETTE COUNTY	BEHR	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	19647 Echo Road Elgin, Iowa 52141 FAYETTE COUNTY	Bennett	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	1225 Union Ave. Lawler, Iowa 52154 CHICKASAW COUNTY	BENZ	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	15997 Yankee Ave Cresco, Iowa 52136 HOWARD COUNTY	Birchwood	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	2998 180th St. Lawler, Iowa 52154 CHICKASAW COUNTY	Blazek	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	22750 150th St. Cresco, Iowa 52136 HOWARD COUNTY	BLRRR	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	1779 Vanderbilt Ave Lawler, Iowa 52154 HOWARD COUNTY	Bodensteiner	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	2068 Sable Ave. Tripoli, Iowa 50676 BREMER COUNTY	Boevers 1600	10/1/2026	5/31/2027	5

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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 §
Northeast Iowa Artificial Insemination, Inc.	2275 310th St Frederika, Iowa 50631 CHICKASAW COUNTY	Boevers 2500	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	2832 210th St. Tripoli, Iowa 50676 BREMER COUNTY	Boevers 800	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	2508 Odessa Ave. Fredericksburg, Iowa 50630 CHICKASAW COUNTY	BOYD	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	9117 150th St. Elma, Iowa 50628 HOWARD COUNTY	BOYLE	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	23227 Highway 52 Garnvaillo, Iowa 52049 CLAYTON COUNTY	Brandt	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	1447 Stevens Avenue Lawler, Iowa 52154 CHICKASAW COUNTY	BRANIGER	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	19981 210th St. Elkader, Iowa 52043 CLAYTON COUNTY	Brink	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	3237 240th St. Cresco, Iowa 52136 WINNESHIEK COUNTY	Broihier	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	1090 Stevens Avenue Lawler, Iowa 52154 CHICKASAW COUNTY	Buchheit	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	1948 150th St. New Hampton, Iowa 50659 CHICKASAW COUNTY	BUD	10/1/2026	5/31/2027	5

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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 §
Northeast Iowa Artificial Insemination, Inc.	2676 Mission Ave Fredericksburg, Iowa 50630 CHICKASAW COUNTY	Burgart	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	24478 150th St. Cresco, Iowa 52136 HOWARD COUNTY	BUSCH	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	2287 110th St. New Hampton, Iowa 50659 CHICKASAW COUNTY	CAL	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	16617 190th St. Elma, Iowa 50628 HOWARD COUNTY	Cardinal Creek East	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	16057 190th St. Elma, Iowa 50628 HOWARD COUNTY	Cardinal Creek West	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	1551 170th St New Hampton, Iowa 50659 CHICKASAW COUNTY	CARPENTER	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	1195 150th st Ionia, Iowa 50616 CHICKASAW COUNTY	CHAMBERS	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	10803 Great River Road West Union, Iowa 52175 FAYETTE COUNTY	Chensvold	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	19357 45th St. Lime Springs, Iowa 52155 HOWARD COUNTY	CHESTNUT	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	2846 Mission Ave Fredericksburg, Iowa 50630 CHICKASAW COUNTY	CHRISTMAS	10/1/2026	5/31/2027	5

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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 §
Northeast Iowa Artificial Insemination, Inc.	18531 Yankee Ave. Cresco, Iowa 52136 HOWARD COUNTY	CHYLE	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	20204 50th St. Oelwein, Iowa 50662 FAYETTE COUNTY	CJP1	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	6500 T Ave. Oelwein, Iowa 50662 FAYETTE COUNTY	CJP2	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	17244 170th St Hawkeye, Iowa 52147 FAYETTE COUNTY	CJP3	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	28229 Kale Ave Guttenberg, Iowa 52052 CLAYTON COUNTY	Collective View	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	9647 Timber Ave Cresco, Iowa 52136 HOWARD COUNTY	CR Farms	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	2789 Piedmont Ave Denver, Iowa 50622 BREMER COUNTY	CRANE CREEK	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	8524 25th St. Chester, Iowa 52134 HOWARD COUNTY	CRAY	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	1012 Little Church Road Fort Atkinson, Iowa 52144 WINNESHIEK COUNTY	CROOKED BRIDGE	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	1261 Hartley Dr New Albin, Iowa 52160 ALLAMAKEE COUNTY	Cyclone	10/1/2026	5/31/2027	5

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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 §
Northeast Iowa Artificial Insemination, Inc.	2660 310th Ave Ridgeway, Iowa 52165 WINNESHIEK COUNTY	D&J West	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	1235 Pembroke Ave Lawler, Iowa 52154 CHICKASAW COUNTY	DANS	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	23527 170th Street Farmersburg, Iowa 52047 CLAYTON COUNTY	Dayton	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	20634 160th Street Greene, Iowa 50636 BUTLER COUNTY	Debner	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	1064 Pembroke Ave Lawler, Iowa 52154 CHICKASAW COUNTY	DECKER	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	10923 130th St. Postville, Iowa 52162 CLAYTON COUNTY	Deering 1600	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	10469 130th St. Postville, Iowa 52162 CLAYTON COUNTY	Deering 2500	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	2348 Glass Ave Rockford, Iowa 50468 FLOYD COUNTY	Demaray	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	25527 Highway 128 Garnaville, Iowa 52049 CLAYTON COUNTY	Dempster	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	2295 Union Avenue Lawler, Iowa 52154 CHICKASAW COUNTY	Denner	10/1/2026	5/31/2027	5

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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 §
Northeast Iowa Artificial Insemination, Inc.	2660 310th Ave Ridgeway, Iowa 52165 WINNESHIEK COUNTY	Dennis Wemark	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	20002 135th St. Monona, Iowa 52159 CLAYTON COUNTY	Derek Bentien	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	19864 290th St Waucoma, Iowa 52171 FAYETTE COUNTY	DIETZENBACH	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	1812 Lincoln Ave Chester, Iowa 52134 HOWARD COUNTY	Dogwood	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	23759 130th St Monona, Iowa 52159 CLAYTON COUNTY	Donlon 1	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	17997 125th St Luana,, Iowa 52156 CLAYTON COUNTY	Donlon 2	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	24197 170th St Farmersburg, Iowa 52047 CLAYTON COUNTY	Drahn 1	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	26597 110th St McGregor, Iowa 52157 CLAYTON COUNTY	Drahn 2	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	29162 Harding Rd. Postville, Iowa 52162 FAYETTE COUNTY	Drew Deering 1	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	11787 Gunder Rd. Postville, Iowa 52162 CLAYTON COUNTY	Drew Deering 2	10/1/2026	5/31/2027	5

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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Northeast Iowa Artificial Insemination, Inc.	2130 Vintage Ave Sumner, Iowa 50674 BREMER COUNTY	Dusty Hills Pork	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	1341 Kirkwood Avenue Rudd, Iowa 50471 FLOYD COUNTY	DSM Finisher	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	1156 Glass Avenue Rudd, Iowa 50471 FLOYD COUNTY	DSM Nursery	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	50419 Q Ave Hawkeye, Iowa 52147 FAYETTE COUNTY	Eastwood	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	27299 S Ave Waucoma, Iowa 52171 FAYETTE COUNTY	EDEN	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	2274 Co Rd W14 Ridgeway, Iowa 52165 WINNESHIEK COUNTY	Eric Wemark	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	1222 Lansing Harpers Rd Harpers Ferry,, Iowa 52146 ALLAMAKEE COUNTY	ERIC WEYMILLER Tunnel	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	22133 200TH ST Cresco, Iowa 52136 HOWARD COUNTY	EVERGREEN	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	2552 120th Street New Hampton, Iowa 50659 CHICKASAW COUNTY	External Truck Wash	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	12926 150th St Elma, Iowa 50628 HOWARD COUNTY	FETT 3	10/1/2026	5/31/2027	5

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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Northeast Iowa Artificial Insemination, Inc.	12441 150th St. Elma, Iowa 50628 HOWARD COUNTY	FETT HASKOVEC	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	12754 155th St Elma, Iowa 50628 HOWARD COUNTY	FETT HOME	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	10082 Oak Avenue Lime Springs, Iowa 521255 HOWARD COUNTY	FID WATT	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	1150 Stanley Ave Lawler, Iowa 52154 CHICKASAW COUNTY	FLATJORD	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	2145 250th St. Marble Rock, Iowa 50653 FLOYD COUNTY	FLOOD CREEK	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	16899 Unity Ave Cresco, Iowa 52136 HOWARD COUNTY	Four Corners	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	2133 245th Ave Calmar, Iowa 52132 WINNESHIEK COUNTY	FRANA	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	2059 420th St. Osage, Iowa 50461 MITCHELL COUNTY	FRIESEN 1	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	2699 390th St. Osage, Iowa 50461 MITCHELL COUNTY	FRIESEN 2	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	2281 410th St. Osage, Iowa 50461 MITCHELL COUNTY	FRIESEN 3	10/1/2026	5/31/2027	5

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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 §
Northeast Iowa Artificial Insemination, Inc.	2552 410th St. Osage, Iowa 50461 MITCHELL COUNTY	FRIESEN 4	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	2169 410th St. Osage, Iowa 50461 MITCHELL COUNTY	FRIESEN 5	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	2089 385th St. Osage, Iowa 50461 MITCHELL COUNTY	FRIESEN 6	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	4672 Glass Avenue St. Ansgar, Iowa 50472 MITCHELL COUNTY	FRIESEN 7	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	2704 270th Ave Ridgeway, Iowa 52165 WINNESHIEK COUNTY	FULSAAS	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	17177 200th St. Elma, Iowa 50628 HOWARD COUNTY	FUSS	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	6823 River Rd Chester, Iowa 52134 HOWARD COUNTY	GALLAGHER	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	16805 Jade Avenue Elma, Iowa 50628 HOWARD COUNTY	Gansen	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	19151 York Avenue Cresco, Iowa 52136 HOWARD COUNTY	Gary Swestka	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	15521 20th St Lime Springs, Iowa 52155 HOWARD COUNTY	GOSSMAN	10/1/2026	5/31/2027	5

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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 §
Northeast Iowa Artificial Insemination, Inc.	20488 50th St. Cresco, Iowa 52136 HOWARD COUNTY	Grabau	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	3052 180th St Lawler, Iowa 52154 CHICKASAW COUNTY	Green Ham	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	8481 50th St. Chester, Iowa 52134 HOWARD COUNTY	GREMORE	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	12758 Greenfield Ave. Monona, Iowa 52159 CLAYTON COUNTY	Grove 1	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	563 Volney Rd Monona, Iowa 52159 ALLAMAKEE COUNTY	Grove 2	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	523 Volney Rd Monona, Iowa 52159 ALLAMAKEE COUNTY	Grove 3	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	541 Bear Hollow Rd Waukon, Iowa 52172 ALLAMAKEE COUNTY	Grove Nursery	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	3352 120th St Waucoma, Iowa 52171 CHICKASAW COUNTY	H & B	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	21459 P Ave Hawkeye, Iowa 52147 FAYETTE COUNTY	Halverson	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	1495 230th Ave Calmar, Iowa 52132 WINNESHIEK COUNTY	HAM N BACON	10/1/2026	5/31/2027	5

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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 §
Northeast Iowa Artificial Insemination, Inc.	1037 Lincoln Ave Chester, Iowa 52134 HOWARD COUNTY	Hamann East	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	12084 10th St Chester, Iowa 52134 HOWARD COUNTY	Hamann West	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	20654 Pine Ave Elma, Iowa 50628 HOWARD COUNTY	HARVEYS	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	11822 200th St Elma, Iowa 50628 HOWARD COUNTY	HASTINGS	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	3119 140th St. Lawler, Iowa 52154 CHICKASAW COUNTY	HAWKBROOK	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	20522 220th St Hawkeye, Iowa 52147 FAYETTE COUNTY	HAWKEYE	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	1040 343rd Ave Waucoma, Iowa 52171 WINNESHIEK COUNTY	HBA	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	15514 Unity Ave Cresco, Iowa 52136 HOWARD COUNTY	HENKES	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	19500 M Ave. Fayette, Iowa 52142 FAYETTE COUNTY	HENRY MILLER	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	12259 100th st. New Hampton, Iowa 50659 CHICKASAW COUNTY	Hibbs	10/1/2026	5/31/2027	5

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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 §
Northeast Iowa Artificial Insemination, Inc.	2900 120th St Fort Atkinson, Iowa 52144 WINNESHIEK COUNTY	HICKORY STAND	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	1252 Kedary Ridge Rd. Waukon, Iowa 52172 ALLAMAKEE COUNTY	Hidden Valley	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	3279 Fir Ave Chester, Iowa 52134 HOWARD COUNTY	Holdeman	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	1020 Pembroke Ave Lawler, Iowa 52154 CHICKASAW COUNTY	Home Farm	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	1835 180th St. Rockford, Iowa 50468 FLOYD COUNTY	HONEYWOOD	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	2849 HWY 14 Greene, Iowa 50636 FLOYD COUNTY	HWY 14	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	17211 45th St Lime Springs, Iowa 52155 HOWARD COUNTY	IHNS	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	2092 337TH AVE Calmar, Iowa 52132 WINNESHIEK COUNTY	IRVIN	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	11993 20th St Chester, Iowa 52134 HOWARD COUNTY	JACOBSON	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	15497 Jade Ave. Elma, Iowa 50628 HOWARD COUNTY	JADE	10/1/2026	5/31/2027	5

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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Northeast Iowa Artificial Insemination, Inc.	3048 120th St. Lawler, Iowa 52154 CHICKASAW COUNTY	JADEBROOK	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	2375 150th St. New Hampton, Iowa 50659 CHICKASAW COUNTY	JAG	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	2651 130th St Lawler, Iowa 52154 CHICKASAW COUNTY	JBS	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	6006 VALLEY AVE Cresco, Iowa 52135 HOWARD COUNTY	JMG	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	2480 150th St New Hampton, Iowa 50659 CHICKASAW COUNTY	JNJ	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	19542 Pine Ave. Elma, Iowa 50628 HOWARD COUNTY	JOHNSON	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	4885 Windfall Avenue Riceville, Iowa 50466 MITCHELL COUNTY	JUNCTION NORTH	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	4803 Windfall Avenue Riceville, Iowa 50466 MITCHELL COUNTY	JUNCTION SOUTH	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	15996 20th St. Lime Springs, Iowa 52155 HOWARD COUNTY	Kirchgatter	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	3017 May Ave Lime Springs, Iowa 52155 HOWARD COUNTY	KITCHEN	10/1/2026	5/31/2027	5

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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Northeast Iowa Artificial Insemination, Inc.	2748 Mission Ave Fredericksburg, Iowa 50630 CHICKASAW COUNTY	KLEISS	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	15369 Kline Rd. Elma, Iowa 50628 HOWARD COUNTY	KLINE	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	11520 Ivy Ave McGregor, Iowa 52157 CLAYTON COUNTY	Klinge	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	2546 270th St. Readlyn, Iowa 50668 BREMER COUNTY	KLINGER	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	17501 170th st Elma, Iowa 50628 HOWARD COUNTY	Klobassa	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	3150 110th Street Charles City, Iowa 50616 FLOYD COUNTY	KNAPP	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	2490 270th Ave. Ridgeway, Iowa 52165 WINNESHIEK COUNTY	Knutson 1	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	2453 270th Ave Decorah, Iowa 52101 WINNESHIEK COUNTY	Knutson 2	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	3414 240th St. Cresco, Iowa 52136 WINNESHIEK COUNTY	KOEHLER	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	304 Shady Lane Rd. Postville, Iowa 52162 ALLAMAKEE COUNTY	Koehn	10/1/2026	5/31/2027	5

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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Northeast Iowa Artificial Insemination, Inc.	2624 110th St New Hampton, Iowa 50659 CHICKASAW COUNTY	KOUDELKA	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	29597 215th St Garnavillo, Iowa 52049 CLAYTON COUNTY	Kregel 1	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	28361 215th St Garnavillo, Iowa 52049 CLAYTON COUNTY	Kregel 2	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	15555 Hickory Ave Farmersburg, Iowa 52047 CLAYTON COUNTY	Kregel 3	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	2798 210th Street New Hampton, Iowa 50659 CHICKASAW COUNTY	Kurtenbach	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	1750 Lancer Ave. Charles City, Iowa 50616 FLOYD COUNTY	LANCER	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	21459 P Ave Hawkeye, Iowa 52147 FAYETTE COUNTY	L&R Family Farm	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	5492 Garden Ave. Chester, Iowa 52134 HOWARD COUNTY	Lewis 1	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	6454 50th St Lime Springs, Iowa 52155 HOWARD COUNTY	Lewis 2	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	5478 FIR AVE Chester, Iowa 52134 HOWARD COUNTY	Lewis 3	10/1/2026	5/31/2027	5

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Northeast Iowa Artificial Insemination, Inc.	17365 Unity Ave. Cresco, Iowa 52136 HOWARD COUNTY	Lichty	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	5748 Lilac Avenue Lime Springs, Iowa 52155 HOWARD COUNTY	LILAC	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	9050 March Avenue Lime Springs, Iowa 52155 HOWARD COUNTY	LITTLE ROCK	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	1228 280th Ave Fort Atkinson, Iowa 52144 WINNESHIEK COUNTY	Louie Smith	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	29604 S Ave Waucoma, Iowa 52171 WINNESHIEK COUNTY	LUCAS	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	11281 160th St. Elma, Iowa 50628 HOWARD COUNTY	LUD	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	21323 200th St. Cresco, Iowa 52136 HOWARD COUNTY	Lynch Tlusty	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	20219 K Ave. West Union, Iowa 52175 FAYETTE COUNTY	MAKON BAKON	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	3476 Oak Ridge Rd. Cresco, Iowa 52136 WINNESHIEK COUNTY	McConnell North	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	2959 Cold Water Creek Rd Cresco, Iowa 52136 WINNESHIEK COUNTY	McConnell South	10/1/2026	5/31/2027	5

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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Northeast Iowa Artificial Insemination, Inc.	11911 185th St Elma, Iowa 50628 HOWARD COUNTY	Meyers Nursery	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	16559 200th St. Elma, Iowa 50628 HOWARD COUNTY	Miller	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	19203 Unity Ave Cresco, Iowa 52136 HOWARD COUNTY	Moudry	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	2028 170th St. Floyd, Iowa 50435 FLOYD COUNTY	Nauman	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	13574 Greenfield Ave Monona, Iowa 52159 CLAYTON COUNTY	New Generation	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	3018 McCloud Ave Fredericksburg, Iowa 50630 CHICKASAW COUNTY	NIAI	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	2611 370th St. Osage, Iowa 50461 MITCHELL COUNTY	NOLT 2	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	2541 370th St. Osage, Iowa 50461 MITCHELL COUNTY	Nolt Home	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	11741 40th Street Lime Springs, Iowa 52155 HOWARD COUNTY	North Farm	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	1548 Union Avenue Lawler, Iowa 52154 CHICKASAW COUNTY	North Lawler	10/1/2026	5/31/2027	5

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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Northeast Iowa Artificial Insemination, Inc.	20526 Quail Ave. Lawler, Iowa 52154 CHICKASAW COUNTY	Northwood	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	8715 Lilac Ave. Lime Springs, Iowa 52155 HOWARD COUNTY	OAK RIDGE	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	22137 Great River Rd. Garnavillo, Iowa 52049 CLAYTON COUNTY	Oberbroeckling Family Farms	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	17282 220th St Hawkeye, Iowa 52147 FAYETTE COUNTY	Oldenburg	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	23571 180th St. Cresco, Iowa 52136 HOWARD COUNTY	Ondrashek	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	2503 255th Ave. Decorah, Iowa 52101 WINNESHIEK COUNTY	OPAL	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	3030 120th St. Lawler, Iowa 52154 CHICKASAW COUNTY	ORANGEWOOD	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	2225 130th St. New Hampton, Iowa 50659 CHICKASAW COUNTY	PALMERSHIEM	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	1178 Pembroke Ave Lawler, Iowa 52154 CHICKASAW COUNTY	PEACHWOOD	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	16693 Yankee Avenue Cresco, Iowa 52136 HOWARD COUNTY	PECK	10/1/2026	5/31/2027	5

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Northeast Iowa Artificial Insemination, Inc.	15074 60th St Oelwein, Iowa 50662 FAYETTE COUNTY	PEPA	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	3009 160th St. Lawler, Iowa 52154 CHICKASAW COUNTY	Pete Reicks	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	14674 Yankee Avenue Cresco, Iowa 52136 HOWARD COUNTY	Peters	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	3335 Stateline Rd Cresco, Iowa 52136 WINNESHIEK COUNTY	PETERSON	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	3377 Stateline Rd. Cresco, Iowa 52136 WINNESHIEK COUNTY	PETERSON WEST	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	860 Pioneer Dr Waukon, Iowa 52172 ALLAMAKEE COUNTY	Pinewood	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	879 Pioneer Dr Waukon, Iowa 52172 ALLAMAKEE COUNTY	Pioneer South	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	2602 290th St. Greene, Iowa 50636 FLOYD COUNTY	Powersville	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	17064 Pleasant Ave Elma, Iowa 50628 HOWARD COUNTY	PRASKA EAST	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	6684 V. Ave. Oelwein, Iowa 50662 FAYETTE COUNTY	PRID	10/1/2026	5/31/2027	5

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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Northeast Iowa Artificial Insemination, Inc.	15801 190th St. Elma, Iowa 50628 HOWARD COUNTY	PTACEK	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	3126 120th St. Waucoma, Iowa 52171 CHICKASAW COUNTY	Ralph	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	14866 Opal Rd Randalia, Iowa 52164 CHICKASAW COUNTY	RANDALIA EAST	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	15407 Q Ave Randalia, Iowa 52164 FAYETTE COUNTY	RANDALIA WEST	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	10470 40th St. Chester, Iowa 52134 HOWARD COUNTY	RANDALL	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	1250 295th Avenue Fort Atkinson, Iowa 52144 WINNESHIEK COUNTY	Rausch Home	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	3331 210th St. Waucoma, Iowa 52171 CHICKASAW COUNTY	Rausch Waucoma	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	24990 40th St Cresco, Iowa 52136 HOWARD COUNTY	Ray Reicks	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	1591 Stevens Ave. Lawler, Iowa 52154 CHICKASAW COUNTY	REICKS RIDGE	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	12463 Granite Ave Monona, Iowa 52159 CLAYTON COUNTY	Reid Nursery	10/1/2026	5/31/2027	5

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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Northeast Iowa Artificial Insemination, Inc.	31389 215th St Garnavillo, Iowa 52049 CLAYTON COUNTY	River Ridge Pork	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	3813 333RD AVE Cresco, Iowa 52136 WINNESHIEK COUNTY	RIVERBEND	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	15601 200th St. Elma, Iowa 50628 HOWARD COUNTY	ROBERSON 1	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	17797 180th St. Elma, Iowa 50628 HOWARD COUNTY	ROBIN 1	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	1302 Pembroke Avenue Lawler, Iowa 52154 CHICKASAW COUNTY	Roger Reicks	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	19415 Valley Avenue Cresco, Iowa 52136 HOWARD COUNTY	Ron Swestka Home	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	18649 Valley Avenue Cresco, Iowa 52136 HOWARD COUNTY	Ron Swestka North	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	17788 160th St. Elma, Iowa 50628 HOWARD COUNTY	Rosewood	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	2523 255th Ave Decorah, Iowa 52101 WINNESHIEK COUNTY	Rovang	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	5527 50th St Chester, Iowa 52134 HOWARD COUNTY	Ruppert	10/1/2026	5/31/2027	5

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Northeast Iowa Artificial Insemination, Inc.	2557 Victory Ave Charles City, Iowa 50616 FLOYD COUNTY	RUZICKA	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	18470 150TH ST Cresco, Iowa 52136 HOWARD COUNTY	SCHLEY EAST	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	13254 Hickory Ave Monona, Iowa 52159 CLAYTON COUNTY	Schutte	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	1751 260th st Ionia, Iowa 50645 CHICKASAW COUNTY	Seamans Dietrich	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	2937 Mission Ave Fredericksburg, Iowa 50630 CHICKASAW COUNTY	Seamans Lamka	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	2346 270th St New Hampton, Iowa 50659 CHICKASAW COUNTY	Seamans Nursery	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	1752 150th Street Alta Vista, Iowa 50603 CHICKASAW COUNTY	SFF	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	13143 200th St. Elma, Iowa 50628 HOWARD COUNTY	Shatek	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	1997 290th St Ionia, Iowa 50645 CHICKASAW COUNTY	Sheets East	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	1150 Ivory Ave Plainfield, Iowa 50666 BREMER COUNTY	Sheets Edson	10/1/2026	5/31/2027	5

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Northeast Iowa Artificial Insemination, Inc.	2945 Irwin Ave Ionia, Iowa 50645 CHICKASAW COUNTY	Sheets Hartman	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	1969 290th St Ionia, Iowa 50645 CHICKASAW COUNTY	Sheets Home	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	2010 337th Ave. Calmar, Iowa 52132 WINNESHIEK COUNTY	SHILENY	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	3351 440th St Riceville, Iowa 50466 MITCHELL COUNTY	Shoger	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	7199 N Ave. Maynard, Iowa 50655 FAYETTE COUNTY	SIDE	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	7147 Kent Avenue Lime Springs, Iowa 52155 HOWARD COUNTY	SILENT PINE	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	12500 Birch Ave Riceville, Iowa 50466 HOWARD COUNTY	SKOL	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	3131 105th St. Sumner, Iowa 50674 BREMER COUNTY	Southwood	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	1749 Jersey Ave. Floyd, Iowa 50435 FLOYD COUNTY	SPICEWOOD	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	17265 Pleasant Ave Elma, Iowa 50628 HOWARD COUNTY	SPRUCE GROVE	10/1/2026	5/31/2027	5

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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Northeast Iowa Artificial Insemination, Inc.	10714 150th St. Elma, Iowa 50628 HOWARD COUNTY	SPUR	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	10383 80th Street Lime Springs, Iowa 52155 HOWARD COUNTY	Sunnyridge	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	7009 Lilac Avenue Lime Springs, Iowa 52155 HOWARD COUNTY	Sunnyview	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	1799 120th St Alta Vista, Iowa 50603 CHICKASAW COUNTY	Swenson	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	458 County Side Dr Waukon, Iowa 52172 ALLAMAKEE COUNTY	Tatum	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	17259 160th St Elma, Iowa 50628 HOWARD COUNTY	Thola	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	2741 May Ave Lime Springs, Iowa 52155 HOWARD COUNTY	TIBBALS	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	2742 May Ave Lime Springs, Iowa 52155 HOWARD COUNTY	Tibbals East	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	5735 180th St Elma, Iowa 50628 HOWARD COUNTY	TOP R	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	3240 Co Rd B16 Calmar, Iowa 52132 HOWARD COUNTY	Trout Run	10/1/2026	5/31/2027	5

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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Northeast Iowa Artificial Insemination, Inc.	1685 Victoria Way Lawler, Iowa 52154 CHICKASAW COUNTY	Turkey Farm	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	29139 JUNIPER RD West Union, Iowa 52175 FAYETTE COUNTY	Turkey River Swine	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	27150 205th St Garnavillo, Iowa 52049 CLAYTON COUNTY	Twin Prairie	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	2783 310th St. Ridgeway, Iowa 50165 WINNESHIEK COUNTY	Tye Moellers	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	12871 210th St West Union, Iowa 52175 FAYETTE COUNTY	UNION NORTH	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	12379 200th St West Union, Iowa 52175 FAYETTE COUNTY	UNION SOUTH	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	1273 Vanderbilt Ave. Waucoma, Iowa 52171 CHICKASAW COUNTY	VANDERBILT	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	23493 240th St. Waucoma, Iowa 52171 FAYETTE COUNTY	Vansickle	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	1599 335th Avenue Ft. Atkinson, Iowa 52144 WINNESHIEK COUNTY	Vsetecka	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	3044 270th St Ridgeway, Iowa 50165 WINNESHIEK COUNTY	Walnut 1	10/1/2026	5/31/2027	5

D. Additional Housing Information

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Northeast Iowa Artificial Insemination, Inc.	3194 275th St Ridgeway, Iowa 50165 WINNESHIEK COUNTY	Walnut 2	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	3321 280th St. Sumner, Iowa 50674 CHICKASAW COUNTY	WALTER	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	18495 140th St. Cresco, Iowa 52136 HOWARD COUNTY	WATT 5	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	1310 French Creek Dr Lansing, Iowa 52151 ALLAMAKEE COUNTY	Wayne	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	21818 140th St Dougherty, Iowa 50433 CERRO GORDO COUNTY	Weaver Sow	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	2165 120th St. New Hampton, Iowa 52136 CHICKASAW COUNTY	WEBER 1	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	2340 280th St Fredericksburg, Iowa 50630 CHICKASAW COUNTY	WENTHOLD	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	7149 Saint Ave Lime Springs, Iowa 52155 HOWARD COUNTY	West End Farms	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	9652 River Rd Chester, Iowa 52134 HOWARD COUNTY	Westchester	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	1271 Jasper Ave New Hampton, Iowa 50659 CHICKASAW COUNTY	Westwood	10/1/2026	5/31/2027	5

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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 §
Northeast Iowa Artificial Insemination, Inc.	3348 210th St Waucoma, Iowa 52171 CHICKASAW COUNTY	WHITETAIL	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	20610 110th St Westgate, Iowa 50681 FAYETTE COUNTY	WILKINSON 1	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	2245 120th St New Hampton, Iowa 50659 CHICKASAW COUNTY	WILLOW CREEK SOUTH	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	10828 135th St. Elma, Iowa 50628 HOWARD COUNTY	WOGAHN	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	21743 O Avenue Hawkeye, Iowa 52147 HOWARD COUNTY	Woltzen	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	15502 SAINT AVE Cresco, Iowa 52136 HOWARD COUNTY	WRAPS	10/1/2026	5/31/2027	5
Northeast Iowa Artificial Insemination, Inc.	1635 Durham Ave Ionia, Iowa 50654 CHICKASAW COUNTY	ZUBROD	10/1/2026	5/31/2027	5

D. Additional Housing Information

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H. Additional Material Terms and Conditions of the Job Offer

a. Job Offer Information 1

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Additional Information Regarding Job Qualifications/Requirements
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Three (3) months experience operating full size semi tractors is required. Commercial Drivers License or foreign equivalent is required. Workers will be terminated if they are deemed unable to safely operate heavy farm equipment. Must be able to follow detailed biosecurity protocol as well as follow safety protocols and work together to maintain a safe working environment. Workers must be able to lift and carry 75 pounds for 75 yards. The Employer will conduct a pre-employment background check, at the Employer's expense, as a condition of employment. Additionally, the Employer reserves the right to conduct a post-employment background check, at the Employer's expense, if the Employer deems such a check necessary. Post-employment drug test is paid for by employer.			

b. Job Offer Information 2

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Employer will either arrange for inbound and outbound transportation via a charter bus service for the worker, or if the worker prefers to arrange their own transportation, Employer will reimburse the worker at no less than the most economical and reasonable common carrier transportation charges for the distances involved as well as for the related daily subsistence costs while the worker is traveling. Please see Work Term 1 of 12 for more detailed Inbound/Outbound Transportation arrangements.			

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 *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Bio-Security Rules Part 1
3. Details of Material Term or Condition (up to 3,500 characters) * Bio-Security Rules Employer is required to implement bio-security protocols to minimize the risk of introducing, spreading, or transmitting diseases between farm animals and humans. These protocols are crucial to maintain the health and well-being of the animals and prevent disease outbreaks. Although the employee may not be involved in or responsible for many of these activities, employee is expected to be mindful of their existence and the purpose behind them: 1. Restricted Access: Limiting access to the farm to essential personnel only, and implementing measures to control visitors, deliveries, and vehicles to prevent the introduction of potential diseases. 2. Clean and Disinfect: Ensuring proper cleaning and disinfection of barns, equipment, and transport vehicles to reduce the risk of disease transmission. 3. Quarantine: Implementing a quarantine protocol for new or returning animals to prevent the introduction of diseases from external sources. 4. Controlled Movements: Separating different age groups or production stages of animals and controlling their movements to minimize disease transmission. 5. Pest and Rodent Control: Implementing measures to control pests and rodents that could potentially spread diseases. 6. Personal Protective Equipment (PPE): Requiring farm workers to wear appropriate PPE, such as gloves, coveralls, and boots, to help prevent cross-contamination. 7. Animal Health Monitoring: Regularly monitoring the health of the animals, reporting any unusual signs of illness, and implementing appropriate disease surveillance programs. 8. Vaccination: Following a proper vaccination schedule to protect animals against common diseases and prevent their spread. 9. Biosecurity Training: Providing training to farm personnel about the importance of biosecurity measures and their role in disease prevention. 10. Animal Transportation: Implementing strict biosecurity protocols for the transportation of animals, including cleaning and disinfecting vehicles. 11. Dead Animal Disposal: Properly disposing of dead animals to prevent disease spread. 12. Employee housing: The employer owns multiple housing units in the area of intended employment, each of which will be inspected and approved for habitation by relevant authorities. Employees utilizing the employer owned housing will be assigned to a specific housing unit designated by the employer. 13. Housing assignment: Employee utilizing employer owned housing is required to reside solely in the assigned housing unit unless authorized otherwise by the employer or unless bio-security protocols dictate otherwise. 14. Relocation restrictions: Employee utilizing employer owned housing is not allowed to relocate to another employer owned housing unit without prior approval of the employer or unless bio-security protocols dictate otherwise. 15. Assignment Changes: In circumstances where bio-security protocols or other compelling reasons dictate, employee may be re-assigned to a different housing unit.			

d. Job Offer Information 4

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Bio-Security Rules Part 2
3. Details of Material Term or Condition (up to 3,500 characters) * 16. Employees who chose not to utilize the employer provided housing because they are reasonably able to return to their homes each day are expected to exercise necessary precautions to ensure the above bio-security objectives are realized. 17. Employees may not reside in employer-owned housing unit that has not been inspected by the proper authorities. 18. Compliance with housing rules: Employee must adhere to all rules and regulations set forth by the employer regarding housing, cleanliness, and safety. Failure to comply may result in disciplinary action, including termination of employment. 19. Inspection and maintenance: The employer reserves the right to inspect the assigned housing unit periodically to ensure compliance with safety and health regulations.			

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



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H. Additional Material Terms and Conditions of the Job Offer

e. Job Offer Information 5

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - ETA 790 Addendum
3. Details of Material Term or Condition (up to 3,500 characters) * Per the FAQs to the 2023 H-2A Adverse Effect Wage Rate (AEWR) Final Rule published on March 9th by the Employment and Training Administration of the Office of Foreign Labor Certification of the U.S. Department of Labor: The AEWR applicable to a job opportunity depends on the SOC code or codes assigned to the job opportunity. The majority of H-2A job opportunities will be classifiable in one of the SOC codes associated with the field and livestock workers (combined) category and will be subject to the FLS-based AEWR. If the employer's job opportunity is not classifiable within one of the common SOC codes associated with the field and livestock workers (combined) occupational group, the appropriate SOC code will depend on the nature of the job opportunity (e.g., duties, qualifications, requirements, equipment used). The SOC code(s) can be identified by comparing the employer's job opportunity to the SOC code descriptions and other information on the Department's Occupational Information Network (O*NET) website, located at https://www.onetonline.org/. Additionally, the Office of Foreign Labor Certification's National Prevailing Wage Center provides the following guidance: In determining the nature of the job offer, the first order is to review the requirements of the employer's job offer and determine the appropriate occupational classification. The O-NET description that corresponds to the employer's job offer shall be used to identify the appropriate occupational classification. Accordingly, the nature of this job opportunity (e.g. duties, qualifications, requirements, equipment to be used) is consistent with ONET code 53-3032: Heavy and Tractor-Trailer Truck Drivers.			

f. Job Offer Information 6

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Work Terms 2 of 12
3. Details of Material Term or Condition (up to 3,500 characters) * Although not intended to be a complete list, these work rules are intended to provide guidance to workers of standards of conduct expected of them. Notice is provided that violation of lawful job-related employer requirements, including these work rules, will be considered grounds for immediate termination of a worker's employment. Penalties such as suspension from work opportunity for the remainder of the day to three (3) days may be made in the case of less serious violations. Workers are expected to comply with all rules relating to discipline, attendance, work quality and effort, and the care and maintenance of all property provided to them by the employer. Safety/ Production Standard Workers will be expected to meet the following production standards after completion of training or break-in period, if applicable: - Workers who perform sloppy work may be suspended without pay for the remainder of a workday or for up to three days in the sole judgment of their supervisor, depending on the degree of infraction, the worker's prior record and other relevant factors. Discharge of the worker may result from any subsequent offense. - Workers may not use or operate trucks or other vehicles, machines, tools or other equipment and property to which the worker has not been specifically assigned by his supervisor and with proper licensing. Workers may not use or operate trucks or other vehicles, tools or other equipment or property for their personal use unless expressly authorized by the employer. - Workers must not misuse or remove any employer owned property from the farm premises without authorization. - Workers must obey all safety rules and common safety practices and must report any injuries or accidents promptly to their supervisor or the employer's office. This includes proper use of appropriate personal protective equipment (PPE) and any safety equipment required to operate equipment safely. - Workers must follow supervisor's instructions. Insubordination is cause for dismissal. - Workers may not use cellular telephones, theirs or the employer's, for personal use during work time. Workers may carry and are encouraged to use cellular telephones in case of a bona fide emergency. - Workers must work at a sustained, vigorous pace and make bona fide efforts to work efficiently and consistently that are reasonable under the climatic and other working conditions. The employer will provide workers Compensation Insurance or equivalent employer provided insurance, at no cost to the worker, covering injury and disease arising out of, and in the course of, the worker's employment. Employer's proof of insurance coverage will be provided to the ETA field office before certification is granted.			

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



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H. Additional Material Terms and Conditions of the Job Offer

g. Job Offer Information 7

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Work Terms 3 of 12
3. Details of Material Term or Condition (up to 3,500 characters) * 8. No use of beer or liquor is permitted during work time or during any workday before work is completed for the day (such as during meals); workers may not report for work under the influence of beer, liquor or illegal drugs, which includes abuse of prescription drugs prescribed for either the worker or for another person. Employees may be terminated for excessive use of alcohol, drunk and/or disorderly conduct in housing after hours. Illegal drugs may not be used, sold, manufactured or kept on any employer premises, including housing. Prescription medication must be kept in its original container with the original pharmacy label attached. Employer will test for drug or alcohol use upon reasonable suspicion that the worker may be affected by drugs or alcohol that could adversely affect job performance or the work environment, including safety related performance of the worker or other persons. 9. Excessive absences or tardiness will not be permitted. This is regular, everyday work for which employees are expected to be present, able and willing to perform every scheduled workday. This is not sporadic or "day work." Excessive or repeated tardiness is not acceptable. Excessive absences or tardiness includes three (3) unexcused absences and/or tardies in a two (2) week period and may result in termination. Less frequent rates of unexcused absence and tardiness that negatively impact operations and productivity, such as one unexcused absence or tardy per week for consecutive weeks, will result in less severe discipline such as a written warning or suspension. Failure to correct such attendance issues will result in termination. 10. Any absence and/or tardiness that is requested at least twenty-four (24) hours in advance of the work start day and time for which approval from the worker's supervisor is obtained will not count as an unexcused absence. Absences for verifiable medical reasons or other emergency reasons that can be substantiated with verification will also not count as unexcused absences. Employer reserves the right, however, to terminate workers absent for any reason if the number of absences materially effects operations and productivity if the absences are not subject to the Family Medical Leave Act, the Americans with Disabilities Act, or similar applicable provisions. 11. Workers must maintain any living quarters provided to them clean and in good repair, given reasonable wear and tear, in compliance with applicable housing requirements as determined by regular inspections by the employer and government representatives. For example, eggs, meats, and other foods requiring refrigeration must remain refrigerated, dishes and other cooking utensils must be cleaned, and lids must be kept on all trash and waste receptacles. The Employer may inspect housing for compliance with these requirements at reasonable times, and workers must report any damage or maintenance issues, whether by normal wear and tear, or by acts of an individual to their supervisor or the employer's office. Workers shall cooperate in maintaining common kitchen and living areas. No pets of any kind are permitted. 12. Reasonable repair costs of damage other than that caused by normal wear and tear will be charged to the workers found to have been responsible for the willful or reckless damage to the housing or furnishings as allowable by State and Federal law. Such conduct may result in termination.			

h. Job Offer Information 8

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Work Terms 4 of 12
3. Details of Material Term or Condition (up to 3,500 characters) * Employee Expectations and Behavior Continued: 13. All posters required by federal and state law will be posted at each housing location. They are not to be removed, defaced, or altered in any way. Workers who wish to have copies may ask their supervisor. 14. All housing must be locked each morning before leaving for work. Lights and unnecessary heat should be turned off; doors and windows closed in event of rain and when heat is turned on. 15. Workers living in employer's housing assigned to bunk beds may not separate bunk beds, as floor space in sleeping rooms is needed by all occupants. 16. Workers living in employer's housing may not cook in sleeping rooms or any other non-kitchen areas. Employer furnishes cooking facilities and equipment. 17. Workers may not drop paper, cans, bottles and other trash in fields, work areas, or on housing premises. Trash and waste receptacles must be used, and lids must be kept on trash and waste receptacles. 18. Workers may not take unauthorized breaks from work. 19. Workers may not leave the field or other assigned work areas without permission of employer or person in charge. 20. Workers may not enter employer's premises without authorization. 21. Workers may not begin work prior to scheduled starting time or continue working after stopping time. 22. Workers living in employer's housing may not entertain guests in housing premises after 10 p.m. Sunday through Friday or after 11 p.m. on Saturday and may not have overnight guests at any time 23. Workers may not deliberately restrict production or damage plants. 24. Any worker who physically threatens another worker, the employer, or any supervisor, with or without any tool or weapon, will be subject to immediate discharge. 25. Any worker who is found carrying, using or possessing any dangerous or deadly weapon will be subject to immediate discharge. 26. Workers may not engage in horse play, scuffling, throwing things, wasting time, or loitering, including sitting in work vans or other equipment during work hours. Workers will be discharged for fighting on the employer's premises, including housing premises, at any time. 27. Workers will be discharged if they steal from fellow workers or the employer. 28. Workers will not falsify identification, personnel, medical, production or other related records.			

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



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H. Additional Material Terms and Conditions of the Job Offer

i. Job Offer Information 9

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Work Terms 5 of 12
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * 33. Occupants of housing must not cover or remove smoke alarms or remove batteries from smoke alarms, must not remove heaters from housing, must not discharge fire extinguishers (except for use during an emergency), must not remove fire extinguishers from housing, and must flush toilet paper after use (do not leave used toilet paper in waste basket). 34. Occupants may not interrupt other workers' rest/sleep period by excessive noise or commotion. Workers must not play loud music after 9:00 p.m. on Sunday through Friday, nor after 11:00 p.m. on Saturday. 35. Occupants of housing may not post or remove any notices, signs, posters, bulletin boards, or other such documents from the employer provided housing without permission from the employer. 36. In determining appropriate disciplinary action, the employer will consider the seriousness of the offense and the surrounding circumstances, including the safety of the employee and others, the apparent awareness of the individual that his action or conduct would or could have serious consequences or his failure to consider the consequences of his action or conduct, and other factors. The Employer reserves the right to impose immediate discharge for serious violations. In cases that appear to warrant less serious penalties and for which the employee takes responsibility for future conduct in accordance with the work rules and other provisions of the job order, employees who violate work rules may be disciplined in the following ways (not limited to): Oral warning and correction, written warning, unpaid leave for balance of pay, immediate discharge, suspension, and/or written fact statement. Employee may be asked to sign written fact statement. EMPLOYER FURNISHED TOOLS AND EQUIPMENT The employer will furnish, without cost, all tools, supplies, or equipment required in the performance of work. Crews will be responsible for vans, tools, and equipment assigned to them. Deductions will be taken for lost tools, misuse causing damage and destruction of tools and equipment. Vehicles must be kept clean and deductions will be made for necessary cleaning, damage due to misuse, and reckless operations. EMPLOYER OBLIGATION IF EMPLOYMENT IS EXTENDED No employment beyond the period of employment specified in the job order shall relieve the employer from paying wages already earned, or, if specified in the job order as a term of employment, providing return transportation or paying return transportation expense to the worker.			

j. Job Offer Information 10

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Work Terms 6 of 12
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Merit based bonuses may be given. Higher hourly rate may be given based on experience, tenure, skill, and other non-discriminatory factors. If any advances are given to workers, it will be deducted from their checks as allowable by Federal and State Law. Any willful destruction of property will also be deducted by Federal and State Law. All drivetime hours will be paid at the AEWR when the work is being performed. Employer may provide company attire and/or money for the employees to purchase their own company attire. Employer may provide reimbursement for cell phone if used if the employee is required to use cell phone for company purposes. Employer may, in its sole discretion, pay workers their normal hourly rate if the workers are required to not work due to weather conditions, material delivery delays, biosecurity protocols, or other reasons outside the worker's control.			

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H. Additional Material Terms and Conditions of the Job Offer

k. Job Offer Information 11

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Work Terms 8 of 12
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * The working conditions will comply with applicable Federal and State minimum wage, child labor, social security, health, and safety, farm labor contractor registration and other employment-related laws. The employer is an Equal Opportunity employer and will offer U.S. workers no less than the same opportunities, wages, benefits and working conditions as those which the employer offers or intends to offer non-immigrant workers. Assurances and Obligations This services as an assurance that should employer's worker's compensation insurance expire during the work contract period for which the employer employees' workers under the H-2A program, Employer will renew worker's compensation insurance policy to cover the workers. Additionally, once Employer does renew the worker's compensation policy, Employer will provide the company's name, policy number, and effective date to the Certifying Officer, US Department of Labor, ETA, OFLC, 200 Constitution Avenue NW, Room N-5311 Washington, DC 20210. Employer requests permission for conditional entry into the Interstate and Intrastate Clearance System and assures that the worker housing will be available for inspection and in compliance with applicable Federal Standards not later than 30 days in advance of the date of need reflected on the attached ETA 790.			

l. Job Offer Information 12

1. Section/Item Number *	F.1	2. Name of Section or Category of Material Term or Condition *	Daily Transportation - Work Terms 9 of 12
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * All workers that have a valid driver's license must agree to and comply with the employer's fleet policy agreement prior to driving any company vehicles. Workers shall not drive a company vehicle unless written permission is provided to employee. Drivers may be entitled to additional compensation for properly maintaining company vehicles. Drivers will be paid drive time hours at the Adverse Effect Wage Rate (AEWR) for the state in which work is performed. The Employer will provide daily transportation between housing provided or secured by the employer and the employer's place of employment at no cost to the worker. The mode of transportation utilized will be six (6) passenger vans with a capacity of no more than twelve (12), and eight (8) passenger vehicles with a capacity of no more than five (5), which are owned by the Employer. Employer will transport the workers from the housing location to the worksite location each morning of the workweek and will transport the worker from the worksite to the housing location at the end of each workday. The employer-provided transportation will comply with all applicable local, State, or Federal laws and regulations, and will comply with at a minimum, the same transportation safety standards, driver licensure, and vehicle insurance as required under 29 U.S.C. 1841, 29 CFR 500.104 or 500.105, and 29 CFR 500.120 through 500.128.			

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

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Pay Deductions - Work Terms 10 of 12
3. Details of Material Term or Condition (up to 3,500 characters) * Deductions: All deductions required by law, including, but not limited to, FICA taxes, Federal, and State Income taxes, court & administratively ordered garnishments & other withholdings as well as for repayment of cash advances & repayment of loans, repayment of overpayment of wages to the Worker, long-distance telephone charges, recovery of any loss to the Employer due to the Worker's damage (beyond normal wear and tear) or loss of equipment or housing items where it is shown that the Worker is responsible, & any other reasonable deductions expressly authorized by the Worker in writing including but not limited to health or retirement benefits offered by the employer. Please note, for articles voluntarily purchased from the Employer, the Employer will be deducting at cost. Employer will not profit from the voluntary purchase of articles from the Employer. The Worker will not be required by the Employer to purchase any health care benefit or participate in any retirement benefit that may be offered and may choose to state in writing that the worker declines to purchase any such Employer sponsored health care or retirement benefit. If the Worker timely chooses to purchase any such benefit, at the time the Worker states his or her desire to purchase such a health care benefit by completing and submitting any required written application any such benefit, the Worker also will be required to authorize a biweekly deduction from the Worker's wages to pay the Worker's portion of the monthly premium. Such authorization by a Worker for the Employer to make a bi-weekly deduction for wages, that is for the deduction to be made from wages paid on each payday from the workers' wages to pay the workers portion of the monthly premium or deduction. Such authorization by a Worker for the Employer to make said deduction every pay period must be in writing and signed by the Worker. The Workers share of the benefit must be stated in writing and signed by the worker. The Workers decision to decline or to accept the opportunity to purchase health insurance benefits offered by the employer will likely be irrevocable for the remainder of the benefit plan year absent a "Qualifying Event" affecting the Worker. Information concerning the amount the Worker must pay as the Worker's share of the premium cost in order to purchase a health care benefit will be provided in writing if such benefit is offered. Additionally, information concerning the amount that the worker may contribute to any retirement plan will be provided in writing if such benefit is offered. Any offered health or retirement plans shall be governed by the terms of any such plan, the requirement of any insurance company or third-party administrator as well as payroll administration requirements. No deduction not required by law will be made that brings the worker's hourly earnings below the FLSA Federal statutory minimum wage, except and unless allowed by law.			

n. Job Offer Information 14

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Work Terms 11 of 12
3. Details of Material Term or Condition (up to 3,500 characters) * The Employer will pay at a minimum the Adverse Effect Wage Rate (AEWR) per hour and may increase this rate based on new published rate changes. The employer will pay the required wage rate between the AEWR, the prevailing hourly wage or piece rate, if applicable, the agreed-upon collective bargaining wage, or the Federal or State minimum wage, except where a special procedure is approved for an occupation or specific class of agricultural employment. The employer assures that if a change in the AEWR requires an increase in the guaranteed minimum, such increase will be paid as of the effective date of the increase. If the worker's piece rate earnings for a pay period result in average hourly earnings of less than the guaranteed minimum, the worker will be provided make-up pay to the guaranteed minimum rate. Workers may be entitled to bonus pay based on safety, performance, or other standards. Overtime Rate of Pay: Overtime will be paid as required by Local/State/Federal Law if applicable.			

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H. Additional Material Terms and Conditions of the Job Offer

o. Job Offer Information 15

1. Section/Item Number *	F.1	2. Name of Section or Category of Material Term or Condition *	Daily Transportation - Work Terms 1 of 12
3. Details of Material Term or Condition (up to 3,500 characters) * The employer will also provide advance subsistence at a minimum amount of \$16.78 per 24-hour period of travel from the place of recruitment to the place of employment (if it is the prevailing practice). Workers who provide receipts for meals and non-alcoholic beverages in excess of \$16.78 will be reimbursed during the first pay period, up to the maximum of \$68.00 per 24-hour period of travel from place of recruitment to the place of employment (if it is the prevailing practice). After worker has completed 50% of the work contract period, employer will reimburse worker for the cost of transportation and subsistence from the place of recruitment (travel reimbursement subsistence will be the minimum amount of \$16.78 per 24-hour period of travel and maximum of amount will be \$68.00 per day from the place of employment to the place of recruitment. Due to subsequent employment with another employer who agrees to pay such costs, in which the employer will only pay for the transportation and subsistence to the next job. The amount of the transportation payment will be equal to the most economical and reasonably similar common carrier transportation charges for the distance involved. The employer must also provide or pay the reasonable costs for lodging where lodging is necessary. If not provided by the employer, the amount an employer must pay for transportation and, where necessary, lodging must be no less than (and is not required to be more than) the most economical and reasonable costs. Upon completion of the work contract, employer will pay reasonable cost (most economical) of return transportation and subsistence in accordance with current rates published in the Federal Register (currently no less than \$16.78 per day without receipt and up to \$68.00 per day with receipts as the maximum amount to be reimbursed). (Per 20 CFR 655.173.) The employer will not be responsible for providing the cost of return transportation and subsistence from the place of employment to the place of recruitment if the worker voluntarily abandons the job or is terminated for just cause. Free transportation will be provided from the housing location to the worksite and return each day.			

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1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Work Terms 7 of 12
3. Details of Material Term or Condition (up to 3,500 characters) * The employer will expeditiously notify the order holding office or State Agency by telephone immediately upon learning that a crop is maturing earlier or later, or that the weather conditions, over-recruitment, or other factors have changed the terms and conditions of employment. Anticipated Hours Per Week Additional hours of work, i.e., on Sabbath, or holidays may be offered under this job order, but may not be required. The employer may require workers to work 54 hours per week but if it requests workers to work additional hours, the worker has the right to work only the 54 hours per week and not the additional hours offered by the employer. Terminations Employer reserves the right after employment to ask any employee at the employer's expense to take a blood or urine test to determine whether he/she is under the influence of controlled substances, illegal drugs or alcohol. The employer may terminate the worker with notification to the Employment Service if the worker: (a) refuses without justified cause to perform work for which the worker was recruited and hired; (b) commits serious acts of misconduct including but not exclusively: (1) criminal acts; (2) dishonesty; (3) theft; (4) willful destruction of property; (5) Insubordination; (6) Persistent tardiness; (7) failing to abide by employer safety absolutes; (8) negligent and/or reckless performance of job duties; (9) failure, after completing any training or break-in period, to reach production standards when production standards are applicable; (10) abandonment as defined below. Additionally, the employer may terminate an employee if it discovers a criminal conviction record or status as a registered sex offender that the employer reasonably believes, consistent with current law, will impair the safety and living conditions of other workers. The employer may terminate an employee if it discovers a theft conviction record or status due to the expensive tools and equipment on farm worksites. In the event of termination for medical reasons occurring after arrival on the job, or occurring as a result of employment, or in the event of termination resulting from an Act of God, the employer will pay or provide reasonable costs of return transportation and subsistence to the place of recruitment. Additionally, the employer will reimburse worker for reasonable cost of transportation and subsistence incurred by the worker to get to the place of employment.			

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.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Work Terms 12 of 12
3. Details of Material Term or Condition (up to 3,500 characters) *			
Workers may assist supervisors in communicating information regarding work duties and requirements and instructing other workers in and related work activities. Workers may serve as the lead worker in small crews. Workers will work on their feet in bent, stooped and crouched positions. Employees must be able to lift and carry materials or equipment with a weight of 75 pounds frequently throughout the workday. Work requires repetitive movements and extensive walking. Workers may be required to work during rain and snow conditions that are not severe enough to stop operations. Workers should be physically able to do the work required. Workers will be expected to work on days that are deemed workable by Employer's management. Disciplinary action may be taken if worker does not show up for work due to stated conditions. Workers are expected to be at work on time every day work is available and to work the full workday as specified in this job order.			

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

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