

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



A. Job Offer Information

1. Job Title * Field Laborer							
2. Workers Needed *	a. Total	b. H-2A Workers	Period of Intended Employment				
	670	643	3. First Date * 10/12/2026	4. Last Date * 4/9/2027			
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 *	
40	a. Total Hours	7	c. Monday	7	e. Wednesday	7	g. Friday
0	b. Sunday	7	d. Tuesday	7	f. Thursday	5	h. Saturday
						a. 5 : 00	☒ AM ☐ PM
						b. 12 : 30	☐ 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.) See Addendum C							
8b. Wage Offer *		8c. Per *	8d. Piece Rate Offer \$		8e. Piece Rate Units / Estimated Hourly Rate / Special Pay Information \$		
\$ 15 . 15		☒ HOUR ☐ MONTH	\$ 18 . 32		Celery 3 Grd 1 Bonipak: See Addendum A		
9. Is a completed Addendum A providing additional information on the crops or agricultural activities to be performed and wage offers attached to this job offer? *						☒ 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.) See Addendum C							

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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. Training: number of <u>months</u> required. *	
1		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>65</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 *			
Betteravia Farms: Gila K Ranch: 32°38'40.80"N 114°40'16.52"W			
2. City *	3. State *	4. Postal Code *	5. County *
Yuma	Arizona	85365	Yuma County
6. Additional Place of Employment Information. (If no additional information, enter " NONE " below) *			
Harvesting will take place in various fields in and around Yuma County, Arizona and Riverside County, California which consist of one area of intended employment as defined in 20 CFR §655.103(b). Specifically, the harvesting will be completed at the following locations which are operated by Betteravia Farms, LLC for the purposes of agriculture (Grower):			
Betteravia Contact: Sandy Leyva – HR Director, Phone Number: (805) 925-2478 Email: Sandy.Leyva@bonipak.com			
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 *			
Budgetel Inn - 1640 S Arizona Ave			
2. City *	3. State *	4. Postal Code *	5. County *
Yuma	Arizona	85364	Yuma County
6. Type of Housing (check only one) *		7. Total Units *	8. Total Occupancy *
☐ Employer-provided (including mobile or range) ☒ Rental or public		69	274
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) *			
The employer will offer housing, bedding (mattresses, blankets, sheets, pillows and pillow cases), storage for personal belongings, and utilities at no cost to workers recruited from beyond normal commuting distances who are unable to return to their place of residence on a daily basis. The Employer assures that all rental and/or public accommodations will meet local, State or Federal Standards.			
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.)

Workers living in employer provided housing without kitchen facilities will receive three meals per day, seven days a week. A deduction of \$18.00 per day (or higher when the Department of Labor publishes the new maximum meal deduction rate or approves a higher meal charge) for employer-prepared or provided meals will be made from the paychecks of all workers occupying employer provided housing without kitchen facilities.

2. The employer: *

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

☒ **WILL** charge each worker for meals at \$ 18 . 00 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.)

Company will offer transportation at no cost to workers occupying Company-provided housing to the work site and return on a daily basis. The Company may also offer transportation at no cost to workers who commute to work on a daily basis and workers who elect not to occupy the Company-provided housing from one or more pre-designated pick-up points to and from the daily work site.

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

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

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

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

a. no less than

\$ 18 . 00

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.)

See Addendum C

2. Telephone Number to Apply *
+1 (928) 487-0658

3. Extension §
N/A

4. Email Address to Apply *
jobs@alcoharvesting.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 * MacKenzie	2. First (given) name * Jeremy	3. Middle initial §
4. Title * General Manager		

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5. Signature (or digital signature) * Digital Signature Verified and Retained By <i>Certifying Officer</i>	6. Date signed * 8/14/2026
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For Public Burden Statement, see the Instructions for Form ETA-790/790A.

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

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	Hourly Wage Information I	\$ 15 15	Hour	For work performed in Arizona: \$15.15 per hour for corresponding U.S. workers and H-2A workers.
	Hourly Wage Information II	\$ 16 90	Hour	For work performed in California: \$16.90 per hour for corresponding U.S. workers and H-2A workers.
	Broccoli 14 Grd 1 Bonipak	\$ 01 65	Piece Rate	Min CPMH: 9.4. Min Hourly Earning: \$15.15. Max CPMH: 10.4. High Hourly Earning: \$17.15
	Broccoli 14 Grd 1 Bonipak CHEP	\$ 01 65	Piece Rate	Min CPMH: 9.4. Min Hourly Earning: \$15.15. Max CPMH: 10.4. High Hourly Earning: \$17.15
	Broccoli 14 Grd 1 IFCO Tray CHEP Tagged	\$ 01 65	Piece Rate	Min CPMH: 9.4. Min Hourly Earning: \$15.15. Max CPMH: 10.4. High Hourly Earning: \$17.15
	Broccoli 18 Grd 1 Bonipak	\$ 02 10	Piece Rate	Min CPMH: 7.3. Min Hourly Earning: \$15.15. Max CPMH: 8.2. High Hourly Earning: \$17.15
	Broccoli 18 Grd 1 Bonipak CHEP	\$ 02 10	Piece Rate	Min CPMH: 7.3. Min Hourly Earning: \$15.15. Max CPMH: 8.2. High Hourly Earning: \$17.15
	Broccoli Asian Crown Grd X-LOT Bonipak	\$ 01 65	Piece Rate	Min CPMH: 9.4. Min Hourly Earning: \$15.15. Max CPMH: 10.4. High Hourly Earning: \$17.15
	Broccoli Asian Crown Grd 1 Bonipak	\$ 01 65	Piece Rate	Min CPMH: 9.4. Min Hourly Earning: \$15.15. Max CPMH: 10.4. High Hourly Earning: \$17.15
	Broccoli Asian Crown Grd 1 Bonipak CHEP	\$ 01 65	Piece Rate	Min CPMH: 9.4. Min Hourly Earning: \$15.15. Max CPMH: 10.4. High Hourly Earning: \$17.15

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

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	Broccoli Asian Crown Grd 1 Bonipak ECORR CHEP	\$ 01 65	Piece Rate	Min CPMH: 9.4. Min Hourly Earning: \$15.15. Max CPMH: 10.4. High Hourly Earning: \$17.15
	Broccoli Asian Crown Grd 1 IFCO Tray CHEP	\$ 01 65	Piece Rate	Min CPMH: 9.4. Min Hourly Earning: \$15.15. Max CPMH: 10.4. High Hourly Earning: \$17.15
	Broccoli Asian Crown Iceless Grd 1 Bonipak	\$ 01 65	Piece Rate	Min CPMH: 9.4. Min Hourly Earning: \$15.15. Max CPMH: 10.4. High Hourly Earning: \$17.15
	Broccoli Asian Crown Iceless Grd 1 Bonipak CHEP	\$ 01 65	Piece Rate	Min CPMH: 9.4. Min Hourly Earning: \$15.15. Max CPMH: 10.4. High Hourly Earning: \$17.15
	Broccoli Cello 14 Grd 1 Bonipak	\$ 02 85	Piece Rate	Min CPMH: 5.5. Min Hourly Earning: \$15.15. Max CPMH: 6.0. High Hourly Earning: \$17.15
	Broccoli Cello 14 Grd 1 IFCO Tray CHEP	\$ 02 85	Piece Rate	Min CPMH: 5.5. Min Hourly Earning: \$15.15. Max CPMH: 6.0. High Hourly Earning: \$17.15
	Broccoli Crown Cello Grd 1 Bonipak	\$ 03 20	Piece Rate	Min CPMH: 4.8. Min Hourly Earning: \$15.15. Max CPMH: 5.4. High Hourly Earning: \$17.15
	Broccoli Crown Climapack Iceless Grd 1 IFCO Tray CHEP	\$ 01 60	Piece Rate	Min CPMH: 9.7. Min Hourly Earning: \$15.15. Max CPMH: 10.7. High Hourly Earning: \$17.15
	Broccoli Crown Grd 1 Bonipak	\$ 01 60	Piece Rate	Min CPMH: 9.7. Min Hourly Earning: \$15.15. Max CPMH: 10.7. High Hourly Earning: \$17.15
	Broccoli Crown Grd 1 Bonipak CHEP	\$ 01 60	Piece Rate	Min CPMH: 9.7. Min Hourly Earning: \$15.15. Max CPMH: 10.7. High Hourly Earning: \$17.15

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

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	Broccoli Crown Iceless Grd 1 Bonipak	\$ 01 60	Piece Rate	Min CPMH: 9.7. Min Hourly Earning: \$15.15. Max CPMH: 10.7. High Hourly Earning: \$17.15
	Broccoli Crown Iceless Grd 1 Bonipak CHEP	\$ 01 60	Piece Rate	Min CPMH: 9.7. Min Hourly Earning: \$15.15. Max CPMH: 10.7. High Hourly Earning: \$17.15
	Broccoli Crown Iceless Grd 1 IFCO Bonipak	\$ 01 60	Piece Rate	Min CPMH: 9.7. Min Hourly Earning: \$15.15. Max CPMH: 10.7. High Hourly Earning: \$17.15
	Broccoli Crown Iceless Grd 1 IFCO Tray CHEP	\$ 01 60	Piece Rate	Min CPMH: 9.7. Min Hourly Earning: \$15.15. Max CPMH: 10.7. High Hourly Earning: \$17.15
	Broccoli Crown Logo Wrap 16 Grd 1 Bonipak	\$ 02 85	Piece Rate	Min CPMH: 5.5. Min Hourly Earning: \$15.15. Max CPMH: 6.0. High Hourly Earning: \$17.15
	Broccoli Crown Logo Wrap 16 Grd 1 Trader Joe's POD	\$ 02 85	Piece Rate	Min CPMH: 5.5. Min Hourly Earning: \$15.15. Max CPMH: 6.0. High Hourly Earning: \$17.15
	Broccoli Floret Loose RPC Tray Grd 1 Bonifresh	\$ 02 20	Piece Rate	Min CPMH: 7.0. Min Hourly Earning: \$15.15. Max CPMH: 7.8. High Hourly Earning: \$17.15
	Broccoli Floret Loose Tote Grd 1 Bonifresh Totes CHEP	\$ 03 10	Piece Rate	Min CPMH: 5.0. Min Hourly Earning: \$15.15. Max CPMH: 5.5. High Hourly Earning: \$17.15
	Broccoli Floret Loose RPC Tray Grd 1 Bonifresh (3P)	\$ 01 80	Piece Rate	Min CPMH: 6.0. Min Hourly Earning: \$15.15. Max CPMH: 9.5. High Hourly Earning: \$17.15
	Broccoli Floret Loose Tote Grd 1 Bonifresh Totes CHEP (3P)	\$ 02 50	Piece Rate	Min CPMH: 7.0. Min Hourly Earning: \$15.15. Max CPMH: 6.9. High Hourly Earning: \$17.15

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

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	Broccoli Iceless 14 Grd 1 Bonipak	\$ 01 65	Piece Rate	Min CPMH: 9.4. Min Hourly Earning: \$15.15. Max CPMH: 10.4. High Hourly Earning: \$17.15
	Broccoli Iceless Floret 18 lb. Loose Field Pack Grd1 Bonipak	\$ 01 85	Piece Rate	Min CPMH: 8.5. Min Hourly Earning: \$15.15. Max CPMH: 9.3. High Hourly Earning: \$17.15
	Broccoli Stalk Grd 1	\$ 01 90	Piece Rate	Min CPMH: 8.0. Min Hourly Earning: \$15.15. Max CPMH: 9.0. High Hourly Earning: \$17.15
	Broccoli Wrapped 16 Grd 1 IFCO Tray CHEP	\$ 02 85	Piece Rate	Min CPMH: 5.5. Min Hourly Earning: \$15.15. Max CPMH: 6.0. High Hourly Earning: \$17.15
	Broccoli 14 Grd 1 Bonipak	\$ 01 80	Piece Rate	California: Min CPMH: 9.4. Min Hourly Earning: \$16.90. Max CPMH: 10.5. High Hourly Earning: \$18.90
	Broccoli 14 Grd 1 Bonipak CHEP	\$ 01 80	Piece Rate	California: Min CPMH: 9.4. Min Hourly Earning: \$16.90. Max CPMH: 10.5. High Hourly Earning: \$18.90
	Broccoli 14 Grd 1 IFCO Tray CHEP Tagged	\$ 01 80	Piece Rate	California: Min CPMH: 9.4. Min Hourly Earning: \$16.90. Max CPMH: 10.5. High Hourly Earning: \$18.90
	Broccoli 18 Grd 1 Bonipak	\$ 02 30	Piece Rate	California: Min CPMH: 7.3. Min Hourly Earning: \$16.90. Max CPMH: 8.2. High Hourly Earning: \$18.90
	Broccoli 18 Grd 1 Bonipak CHEP	\$ 02 30	Piece Rate	California: Min CPMH: 7.3. Min Hourly Earning: \$16.90. Max CPMH: 8.2. High Hourly Earning: \$18.90
	Broccoli Asian Crown Grd X-LOT Bonipak	\$ 01 80	Piece Rate	California: Min CPMH: 9.4. Min Hourly Earning: \$16.90. Max CPMH: 10.5. High Hourly Earning: \$18.90

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

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	Broccoli Asian Crown Grd 1 Bonipak	\$ 01 80	Piece Rate	California: Min CPMH: 9.4. Min Hourly Earning: \$16.90. Max CPMH: 10.5. High Hourly Earning: \$18.90
	Broccoli Asian Crown Grd 1 Bonipak CHEP	\$ 01 80	Piece Rate	California: Min CPMH: 9.4. Min Hourly Earning: \$16.90. Max CPMH: 10.5. High Hourly Earning: \$18.90
	Broccoli Asian Crown Grd 1 Bonipak ECORR CHEP	\$ 01 80	Piece Rate	California: Min CPMH: 9.4. Min Hourly Earning: \$16.90. Max CPMH: 10.5. High Hourly Earning: \$18.90
	Broccoli Asian Crown Grd 1 IFCO Tray CHEP	\$ 01 80	Piece Rate	California: Min CPMH: 9.4. Min Hourly Earning: \$16.90. Max CPMH: 10.5. High Hourly Earning: \$18.90
	Broccoli Asian Crown Iceless Grd 1 Bonipak	\$ 01 80	Piece Rate	California: Min CPMH: 9.4. Min Hourly Earning: \$16.90. Max CPMH: 10.5. High Hourly Earning: \$18.90
	Broccoli Asian Crown Iceless Grd 1 Bonipak CHEP	\$ 01 80	Piece Rate	California: Min CPMH: 9.4. Min Hourly Earning: \$16.90. Max CPMH: 10.5. High Hourly Earning: \$18.90
	Broccoli Cello 14 Grd 1 Bonipak	\$ 03 10	Piece Rate	California: Min CPMH: 5.5. Min Hourly Earning: \$16.90. Max CPMH: 6.1. High Hourly Earning: \$18.90
	Broccoli Cello 14 Grd 1 IFCO Tray CHEP	\$ 03 10	Piece Rate	California: Min CPMH: 5.5. Min Hourly Earning: \$16.90. Max CPMH: 6.1. High Hourly Earning: \$18.90
	Broccoli Crown Cello Grd 1 Bonipak	\$ 03 50	Piece Rate	California: Min CPMH: 4.8. Min Hourly Earning: \$16.90. Max CPMH: 5.4. High Hourly Earning: \$18.90
	Broccoli Crown Climapack Iceless Grd 1 IFCO Tray CHEP	\$ 01 75	Piece Rate	California: Min CPMH: 9.7. Min Hourly Earning: \$16.90. Max CPMH: 10.8. High Hourly Earning: \$18.90

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

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	Broccoli Crown Grd 1 Bonipak	\$ 01 75	Piece Rate	California: Min CPMH: 9.7. Min Hourly Earning: \$16.90. Max CPMH: 10.8. High Hourly Earning: \$18.90
	Broccoli Crown Grd 1 Bonipak CHEP	\$ 01 75	Piece Rate	California: Min CPMH: 9.7. Min Hourly Earning: \$16.90. Max CPMH: 10.8. High Hourly Earning: \$18.90
	Broccoli Crown Iceless Grd 1 Bonipak	\$ 01 75	Piece Rate	California: Min CPMH: 9.7. Min Hourly Earning: \$16.90. Max CPMH: 10.8. High Hourly Earning: \$18.90
	Broccoli Crown Iceless Grd 1 Bonipak CHEP	\$ 01 75	Piece Rate	California: Min CPMH: 9.7. Min Hourly Earning: \$16.90. Max CPMH: 10.8. High Hourly Earning: \$18.90
	Broccoli Crown Iceless Grd 1 IFCO Bonipak	\$ 01 75	Piece Rate	California: Min CPMH: 9.7. Min Hourly Earning: \$16.90. Max CPMH: 10.8. High Hourly Earning: \$18.90
	Broccoli Crown Iceless Grd 1 IFCO Tray CHEP	\$ 01 75	Piece Rate	California: Min CPMH: 9.7. Min Hourly Earning: \$16.90. Max CPMH: 10.8. High Hourly Earning: \$18.90
	Broccoli Crown Logo Wrap 16 Grd 1 Bonipak	\$ 03 10	Piece Rate	California: Min CPMH: 5.5. Min Hourly Earning: \$16.90. Max CPMH: 6.1. High Hourly Earning: \$18.90
	Broccoli Crown Logo Wrap 16 Grd 1 Trader Joe's POD	\$ 03 10	Piece Rate	California: Min CPMH: 5.5 Min Hourly Earning: \$16.90. Max CPMH: 6.1. High Hourly Earning: \$18.90
	Broccoli Floret Loose RPC Tray Grd 1 Bonifresh	\$ 02 40	Piece Rate	California: Min CPMH: 7.0 Min Hourly Earning: \$16.90. Max CPMH: 7.9. High Hourly Earning: \$18.90
	Broccoli Floret Loose Tote Grd 1 Bonifresh Totes CHEP	\$ 03 40	Piece Rate	California: Min CPMH: 5.0 Min Hourly Earning: \$16.90. Max CPMH: 5.6. High Hourly Earning: \$18.90

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

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	Broccoli Floret Loose RPC Tray Grd 1 Bonifresh (3P)	\$ 01 95	Piece Rate	California: Min CPMH: 8.7 Min Hourly Earning: \$16.90. Max CPMH: 9.7. High Hourly Earning: \$18.90
	Broccoli Floret Loose Tote Grd 1 Bonifresh Totes CHEP (3P)	\$ 02 75	Piece Rate	California: Min CPMH: 6.1 Min Hourly Earning: \$16.90. Max CPMH: 6.9. High Hourly Earning: \$18.90
	Broccoli Iceless 14 Grd 1 Bonipak	\$ 01 80	Piece Rate	California: Min CPMH: 9.4. Min Hourly Earning: \$16.90. Max CPMH: 10.5. High Hourly Earning: \$18.90
	Broccoli Iceless Floret 18 lb. Loose Field Pack Grd1 Bonipak	\$ 02 00	Piece Rate	California: Min CPMH: 8.5. Min Hourly Earning: \$16.90. Max CPMH: 9.5. High Hourly Earning: \$18.90
	Broccoli Stalk Grd 1	\$ 02 10	Piece Rate	California: Min CPMH: 8.0. Min Hourly Earning: \$16.90. Max CPMH: 9.0. High Hourly Earning: \$18.90
	Broccoli Wrapped 16 Grd 1 IFCO Tray CHEP	\$ 03 10	Piece Rate	California: Min CPMH: 5.5 Min Hourly Earning: \$16.90. Max CPMH: 6.1 High Hourly Earning: \$18.90
	Broccoli 14 Grd ORG Bonipak	\$ 02 00	Piece Rate	Min CPMH: 7.6. Min Hourly Earning: \$15.15. Max CPMH: 8.6. High Hourly Earning: \$17.15
	Broccoli 14 Grd ORG Bonipak CHEP	\$ 02 00	Piece Rate	Min CPMH: 7.6. Min Hourly Earning: \$15.15. Max CPMH: 8.6. High Hourly Earning: \$17.15
	Broccoli 14 Grd ORG IFCO Tray	\$ 02 00	Piece Rate	Min CPMH: 7.6. Min Hourly Earning: \$15.15. Max CPMH: 8.6. High Hourly Earning: \$17.15
	Broccoli 14 Iceless ORG Simple Truth IFCO CHEP	\$ 02 00	Piece Rate	Min CPMH: 7.6. Min Hourly Earning: \$15.15. Max CPMH: 8.6. High Hourly Earning: \$17.15

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

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	Broccoli 8 Wrap Grd ORG Marketside IFCO CHEP	\$ 02 75	Piece Rate	Min CPMH: 5.5. Min Hourly Earning: \$15.15. Max CPMH: 6.2. High Hourly Earning: \$17.15
	Broccoli Crown Grd ORG Bonipak	\$ 01 95	Piece Rate	Min CPMH: 7.8. Min Hourly Earning: \$15.15. Max CPMH: 8.8. High Hourly Earning: \$17.15
	Broccoli Floret Loose ORG IFCO Grd 1 Bonifresh	\$ 02 70	Piece Rate	Min CPMH: 5.6 Min Hourly Earning: \$15.15. Max CPMH: 6.4. High Hourly Earning: \$17.15
	Broccoli Floret Loose Tote ORG Grd 1 Bonifresh Totes CHEP	\$ 03 80	Piece Rate	Min CPMH: 4.0. Min Hourly Earning: \$15.15. Max CPMH: 4.5. High Hourly Earning: \$17.15
	Broccoli Stalk ORG Bonifresh Tote CHEP	\$ 02 30	Piece Rate	Min CPMH: 6.6. Min Hourly Earning: \$15.15. Max CPMH: 7.5. High Hourly Earning: \$17.15
	Broccoli Stalk ORG IFCO Grd 1 Bonifresh	\$ 02 10	Piece Rate	Min CPMH: 7.2. Min Hourly Earning: \$15.15. Max CPMH: 8.2. High Hourly Earning: \$17.15
	Broccoli Wrapped 14 Grd ORG Bonipak CHEP	\$ 03 50	Piece Rate	Min CPMH: 4.3. Min Hourly Earning: \$15.15. Max CPMH: 4.9. High Hourly Earning: \$17.15
	Broccoli Wrapped 7 Grd ORG Bonipak DRC CHEP	\$ 02 40	Piece Rate	Min CPMH: 6.3. Min Hourly Earning: \$15.15. Max CPMH: 7.1. High Hourly Earning: \$17.15
	Cauliflower Clear 12 Grd 1 Bonipak	\$ 01 65	Piece Rate	Min CPMH: 9.2. Min Hourly Earning: \$15.15. Max CPMH: 10.4. High Hourly Earning: \$17.15
	Cauliflower Clear 12 Grd 1 Fresh Bonipak CHEP	\$ 01 65	Piece Rate	Min CPMH: 9.2. Min Hourly Earning: \$15.15. Max CPMH: 10.4. High Hourly Earning: \$17.15

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

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	Cauliflower Clear 16 Grd 1 Bonipak	\$ 02 20	Piece Rate	Min CPMH: 6.9. Min Hourly Earning: \$15.15. Max CPMH: 7.8. High Hourly Earning: \$17.15
	Cauliflower Clear 16 Grd 1 IFCO CHEP	\$ 02 20	Piece Rate	Min CPMH: 6.9. Min Hourly Earning: \$15.15. Max CPMH: 7.8. High Hourly Earning: \$17.15
	Cauliflower Clear 9 Grd 1 Bonipak	\$ 01 65	Piece Rate	Min CPMH: 9.2. Min Hourly Earning: \$15.15. Max CPMH: 10.4. High Hourly Earning: \$17.15
	Cauliflower Clear 9 Grd 1 Bonipak CHEP	\$ 01 65	Piece Rate	Min CPMH: 9.2. Min Hourly Earning: \$15.15. Max CPMH: 10.4. High Hourly Earning: \$17.15
	Cauliflower Logo 12 Grd 1 Bonipak	\$ 01 65	Piece Rate	Min CPMH: 9.2. Min Hourly Earning: \$15.15. Max CPMH: 10.4. High Hourly Earning: \$17.15
	Cauliflower Logo 12 Grd 1 Bonipak CHEP	\$ 01 65	Piece Rate	Min CPMH: 9.2. Min Hourly Earning: \$15.15. Max CPMH: 10.4. High Hourly Earning: \$17.15
	Cauliflower Logo 12 Grd 1 Trader Joe's	\$ 01 65	Piece Rate	Min CPMH: 9.2. Min Hourly Earning: \$15.15. Max CPMH: 10.4. High Hourly Earning: \$17.15
	Cauliflower Logo 16 Grd 1 IFCO Tray CHEP	\$ 02 20	Piece Rate	Min CPMH: 6.9. Min Hourly Earning: \$15.15. Max CPMH: 7.8. High Hourly Earning: \$17.15
	Cauliflower Logo 9 Grd 1 Bonipak	\$ 01 65	Piece Rate	Min CPMH: 9.2. Min Hourly Earning: \$15.15. Max CPMH: 10.4. High Hourly Earning: \$17.15
	Cauliflower Logo 9 Grd 1 Bonipak CHEP	\$ 01 65	Piece Rate	Min CPMH: 9.2. Min Hourly Earning: \$15.15. Max CPMH: 10.4. High Hourly Earning: \$17.15

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Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	Cauliflower Logo 9 Grd 1 WEIS	\$ 01 . 65	Piece Rate	Min CPMH: 9.2. Min Hourly Earning: \$15.15. Max CPMH: 10.4. High Hourly Earning: \$17.15
	Cauliflower Naked 12 Grd 1 Bonipak	\$ 01 . 25	Piece Rate	Min CPMH: 12.1. Min Hourly Earning: \$15.15. Max CPMH: 13.7. High Hourly Earning: \$17.15
	Cauliflower Naked 12 Grd 1 Bonipak DJ	\$ 01 . 25	Piece Rate	Min CPMH: 12.1. Min Hourly Earning: \$15.15. Max CPMH: 13.7. High Hourly Earning: \$17.15
	Cauliflower Tote Grd 1 Bonifresh	\$ 01 . 25	Piece Rate	Min CPMH: 12.1. Min Hourly Earning: \$15.15. Max CPMH: 13.7. High Hourly Earning: \$17.15
	Cauliflower Tote Grd 1 Bonifresh DJ	\$ 01 . 25	Piece Rate	Min CPMH: 12.1. Min Hourly Earning: \$15.15. Max CPMH: 13.7. High Hourly Earning: \$17.15
	Cauliflower 12 ORG Nature's Promise CHEP	\$ 01 . 95	Piece Rate	Min CPMH: 7.8. Min Hourly Earning: \$15.15. Max CPMH: 8.8. High Hourly Earning: \$17.15
	Cauliflower 8 Grd ORG Marketside IFCO CHEP	\$ 01 . 30	Piece Rate	Min CPMH: 11.7. Min Hourly Earning: \$15.15. Max CPMH: 13.2. High Hourly Earning: \$17.15
	Cauliflower Kroger Simple Truth 8 Grd ORG IFCO Tray CHEP	\$ 01 . 30	Piece Rate	Min CPMH: 11.7. Min Hourly Earning: \$15.15. Max CPMH: 13.2. High Hourly Earning: \$17.15
	Cauliflower Logo 12 Grd ORG Bonipak	\$ 01 . 95	Piece Rate	Min CPMH: 7.8. Min Hourly Earning: \$15.15. Max CPMH: 8.8. High Hourly Earning: \$17.15
	Cauliflower Logo 12 Grd ORG Bonipak CHEP	\$ 01 . 95	Piece Rate	Min CPMH: 7.8. Min Hourly Earning: \$15.15. Max CPMH: 8.8. High Hourly Earning: \$17.15

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

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	Cauliflower Naked 12 Grd ORG Bonipak	\$ 01 . 45	Piece Rate	Min CPMH: 10.4. Min Hourly Earning: \$15.15. Max CPMH: 11.8. High Hourly Earning: \$17.15
	Cauliflower Naked Grd ORG IFCO CHEP Bonifresh	\$ 01 . 45	Piece Rate	Min CPMH: 10.4. Min Hourly Earning: \$15.15. Max CPMH: 11.8. High Hourly Earning: \$17.15
	Cauliflower Tote Grd ORG Bonifresh CHEP	\$ 01 . 45	Piece Rate	Min CPMH: 10.4. Min Hourly Earning: \$15.15. Max CPMH: 11.8. High Hourly Earning: \$17.15
	Cauliflower Tote Grd ORG Bonifresh DJ CHEP	\$ 01 . 45	Piece Rate	Min CPMH: 10.4. Min Hourly Earning: \$15.15. Max CPMH: 11.8. High Hourly Earning: \$17.15
	Celery 18 Blue Band Signature Select ECORR CHEP	\$ 01 . 10	Piece Rate	Min CPMH: 13.77. Min Hourly Earning: \$15.15. Max CPMH: 15.59. High Hourly Earning: \$17.15
	Celery 2 Grd 1 Bonipak	\$ 01 . 30	Piece Rate	Min CPMH: 11.65. Min Hourly Earning: \$15.15. Max CPMH: 13.19. High Hourly Earning: \$17.15
	Celery 2 Grd 1 Bonipak CHEP	\$ 01 . 30	Piece Rate	Min CPMH: 11.65. Min Hourly Earning: \$15.15. Max CPMH: 13.19. High Hourly Earning: \$17.15
	Celery 2.5 BLUE BAND Grd 1 Bonipak CHEP	\$ 01 . 40	Piece Rate	Min CPMH: 10.82. Min Hourly Earning: \$15.15. Max CPMH: 12.25. High Hourly Earning: \$17.15
	Celery 2.5 Blue Band Grd 1 IFCO Tray CHEP	\$ 01 . 40	Piece Rate	Min CPMH: 10.82. Min Hourly Earning: \$15.15. Max CPMH: 12.25. High Hourly Earning: \$17.15
	Celery 2.5 Grd 1 Bonipak	\$ 01 . 30	Piece Rate	Min CPMH: 11.65. Min Hourly Earning: \$15.15. Max CPMH: 13.19. High Hourly Earning: \$17.15

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

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	Celery 2.5 Grd 1 Bonipak CHEP	\$ 01 30	Piece Rate	Min CPMH: 11.65. Min Hourly Earning: \$15.15. Max CPMH: 13.19. High Hourly Earning: \$17.15
	Celery 24 Blue Band Grd 1 IFCO CHEP	\$ 01 40	Piece Rate	Min CPMH: 10.82. Min Hourly Earning: \$15.15. Max CPMH: 12.25. High Hourly Earning: \$17.15
	Celery 24 Blue Band Signature Select ECORR CHEP	\$ 01 40	Piece Rate	Min CPMH: 10.82. Min Hourly Earning: \$15.15. Max CPMH: 12.25. High Hourly Earning: \$17.15
	Celery 3 Grd 1 Bonipak	\$ 01 30	Piece Rate	Min CPMH: 11.65. Min Hourly Earning: \$15.15. Max CPMH: 13.19. High Hourly Earning: \$17.15
	Celery 30 Grd 1 IFCO Bonipak	\$ 01 30	Piece Rate	Min CPMH: 11.65. Min Hourly Earning: \$15.15. Max CPMH: 13.19. High Hourly Earning: \$17.15
	Celery 30 Grd 1 IFCO Tray CHEP	\$ 01 30	Piece Rate	Min CPMH: 11.65. Min Hourly Earning: \$15.15. Max CPMH: 13.19. High Hourly Earning: \$17.15
	Celery Half-Sleeved 2.5 Grd 1 Bonipak	\$ 01 40	Piece Rate	Min CPMH: 10.82. Min Hourly Earning: \$15.15. Max CPMH: 12.25. High Hourly Earning: \$17.15
	Celery Half-Sleeved 2.5 Grd 1 Bonipak CHEP	\$ 01 40	Piece Rate	Min CPMH: 10.82. Min Hourly Earning: \$15.15. Max CPMH: 12.25. High Hourly Earning: \$17.15
	Celery Sleeved Logo 14 Grd 1 Bonipak DRC CHEP	\$ 00 95	Piece Rate	Min CPMH: 15.95. Min Hourly Earning: \$15.15. Max CPMH: 18.05. High Hourly Earning: \$17.15
	Celery Sleeved Logo 2 Grd 1 Bonipak	\$ 01 40	Piece Rate	Min CPMH: 10.82. Min Hourly Earning: \$15.15. Max CPMH: 12.25. High Hourly Earning: \$17.15

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

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	Celery Sleeved Logo 2.5 Grd 1 AHOLD CHEP	\$ 01 40	Piece Rate	Min CPMH: 10.82. Min Hourly Earning: \$15.15. Max CPMH: 12.25. High Hourly Earning: \$17.15
	Celery Sleeved Logo 2.5 Grd 1 Bonipak	\$ 01 40	Piece Rate	Min CPMH: 10.82. Min Hourly Earning: \$15.15. Max CPMH: 12.25. High Hourly Earning: \$17.15
	Celery Sleeved Logo 2.5 Grd 1 Bonipak CHEP	\$ 01 40	Piece Rate	Min CPMH: 10.82. Min Hourly Earning: \$15.15. Max CPMH: 12.25. High Hourly Earning: \$17.15
	Celery Sleeved Logo 2.5 Grd 1 Bonipak IFCO CHEP	\$ 01 40	Piece Rate	Min CPMH: 10.82. Min Hourly Earning: \$15.15. Max CPMH: 12.25. High Hourly Earning: \$17.15
	Celery Sleeved Logo 3 Grd 1 Bonipak	\$ 01 40	Piece Rate	Min CPMH: 10.82. Min Hourly Earning: \$15.15. Max CPMH: 12.25. High Hourly Earning: \$17.15
	Celery Stalk Grd 1 Bonipak Bin	\$ 15 50	Piece Rate	Min CPMH: 0.98. Min Hourly Earning: \$15.15. Max CPMH: 1.11. High Hourly Earning: \$17.15
	Celery Heart Sleeved 1.5 Grd1 ECORR Signature Select JDCCHEP	\$ 02 00	Piece Rate	Min CPMH: 7.58. Min Hourly Earning: \$15.15. Max CPMH: 8.58. High Hourly Earning: \$17.15
	Celery Heart Sleeved Logo 1.5 Grd 1 AHOLD CHEP	\$ 02 00	Piece Rate	Min CPMH: 7.58. Min Hourly Earning: \$15.15. Max CPMH: 8.58. High Hourly Earning: \$17.15
	Celery Heart Sleeved Logo 1.5 Grd 1 Bonipak	\$ 02 00	Piece Rate	Min CPMH: 7.58. Min Hourly Earning: \$15.15. Max CPMH: 8.58. High Hourly Earning: \$17.15
	Celery Heart Sleeved Logo 1.5 Grd 1 Food Lion CHEP	\$ 02 00	Piece Rate	Min CPMH: 7.58. Min Hourly Earning: \$15.15. Max CPMH: 8.58. High Hourly Earning: \$17.15

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Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	Celery Heart Slv Kroger 22 Grd 1 IFCO Tray CHEP	\$ 02 . 45	Piece Rate	Min CPMH: 6.18. Min Hourly Earning: \$15.15. Max CPMH: 7.00. High Hourly Earning: \$17.15
	Celery Heart Slv Logo 22 Grd 1 IFCO Tray CHEP	\$ 02 . 45	Piece Rate	Min CPMH: 6.18. Min Hourly Earning: \$15.15. Max CPMH: 7.00. High Hourly Earning: \$17.15
	Celery Long Stalk Grd 1 Bonifresh	\$ 00 . 80	Piece Rate	Min CPMH: 18.94. Min Hourly Earning: \$15.15. Max CPMH: 21.44. High Hourly Earning: \$17.15
	Celery Std Stalk Grd 1 Bonifresh	\$ 00 . 90	Piece Rate	Min CPMH: 16.83 Min Hourly Earning: \$15.15. Max CPMH: 19.06. High Hourly Earning: \$17.15
	Celery 2.5 Grd ORG Bonipak	\$ 01 . 35	Piece Rate	Min CPMH: 11.22. Min Hourly Earning: \$15.15. Max CPMH: 12.70. High Hourly Earning: \$17.15
	Celery 2.5 Grd ORG Bonipak CHEP	\$ 01 . 35	Piece Rate	Min CPMH: 11.22. Min Hourly Earning: \$15.15. Max CPMH: 12.70. High Hourly Earning: \$17.15
	Celery 30 Grd 1 ORG IFCO Bonipak	\$ 01 . 35	Piece Rate	Min CPMH: 11.22. Min Hourly Earning: \$15.15. Max CPMH: 12.70. High Hourly Earning: \$17.15
	Celery 30 Grd 1 ORG IFCO Bonipak CHEP	\$ 01 . 35	Piece Rate	Min CPMH: 11.22. Min Hourly Earning: \$15.15. Max CPMH: 12.70. High Hourly Earning: \$17.15
	Celery Heart Sleeved Logo 1.5 Grd ORG "O" CHEP	\$ 02 . 00	Piece Rate	Min CPMH: 7.58. Min Hourly Earning: \$15.15. Max CPMH: 8.58. High Hourly Earning: \$17.15
	Celery Heart Slv 12x2 Grd ORG Marketside IFCO CHEP	\$ 01 . 35	Piece Rate	Min CPMH: 11.22. Min Hourly Earning: \$15.15. Max CPMH: 12.70. High Hourly Earning: \$17.15

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Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	Celery Heart Slv 14x2 Simple Truth Grd ORG IFCO Tray CHEP	\$ 01 60	Piece Rate	Min CPMH: 9.47. Min Hourly Earning: \$15.15. Max CPMH: 10.72. High Hourly Earning: \$17.15
	Celery Heart Slv Logo 1.5 Grd Org Bonipak	\$ 02 00	Piece Rate	Min CPMH: 7.58. Min Hourly Earning: \$15.15. Max CPMH: 8.58. High Hourly Earning: \$17.15
	Celery Heart Slvd Logo 1.5 Grd ORG "O" IFCO CHEP	\$ 02 00	Piece Rate	Min CPMH: 7.58. Min Hourly Earning: \$15.15. Max CPMH: 8.58. High Hourly Earning: \$17.15
	Celery Heart Slvd Logo 18x2 Grd ORG Bonipak DRC CHEP	\$ 02 00	Piece Rate	Min CPMH: 7.58. Min Hourly Earning: \$15.15. Max CPMH: 8.58. High Hourly Earning: \$17.15
	Celery Hearts Sleeved Logo 12x2 ORG CHEP	\$ 01 35	Piece Rate	Min CPMH: 11.22. Min Hourly Earning: \$15.15. Max CPMH: 12.70. High Hourly Earning: \$17.15
	Celery Sleeved 15 Grd ORG Bonipak IFCO CHEP	\$ 00 95	Piece Rate	Min CPMH: 15.95. Min Hourly Earning: \$15.15. Max CPMH: 18.05. High Hourly Earning: \$17.15
	Celery Sleeved 15 Grd ORG Marketside IFCO CHEP	\$ 00 95	Piece Rate	Min CPMH: 15.95. Min Hourly Earning: \$15.15. Max CPMH: 18.05. High Hourly Earning: \$17.15
	Celery Sleeved 2 Grd ORG Bonipak	\$ 01 50	Piece Rate	Min CPMH: 10.10. Min Hourly Earning: \$15.15. Max CPMH: 11.43. High Hourly Earning: \$17.15
	Celery Sleeved Logo 2.5 Grd ORG Bonipak	\$ 01 50	Piece Rate	Min CPMH: 10.10. Min Hourly Earning: \$15.15. Max CPMH: 11.43. High Hourly Earning: \$17.15
	Celery Sleeved Logo 2.5 Grd ORG Bonipak CHEP	\$ 01 50	Piece Rate	Min CPMH: 10.10. Min Hourly Earning: \$15.15. Max CPMH: 11.43. High Hourly Earning: \$17.15

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Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	Celery Stalk Grd ORG Sure Fresh Bin	\$ 15 . 00	Piece Rate	Min CPMH: 1.01. Min Hourly Earning: \$15.15. Max CPMH: 1.14. High Hourly Earning: \$17.15
	Celery Long Stalk ORG Bonifresh	\$ 00 . 90	Piece Rate	Min CPMH: 16.83. Min Hourly Earning: \$15.15. Max CPMH: 19.06. High Hourly Earning: \$17.15
	Celery Std Stalk ORG Bonifresh	\$ 01 . 00	Piece Rate	Min CPMH: 15.15. Min Hourly Earning: \$15.15. Max CPMH: 17.15. High Hourly Earning: \$17.15
	Cilantro 30 Grd 1 Bonipak	\$ 00 . 90	Piece Rate	Min CPMH: 16.83. Min Hourly Earning: \$15.15. Max CPMH: 19.06. High Hourly Earning: \$17.15
	Cilantro 30 Grd 1 IFCO Tray CHEP Tagged	\$ 00 . 95	Piece Rate	Min CPMH: 15.95. Min Hourly Earning: \$15.15. Max CPMH: 18.05. High Hourly Earning: \$17.15
	Cilantro 30 Iceless Grd 1 Bonipak	\$ 00 . 90	Piece Rate	Min CPMH: 16.83. Min Hourly Earning: \$15.15. Max CPMH: 19.06. High Hourly Earning: \$17.15
	Cilantro 60 Grd 1 Fresh HE Bonipak CHEP	\$ 01 . 60	Piece Rate	Min CPMH: 9.47. Min Hourly Earning: \$15.15. Max CPMH: 10.72. High Hourly Earning: \$17.15
	Cilantro 60 Grd 1 HE Bonipak	\$ 01 . 60	Piece Rate	Min CPMH: 9.47. Min Hourly Earning: \$15.15. Max CPMH: 10.72. High Hourly Earning: \$17.15
	Cilantro 60 Grd 1 IFCO Tray CHEP	\$ 01 . 60	Piece Rate	Min CPMH: 9.47. Min Hourly Earning: \$15.15. Max CPMH: 10.72. High Hourly Earning: \$17.15
	Cilantro 60 Grd 1 IFCO Tray CHEP Tagged	\$ 01 . 65	Piece Rate	Min CPMH: 9.18. Min Hourly Earning: \$15.15. Max CPMH: 10.39. High Hourly Earning: \$17.15

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Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	Cilantro 60 Iceless Grd 1 Bonipak	\$ 01 60	Piece Rate	Min CPMH: 9.47. Min Hourly Earning: \$15.15. Max CPMH: 10.72. High Hourly Earning: \$17.15
	Cilantro 60 Iceless Grd 1 Bonipak CHEP	\$ 01 60	Piece Rate	Min CPMH: 9.47. Min Hourly Earning: \$15.15. Max CPMH: 10.72. High Hourly Earning: \$17.15
	Cilantro Iceless 60ct Tie Grd 1 Bonifresh Tray	\$ 01 60	Piece Rate	Min CPMH: 9.47. Min Hourly Earning: \$15.15. Max CPMH: 10.72. High Hourly Earning: \$17.15
	Green Cabbage 16 Grd 1 IFCO Tray CHEP	\$ 01 10	Piece Rate	Min CPMH: 13.77. Min Hourly Earning: \$15.15. Max CPMH: 15.59. High Hourly Earning: \$17.15
	Green Cabbage 45# Grd 1 Bonipak w/ tags CHEP	\$ 01 10	Piece Rate	Min CPMH: 13.77. Min Hourly Earning: \$15.15. Max CPMH: 15.59. High Hourly Earning: \$17.15
	Green Cabbage 45lb Grd 1 IFCO CHEP	\$ 01 10	Piece Rate	Min CPMH: 13.77. Min Hourly Earning: \$15.15. Max CPMH: 15.59. High Hourly Earning: \$17.15
	Green Cabbage Bulk Grd Bonipak Bin	\$ 13 00	Piece Rate	Min CPMH: 1.17. Min Hourly Earning: \$15.15. Max CPMH: 1.32. High Hourly Earning: \$17.15
	Green Cabbage Grd 1 Bonipak	\$ 01 10	Piece Rate	Min CPMH: 13.77. Min Hourly Earning: \$15.15. Max CPMH: 15.59. High Hourly Earning: \$17.15
	Green Cabbage JUMBO Bonipak	\$ 01 00	Piece Rate	Min CPMH: 15.15. Min Hourly Earning: \$15.15. Max CPMH: 17.15. High Hourly Earning: \$17.15
	Green Cabbage Logo 20ct Grd 1 Bonipak	\$ 01 40	Piece Rate	Min CPMH: 10.82. Min Hourly Earning: \$15.15. Max CPMH: 12.25. High Hourly Earning: \$17.15

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Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	Green Cabbage Logo 20ct Grd 1 Trader Joe's	\$ 01 40	Piece Rate	Min CPMH: 10.82. Min Hourly Earning: \$15.15. Max CPMH: 12.25. High Hourly Earning: \$17.15
	Green Cabbage Logo 45 Lb Grd 1 Bonipak	\$ 01 40	Piece Rate	Min CPMH: 10.82. Min Hourly Earning: \$15.15. Max CPMH: 12.25. High Hourly Earning: \$17.15
	Green Cabbage Medium Grd 1 Bonipak CHEP	\$ 01 10	Piece Rate	Min CPMH: 13.77. Min Hourly Earning: \$15.15. Max CPMH: 15.59. High Hourly Earning: \$17.15
	Green Cabbage X-Lot Bonipak	\$ 01 10	Piece Rate	Min CPMH: 13.77. Min Hourly Earning: \$15.15. Max CPMH: 15.59. High Hourly Earning: \$17.15
	Green Cabbage 12x2 Grd 1 DRC Bonipak CHEP	\$ 01 55	Piece Rate	Min CPMH: 9.77. Min Hourly Earning: \$15.15. Max CPMH: 11.06. High Hourly Earning: \$17.15
	Green Leaf 18 Grd 1 Fresh IFCO Tray CHEP Tagged	\$ 00 85	Piece Rate	Min CPMH: 17.82. Min Hourly Earning: \$15.15. Max CPMH: 20.18. High Hourly Earning: \$17.15
	Green Leaf 18 Grd 1 IFCO Tray CHEP	\$ 00 85	Piece Rate	Min CPMH: 17.82. Min Hourly Earning: \$15.15. Max CPMH: 20.18. High Hourly Earning: \$17.15
	Green Leaf 24 Grd 1 IFCO Tray CHEP	\$ 01 10	Piece Rate	Min CPMH: 13.77. Min Hourly Earning: \$15.15. Max CPMH: 15.59. High Hourly Earning: \$17.15
	Green Leaf Climapak 24 Grd 1 Bonipak	\$ 01 10	Piece Rate	Min CPMH: 13.77. Min Hourly Earning: \$15.15. Max CPMH: 15.59. High Hourly Earning: \$17.15
	Green Leaf Climapak 24 Grd 1 Fresh Bonipak CHEP	\$ 01 10	Piece Rate	Min CPMH: 13.77. Min Hourly Earning: \$15.15. Max CPMH: 15.59. High Hourly Earning: \$17.15

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

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	Green Leaf Sleeved Logo 18 Grd 1 Bonipak CHEP	\$ 01 30	Piece Rate	Min CPMH: 11.65. Min Hourly Earning: \$15.15. Max CPMH: 13.19. High Hourly Earning: \$17.15
	Green Leaf Sleeved Logo 18 Grd 1 IFCO Tray CHEP	\$ 01 30	Piece Rate	Min CPMH: 11.65. Min Hourly Earning: \$15.15. Max CPMH: 13.19. High Hourly Earning: \$17.15
	Green Leaf Sleeved Logo 24 Grd 1 Bonipak CHEP	\$ 01 65	Piece Rate	Min CPMH: 9.18. Min Hourly Earning: \$15.15. Max CPMH: 10.39. High Hourly Earning: \$17.15
	Lettuce Clear 24 FW Grd 1 Bonipak CHEP	\$ 01 40	Piece Rate	Min CPMH: 10.82. Min Hourly Earning: \$15.15. Max CPMH: 12.25. High Hourly Earning: \$17.15
	Lettuce Clear 24 FW Grd 1 Fresh Bonipak CHEP	\$ 01 40	Piece Rate	Min CPMH: 10.82. Min Hourly Earning: \$15.15. Max CPMH: 12.25. High Hourly Earning: \$17.15
	Lettuce Clear 24 FW Grd 1 IFCO CHEP WM	\$ 01 40	Piece Rate	Min CPMH: 10.82. Min Hourly Earning: \$15.15. Max CPMH: 12.25. High Hourly Earning: \$17.15
	Lettuce Clear 24 FW Grd 1 IFCO CHEP WM ST	\$ 01 40	Piece Rate	Min CPMH: 10.82. Min Hourly Earning: \$15.15. Max CPMH: 12.25. High Hourly Earning: \$17.15
	Lettuce Clear 24 FW Grd PRE Bonipak	\$ 01 40	Piece Rate	Min CPMH: 10.82. Min Hourly Earning: \$15.15. Max CPMH: 12.25. High Hourly Earning: \$17.15
	Lettuce Clear 24 Grd 1 Bonipak CHEP	\$ 01 85	Piece Rate	Min CPMH: 8.19. Min Hourly Earning: \$15.15. Max CPMH: 9.27. High Hourly Earning: \$17.15
	Lettuce Clear 24 Grd 1 Food Lion CHEP	\$ 01 85	Piece Rate	Min CPMH: 8.19. Min Hourly Earning: \$15.15. Max CPMH: 9.27. High Hourly Earning: \$17.15

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Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	Lettuce Clear 24 Grd 1 Fresh Bonipak CHEP	\$ 01 85	Piece Rate	Min CPMH: 8.19. Min Hourly Earning: \$15.15. Max CPMH: 9.27. High Hourly Earning: \$17.15
	Lettuce Clear 24 Grd 1 IFCO CHEP	\$ 01 85	Piece Rate	Min CPMH: 8.19. Min Hourly Earning: \$15.15. Max CPMH: 9.27. High Hourly Earning: \$17.15
	Lettuce Clear 24 Grd 1 IFCO CHEP WM ST	\$ 01 85	Piece Rate	Min CPMH: 8.19. Min Hourly Earning: \$15.15. Max CPMH: 9.27. High Hourly Earning: \$17.15
	Lettuce Clear 24 Grd 1 IFCO Tray CHEP	\$ 01 85	Piece Rate	Min CPMH: 8.19. Min Hourly Earning: \$15.15. Max CPMH: 9.27. High Hourly Earning: \$17.15
	Lettuce Clear 24 Grd PRE Bonipak	\$ 01 85	Piece Rate	Min CPMH: 8.19. Min Hourly Earning: \$15.15. Max CPMH: 9.27. High Hourly Earning: \$17.15
	Lettuce Clear 24 Grd X-LOT Bonipak	\$ 01 85	Piece Rate	Min CPMH: 8.19. Min Hourly Earning: \$15.15. Max CPMH: 9.27. High Hourly Earning: \$17.15
	Lettuce Clear 24 INS Grd 1 Bonipak CHEP	\$ 01 85	Piece Rate	Min CPMH: 8.19. Min Hourly Earning: \$15.15. Max CPMH: 9.27. High Hourly Earning: \$17.15
	Lettuce Clear 30 FW Grd Pre Bonipak	\$ 01 75	Piece Rate	Min CPMH: 8.66. Min Hourly Earning: \$15.15. Max CPMH: 9.80. High Hourly Earning: \$17.15
	Lettuce Clear 30 Grd PRE Bonipak	\$ 02 30	Piece Rate	Min CPMH: 6.59. Min Hourly Earning: \$15.15. Max CPMH: 7.46. High Hourly Earning: \$17.15
	Lettuce Jumbo Clear 24 Grd 1 Bonipak	\$ 01 85	Piece Rate	Min CPMH: 8.19. Min Hourly Earning: \$15.15. Max CPMH: 9.27. High Hourly Earning: \$17.15

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Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	Lettuce Liner 24 Grd 1 Bonipak	\$ 01 70	Piece Rate	Min CPMH: 8.91. Min Hourly Earning: \$15.15. Max CPMH: 10.09. High Hourly Earning: \$17.15
	Lettuce Liner 24 Grd X-LOT Bonipak	\$ 01 70	Piece Rate	Min CPMH: 8.91. Min Hourly Earning: \$15.15. Max CPMH: 10.09. High Hourly Earning: \$17.15
	Lettuce Liner 30 Grd X-LOT Bonipak	\$ 02 10	Piece Rate	Min CPMH: 7.21. Min Hourly Earning: \$15.15. Max CPMH: 8.17. High Hourly Earning: \$17.15
	Lettuce Logo 12 Grd 1 Bonipak	\$ 01 10	Piece Rate	Min CPMH: 13.77. Min Hourly Earning: \$15.15. Max CPMH: 15.59. High Hourly Earning: \$17.15
	Lettuce Logo 12 Grd 1 Bonipak CHEP	\$ 01 10	Piece Rate	Min CPMH: 13.77. Min Hourly Earning: \$15.15. Max CPMH: 15.59. High Hourly Earning: \$17.15
	Lettuce Logo 12 Grd 1 Bonipak DRC CHEP	\$ 01 10	Piece Rate	Min CPMH: 13.77. Min Hourly Earning: \$15.15. Max CPMH: 15.59. High Hourly Earning: \$17.15
	Lettuce Logo 12x2 Grd 1 DRC Bonipak CHEP	\$ 02 00	Piece Rate	Min CPMH: 7.58. Min Hourly Earning: \$15.15. Max CPMH: 8.58. High Hourly Earning: \$17.15
	Lettuce Logo 24 FW Grd 1 Bonipak	\$ 01 40	Piece Rate	Min CPMH: 10.82. Min Hourly Earning: \$15.15. Max CPMH: 12.25. High Hourly Earning: \$17.15
	Lettuce Logo 24 Grd 1 Bonipak	\$ 01 85	Piece Rate	Min CPMH: 8.19. Min Hourly Earning: \$15.15. Max CPMH: 9.27. High Hourly Earning: \$17.15
	Lettuce Logo 24 Grd 1 DRC Bonipak CHEP	\$ 01 85	Piece Rate	Min CPMH: 8.19. Min Hourly Earning: \$15.15. Max CPMH: 9.27. High Hourly Earning: \$17.15

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Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	Lettuce Logo 24 X-LOT Bonipak	\$ 01 . 85	Piece Rate	Min CPMH: 8.19. Min Hourly Earning: \$15.15. Max CPMH: 9.27. High Hourly Earning: \$17.15
	Lettuce Wrap 24 Grd 1 WEIS	\$ 01 . 85	Piece Rate	Min CPMH: 8.19. Min Hourly Earning: \$15.15. Max CPMH: 9.27. High Hourly Earning: \$17.15
	Red Cabbage 10 Grd 1 IFCO Tray CHEP	\$ 01 . 10	Piece Rate	Min CPMH: 13.17. Min Hourly Earning: \$15.15. Max CPMH: 15.59. High Hourly Earning: \$17.15
	Red Cabbage 24 Grd 1 Bonipak CHEP	\$ 01 . 70	Piece Rate	Min CPMH: 8.91. Min Hourly Earning: \$15.15. Max CPMH: 10.09. High Hourly Earning: \$17.15
	Red Cabbage 25# Grd 1 IFCO Tray CHEP	\$ 01 . 10	Piece Rate	Min CPMH: 13.17. Min Hourly Earning: \$15.15. Max CPMH: 15.59. High Hourly Earning: \$17.15
	Red Cabbage Medium Grd 1 Bonipak	\$ 01 . 70	Piece Rate	Min CPMH: 8.91. Min Hourly Earning: \$15.15. Max CPMH: 10.09. High Hourly Earning: \$17.15
	Red Leaf 18 Grd 1 Fresh IFCO Tray CHEP Tagged	\$ 00 . 85	Piece Rate	Min CPMH: 17.82 Min Hourly Earning: \$15.15. Max CPMH: 20.18. High Hourly Earning: \$17.15
	Red Leaf 18 Grd 1 IFCO Tray CHEP	\$ 00 . 85	Piece Rate	Min CPMH: 17.82 Min Hourly Earning: \$15.15. Max CPMH: 20.18. High Hourly Earning: \$17.15
	Red Leaf 24 Grd 1 IFCO Tray CHEP	\$ 01 . 10	Piece Rate	Min CPMH: 13.17. Min Hourly Earning: \$15.15. Max CPMH: 15.59. High Hourly Earning: \$17.15
	Red Leaf ClimaPak 24 Grd 1 Bonipak	\$ 01 . 10	Piece Rate	Min CPMH: 13.17. Min Hourly Earning: \$15.15. Max CPMH: 15.59. High Hourly Earning: \$17.15

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

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

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	Red Leaf Climapak 24 Grd 1 Bonipak CHEP	\$ 01 10	Piece Rate	Min CPMH: 13.17. Min Hourly Earning: \$15.15. Max CPMH: 15.59. High Hourly Earning: \$17.15
	Red Leaf Climapak 24 Grd 1 Fresh Bonipak CHEP	\$ 01 10	Piece Rate	Min CPMH: 13.17. Min Hourly Earning: \$15.15. Max CPMH: 15.59. High Hourly Earning: \$17.15
	Red Leaf Sleeved Logo 18 Grd 1 Bonipak CHEP	\$ 01 30	Piece Rate	Min CPMH: 11.65. Min Hourly Earning: \$15.15. Max CPMH: 13.19. High Hourly Earning: \$17.15
	Red Leaf Sleeved Logo 24 Grd 1 Bonipak	\$ 01 65	Piece Rate	Min CPMH: 9.18. Min Hourly Earning: \$15.15. Max CPMH: 10.39. High Hourly Earning: \$17.15
	Red Leaf Sleeved Logo 24 Grd 1 Bonipak CHEP	\$ 01 65	Piece Rate	Min CPMH: 9.18. Min Hourly Earning: \$15.15. Max CPMH: 10.39. High Hourly Earning: \$17.15
	Romaine Hearts 12x3 Grd ORG "O" CHEP JDC	\$ 01 70	Piece Rate	Min CPMH: 8.91. Min Hourly Earning: \$15.15. Max CPMH: 10.09. High Hourly Earning: \$17.15
	Romaine Hearts 12x3 Grd ORG "O" JDC IFCO CHEP	\$ 01 70	Piece Rate	Min CPMH: 8.91. Min Hourly Earning: \$15.15. Max CPMH: 10.09. High Hourly Earning: \$17.15
	Romaine Hearts 12x3 Grd ORG Bilingual Bonipak CHEP	\$ 01 70	Piece Rate	Min CPMH: 8.91. Min Hourly Earning: \$15.15. Max CPMH: 10.09. High Hourly Earning: \$17.15
	Romaine Hearts 12x3 Grd ORG Bonipak	\$ 01 70	Piece Rate	Min CPMH: 8.91. Min Hourly Earning: \$15.15. Max CPMH: 10.09. High Hourly Earning: \$17.15
	Romaine Hearts 12x3 Grd ORG Nature's Promise	\$ 01 70	Piece Rate	Min CPMH: 8.91. Min Hourly Earning: \$15.15. Max CPMH: 10.09. High Hourly Earning: \$17.15

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

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

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	Romaine Hearts 12x3 Grd ORG Nature's Promise CHEP	\$ 01 70	Piece Rate	Min CPMH: 8.91. Min Hourly Earning: \$15.15. Max CPMH: 10.09. High Hourly Earning: \$17.15
	Romaine Hearts 12x3 Grd ORG PCO CHEP	\$ 01 70	Piece Rate	Min CPMH: 8.91. Min Hourly Earning: \$15.15. Max CPMH: 10.09. High Hourly Earning: \$17.15
	Romaine Hearts 12x3 Grd ORG Simple Truth IFCO CHEP BBD	\$ 01 70	Piece Rate	Min CPMH: 8.91. Min Hourly Earning: \$15.15. Max CPMH: 10.09. High Hourly Earning: \$17.15
	Romaine Hearts 15x3 Grd ORG Marketside IFCO CHEP	\$ 02 10	Piece R	Min CPMH: 7.21. Min Hourly Earning: \$15.15. Max CPMH: 8.17. High Hourly Earning: \$17.15
	Romaine Hearts 7x6 Grd ORG "O" CHEP JDC	\$ 01 85	Piece Rate	Min CPMH: 8.19. Min Hourly Earning: \$15.15. Max CPMH: 9.27. High Hourly Earning: \$17.15
	Romaine Hearts 8x3 Grd ORG Bonipak Bil DRC CHEP	\$ 01 30	Piece Rate	Min CPMH: 11.65. Min Hourly Earning: \$15.15. Max CPMH: 13.19. High Hourly Earning: \$17.15
	Romaine 50# Grd 1 Bonipak	\$ 02 00	Piece Rate	Min CPMH: 7.58. Min Hourly Earning: \$15.15. Max CPMH: 8.58. High Hourly Earning: \$17.15
	Romaine 15 Grd 1 Fresh IFCO CHEP Tagged	\$ 00 70	Piece Rate	Min CPMH: 21.64. Min Hourly Earning: \$15.15. Max CPMH: 24.50. High Hourly Earning: \$17.15
	Romaine 15 Grd 1 IFCO CHEP	\$ 00 70	Piece Rate	Min CPMH: 21.64. Min Hourly Earning: \$15.15. Max CPMH: 24.50. High Hourly Earning: \$17.15
	Romaine 16 Grd 1 IFCO CHEP	\$ 00 70	Piece Rate	Min CPMH: 21.64. Min Hourly Earning: \$15.15. Max CPMH: 24.50. High Hourly Earning: \$17.15

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

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

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	Romaine 18 Grd 1 IFCO CHEP	\$ 00 85	Piece Rate	Min CPMH: 17.82. Min Hourly Earning: \$15.15. Max CPMH: 20.18. High Hourly Earning: \$17.15
	Romaine 24 Grd 1 IFCO CHEP	\$ 01 10	Piece Rate	Min CPMH: 13.77. Min Hourly Earning: \$15.15. Max CPMH: 15.59. High Hourly Earning: \$17.15
	Romaine Climapak 18 Jumbo Grd 1 Bonipak CHEP	\$ 00 85	Piece Rate	Min CPMH: 17.82. Min Hourly Earning: \$15.15. Max CPMH: 20.18. High Hourly Earning: \$17.15
	Romaine Climapak 24 Grd 1 Bonipak	\$ 01 10	Piece Rate	Min CPMH: 13.77. Min Hourly Earning: \$15.15. Max CPMH: 15.59. High Hourly Earning: \$17.15
	Romaine Climapak 24 Grd 1 Bonipak CHEP	\$ 01 10	Piece Rate	Min CPMH: 13.77. Min Hourly Earning: \$15.15. Max CPMH: 15.59. High Hourly Earning: \$17.15
	Romaine Climapak 24 Grd 1 Fresh Bonipak CHEP	\$ 01 10	Piece Rate	Min CPMH: 13.77. Min Hourly Earning: \$15.15. Max CPMH: 15.59. High Hourly Earning: \$17.15
	Romaine Sleeved 18 Grd 1 Bonipak	\$ 01 30	Piece Rate	Min CPMH: 11.65. Min Hourly Earning: \$15.15. Max CPMH: 13.19. High Hourly Earning: \$17.15
	Romaine Sleeved 18 Grd 1 Bonipak IFCO CHEP	\$ 01 30	Piece Rate	Min CPMH: 11.65. Min Hourly Earning: \$15.15. Max CPMH: 13.19. High Hourly Earning: \$17.15
	Romaine Sleeved 24 Grd 1 Bonipak	\$ 01 65	Piece Rate	Min CPMH: 9.18. Min Hourly Earning: \$15.15. Max CPMH: 10.39. High Hourly Earning: \$17.15
	Romaine Sleeved 24 Grd 1 Bonipak CHEP	\$ 01 65	Piece Rate	Min CPMH: 9.18. Min Hourly Earning: \$15.15. Max CPMH: 10.39. High Hourly Earning: \$17.15

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

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

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	Romaine Hearts 12x3 18oz Grd 1 Bilingual FW Bonipak	\$ 01 70	Piece Rate	Min CPMH: 8.91. Min Hourly Earning: \$15.15. Max CPMH: 10.09. High Hourly Earning: \$17.15
	Romaine Hearts 12x3 18oz Grd 1 Bilingual FW Bonipak CHEP	\$ 01 70	Piece Rate	Min CPMH: 8.91. Min Hourly Earning: \$15.15. Max CPMH: 10.09. High Hourly Earning: \$17.15
	Romaine Hearts 12x3 18oz Grd 1 Bonipak	\$ 01 85	Piece Rate	Min CPMH: 8.19. Min Hourly Earning: \$15.15. Max CPMH: 9.27. High Hourly Earning: \$17.15
	Romaine Hearts 12x3 18oz Grd 1 Coastal Ranches	\$ 01 85	Piece Rate	Min CPMH: 8.19. Min Hourly Earning: \$15.15. Max CPMH: 9.27. High Hourly Earning: \$17.15
	Romaine Hearts 12x3 18oz Grd 1 H.E.B.	\$ 01 85	Piece Rate	Min CPMH: 8.19. Min Hourly Earning: \$15.15. Max CPMH: 9.27. High Hourly Earning: \$17.15
	Romaine Hearts 12x3 22oz Grd 1 Bilingual Bonipak	\$ 01 85	Piece Rate	Min CPMH: 8.19. Min Hourly Earning: \$15.15. Max CPMH: 9.27. High Hourly Earning: \$17.15
	Romaine Hearts 12x3 22oz Grd 1 Bonipak	\$ 01 85	Piece Rate	Min CPMH: 8.19. Min Hourly Earning: \$15.15. Max CPMH: 9.27. High Hourly Earning: \$17.15
	Romaine Hearts 12x3 22oz Grd 1 WEIS	\$ 01 85	Piece Rate	Min CPMH: 8.19. Min Hourly Earning: \$15.15. Max CPMH: 9.27. High Hourly Earning: \$17.15
	Romaine Hearts 12x3 22oz Grd 1 Bilingual Bonipak CHEP	\$ 01 85	Piece Rate	Min CPMH: 8.19. Min Hourly Earning: \$15.15. Max CPMH: 9.27. High Hourly Earning: \$17.15
	Romaine Hearts 12x3 FW Grd 1 Ahold CHEP	\$ 01 70	Piece Rate	Min CPMH: 8.91. Min Hourly Earning: \$15.15. Max CPMH: 10.09. High Hourly Earning: \$17.15

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

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

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	Romaine Hearts 12x3 Grd 1 Ahold CHEP	\$ 01 85	Piece Rate	Min CPMH: 8.19. Min Hourly Earning: \$15.15. Max CPMH: 9.27. High Hourly Earning: \$17.15
	Romaine Hearts 12x3 Grd 1 FW Signature Select JDC CHEP	\$ 01 70	Piece Rate	Min CPMH: 8.91. Min Hourly Earning: \$15.15. Max CPMH: 10.09. High Hourly Earning: \$17.15
	Romaine Hearts 12x3 Grd 1 FW Signature Select JDC IFCO CHEP	\$ 01 70	Piece Rate	Min CPMH: 8.91. Min Hourly Earning: \$15.15. Max CPMH: 10.09. High Hourly Earning: \$17.15
	Romaine Hearts 12x3 Grd 1 Signature Select JDC CHEP	\$ 01 85	Piece Rate	Min CPMH: 8.19. Min Hourly Earning: \$15.15. Max CPMH: 9.27. High Hourly Earning: \$17.15
	Romaine Hearts 12x3 Grd 1 Signature Select JDC IFCO CHEP	\$ 01 85	Piece Rate	Min CPMH: 8.19. Min Hourly Earning: \$15.15. Max CPMH: 9.27. High Hourly Earning: \$17.15
	Romaine Hearts 15x3 Grd 1 Bonipak IFCO CHEP	\$ 02 30	Piece Rate	Min CPMH: 6.59. Min Hourly Earning: \$15.15. Max CPMH: 7.46. High Hourly Earning: \$17.15
	Romaine Hearts 15x3 Grd 1 Fresh FW Kroger BBD IFCO CHEP	\$ 02 12	Piece Rate	Min CPMH: 7.15. Min Hourly Earning: \$15.15. Max CPMH: 8.09. High Hourly Earning: \$17.15
	Romaine Hearts 15x3 Grd 1 FW Bonipak IFCO CHEP	\$ 02 12	Piece Rate	Min CPMH: 7.15. Min Hourly Earning: \$15.15. Max CPMH: 8.09. High Hourly Earning: \$17.15
	Romaine Hearts 7x6 Grd 1 Bonipak BBD	\$ 01 70	Piece Rate	Min CPMH: 8.91. Min Hourly Earning: \$15.15. Max CPMH: 10.09. High Hourly Earning: \$17.15
	Romaine Hearts 7x6 Grd 1 Bonipak Bil DRC CHEP	\$ 01 70	Piece Rate	Min CPMH: 8.91. Min Hourly Earning: \$15.15. Max CPMH: 10.09. High Hourly Earning: \$17.15

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

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

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	Romaine Hearts 7x6 Grd 1 Bonipak CHEP BBD	\$ 01 70	Piece Rate	Min CPMH: 8.91. Min Hourly Earning: \$15.15. Max CPMH: 10.09. High Hourly Earning: \$17.15
	Romaine Hearts 7x6 Grd 1 Bonipak No Date CHEP	\$ 01 70	Piece Rate	Min CPMH: 8.91. Min Hourly Earning: \$15.15. Max CPMH: 10.09. High Hourly Earning: \$17.15
	Romaine Hearts 7x6 Grd 1 DRC Bil Bonipak CHEP (Lot Code)	\$ 01 70	Piece Rate	Min CPMH: 8.91. Min Hourly Earning: \$15.15. Max CPMH: 10.09. High Hourly Earning: \$17.15
	Romaine Hearts 7x6 Grd 1 Kroger 'Big Deal' CHEP BBD	\$ 01 70	Piece Rate	Min CPMH: 8.91. Min Hourly Earning: \$15.15. Max CPMH: 10.09. High Hourly Earning: \$17.15
	Romaine Hearts 7x6 Grd 1 OKM Bonipak CHEP	\$ 01 70	Piece Rate	Min CPMH: 8.91. Min Hourly Earning: \$15.15. Max CPMH: 10.09. High Hourly Earning: \$17.15
	Romaine Hearts 12x3 Grd 1 OKM Bonipak CHEP	\$ 01 70	Piece Rate	Min CPMH: 8.91. Min Hourly Earning: \$15.15. Max CPMH: 10.09. High Hourly Earning: \$17.15
	Romaine Hearts 15x3 Grd 1 OKM Bonipak IFCO CHEP	\$ 02 12	Piece Rate	Min CPMH: 7.15. Min Hourly Earning: \$15.15. Max CPMH: 8.09. High Hourly Earning: \$17.15
	Romaine Hearts 8x3 Grd 1 OKM Bonipak Bil DRC CHEP	\$ 01 25	Piece Rate	Min CPMH: 12.12. Min Hourly Earning: \$15.15. Max CPMH: 13.72. High Hourly Earning: \$17.15
	Romaine Hearts 8x3 Grd 1 Bonipak Bil DRC CHEP	\$ 01 40	Piece Rate	Min CPMH: 10.82. Min Hourly Earning: \$15.15. Max CPMH: 12.25. High Hourly Earning: \$17.15
	Romaine Hearts 8x3 Grd 1 Bonipak Bil FW DRC CHEP	\$ 01 25	Piece Rate	Min CPMH: 12.12. Min Hourly Earning: \$15.15. Max CPMH: 13.72. High Hourly Earning: \$17.15

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

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

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	Romaine Hearts Kroger 15x3 Grd 1 Fresh IFCO CHEP BBD	\$ 02 30	Piece Rate	Min CPMH: 6.59. Min Hourly Earning: \$15.15. Max CPMH: 7.46. High Hourly Earning: \$17.15
	Romaine Loose Hearts 48 CT Grd 1 Bonipak FS	\$ 02 00	Piece Rate	Min CPMH: 7.58. Min Hourly Earning: \$15.15. Max CPMH: 8.58. High Hourly Earning: \$17.15
	Spinach 24 Grd 1 IFCO Tray CHEP Tagged	\$ 00 90	Piece Rate	Min CPMH: 16.83. Min Hourly Earning: \$15.15. Max CPMH: 19.06. High Hourly Earning: \$17.15
	Spinach Rootless 24 Grd 1 Bonipak	\$ 00 85	Piece Rate	Min CPMH: 17.82. Min Hourly Earning: \$15.15. Max CPMH: 20.18. High Hourly Earning: \$17.15
	Spinach Rootless 24 Grd 1 Fresh Bonipak CHEP	\$ 00 85	Piece Rate	Min CPMH: 17.82. Min Hourly Earning: \$15.15. Max CPMH: 20.18. High Hourly Earning: \$17.15
	Italian Parsley 12 Grd 1 IFCO Tray CHEP Tagged	\$ 00 55	Piece Rate	Min CPMH: 27.55. Min Hourly Earning: \$15.15. Max CPMH: 31.18. High Hourly Earning: \$17.15
	Italian Parsley 15 Grd 1 IFCO Tray CHEP Tagged	\$ 00 55	Piece Rate	Min CPMH: 27.55. Min Hourly Earning: \$15.15. Max CPMH: 31.18. High Hourly Earning: \$17.15
	Italian Parsley 30 Grd 1 Bonipak CHEP	\$ 00 90	Piece Rate	Min CPMH: 16.83. Min Hourly Earning: \$15.15. Max CPMH: 19.06. High Hourly Earning: \$17.15
	Italian Parsley 30 Grd 1 Iceless Bonipak CHEP	\$ 00 90	Piece Rate	Min CPMH: 16.83. Min Hourly Earning: \$15.15. Max CPMH: 19.06. High Hourly Earning: \$17.15
	Italian Parsley 60 Grd 1 Bonipak	\$ 01 60	Piece Rate	Min CPMH: 9.47. Min Hourly Earning: \$15.15. Max CPMH: 10.72. High Hourly Earning: \$17.15

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

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

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	Parsley 12 Grd 1 IFCO Tray CHEP Tagged	\$ 00 55	Piece Rate	Min CPMH: 27.55. Min Hourly Earning: \$15.15. Max CPMH: 31.18. High Hourly Earning: \$17.15
	Parsley 15 Grd 1 IFCO Tray CHEP Tagged	\$ 00 55	Piece Rate	Min CPMH: 27.55. Min Hourly Earning: \$15.15. Max CPMH: 31.18. High Hourly Earning: \$17.15
	Parsley 30 Grd 1 Bonipak CHEP	\$ 00 90	Piece Rate	Min CPMH: 16.83. Min Hourly Earning: \$15.15. Max CPMH: 19.06. High Hourly Earning: \$17.15
	Parsley 30 Grd 1 Iceless Bonipak CHEP	\$ 00 90	Piece Rate	Min CPMH: 16.83. Min Hourly Earning: \$15.15. Max CPMH: 19.06. High Hourly Earning: \$17.15
	Parsley 60 Grd 1 Bonipak	\$ 01 60	Piece Rate	Min CPMH: 9.47. Min Hourly Earning: \$15.15. Max CPMH: 10.72. High Hourly Earning: \$17.15
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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 §
Betteravia Farms LLC	Gila K Ranch: 3238'40.80"N 11440'16.52"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Harrison 1 1/2 St. and 2nd St Ranches: 3248'19.19"N 11430'43.18"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Lindsey Ranch 6 13: 3242'38.46"N 11430'33.96"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Nora Ranch: 3245'48.61"N 11431'28.49"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Harrison Home Ranch: 3247'8.16"N 11431'14.42"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Yates Ranch: 3247'30.41"N 11430'48.90"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Ranch 14: 3248'51.71"N 11430'24.41"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Black Ranch: 3248'34.79"N 11430'32.19"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Land Ranch: 3248'35.84"N 11429'51.11"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	H Ranch: 3248'48.41"N 11429'47.94"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643

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 §
Betteravia Farms LLC	Smith Ranch: 3246'23.76"N 11431'8.28"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	BC - 400's: 3245'40.40"N 11430'28.27"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	BC - 500's: 3245'13.96"N 11430'44.08"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Ramsey Ranch: 3246'31.52"N 11421'58.79"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	La Mesa: 3241'04"N 11432'19"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Sturges: 3241'49.21"N 114 4'13.55"W Roll, Arizona 85347 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Antelope Ranch: 3243'37.38"N 114 1'11.21"W Roll, Arizona 85347 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Bud Ranch: 3243'41"N 114 1'12"W Roll, Arizona 85347 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Pump Ranch: 3243'15.73"N 114 0'26.89"W Roll, Arizona 85347 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Thelander Ranch: 3243'39.28"N 114 0'5.50"W Roll, Arizona 85347 YUMA COUNTY		10/12/2026	4/9/2027	643

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 §
Betteravia Farms LLC	Klingenburg Ranch: 3243'52"N 113 59'27"W Roll, Arizona 85347 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Tacna Ranch 1-4: 3244'01"N 11357'13"W Tacna, Arizona 85356 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Tacna Ranch 5-8: 3245'26"N 11356'10"W Tacna, Arizona 85356 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Tacna Ranch 9-12: 3247'08"N 11355'40"W Tacna, Arizona 85356 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Tacna Ranch 13-15: 3244'14"N 11354'19"W Tacna, Arizona 85356 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Tacna Ranch 16-30: 3245'21"N 11351'17"W Tacna, Arizona 85356 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Tacna Ranch 31-36 & 42-46: 3246'00"N 11349'59"W Tacna, Arizona 85356 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Tacna Ranch 37-41 & 47-51: 3246'00"N 11349'28"W Tacna, Arizona 85356 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Tacna Ranch 52-60: 3245'38"N 11349'59"W Tacna, Arizona 85356 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Rock Ranch : 3244'05"N 11359'58"W Roll, Arizona 85347 YUMA COUNTY		10/12/2026	4/9/2027	643

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Betteravia Farms LLC	Terry Ranch: 3244'1.45"N 114 2'44.99"W Roll, Arizona 85347 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Cook & Valley Ranch: 3245'59"N 11358'15"W Roll, Arizona 85347 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Hardway: 3246'4.11"N 11358'31.37"W Roll, Arizona 85347 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Hartman Ranch: 3243'16.31"N 11426'32.99"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	McPhaul Ranch: 3245'08"N 11425'26"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Ranch 300's and 80's: 3237'9.26"N 11443'43.50"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Ranch 4: 3231'29.70"N 11443'37.61"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Ranch 19: 3230'35"N 11446'16"W San Luis, Arizona 85349 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Daniels Ranch 40: 3232'31.06"N 11446'52.97"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Ranch 50: 3239'16"N 11438'45"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643

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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 §
Betteravia Farms LLC	Ranch 51: 3238'50"N 11438'45"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Ranch 67: 3238'54.11"N 11440'11.68"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Ranch 69: 3239'38"N 11439'02"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Ranch 92: 3232'23.35"N 11444'34.37"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Ranch 414: 3243'19"N 11441'23"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Ranch 800: 3240'16.09"N 11440'12.03"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Ranch 801: 3241'23"N 11442'27"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Ranch 906: 3240'36.59"N 11440'17.88"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Ranch 898,899,900 & 901: 3238'53.19"N 11443'5.15"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Home East Ranch: 3246'21.94"N 11355'58.50"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643

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Betteravia Farms LLC	Musgrove Ranch: 3242'04"N 11432'06"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Sakata Seed: 3242'34.8"N 11432'50.0"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Snake 76: 32.66895oN 114.68564oW Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Sunstone Toland Williams Ranch: 3247'4.35"N 11350'14.74"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Sunshine Ranch: 3240'14.99"N 11438'46.61"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Vomocil 94: 32.53766oN 114.75183oW San Luis, Arizona 85349 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Young 60: 32.56674oN 114.73439oW Somerton, Arizona 85350 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Y-1 Ranch: 3237'59.8"N 11445'10.5"W Somerton, Arizona 85350 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Y-2 Ranch: 3236'38.42"N 11445'10.50"W Somerton, Arizona 85350 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Y-3 Ranch: 3234'54"N 11446'10"W Somerton, Arizona 85350 YUMA COUNTY		10/12/2026	4/9/2027	643

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Betteravia Farms LLC	Y-5 Ranch: 3236'11.50"N 11445'1.16"W Somerton, Arizona 85350 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Y-8 Ranch: 3236'56.27"N 11444'49.26"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Y-9 Ranch: 3233'3.75"N 11444'16.34"W Somerton, Arizona 85350 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Y-10 Ranch: 3231'5.23"N 11445'19.69"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Y-12 Ranch: 3235'42"N 11446'11"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Y-13 Ranch: 3239'03"N 11440'10"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Y-14 Ranch: 3238'28"N 11438'48"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Y-23 Ranch: 3236'32.43"N 11444'59.16"W Somerton, Arizona 85350 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Y-24 Ranch: 3236'66"N 11443'63"W Somerton, Arizona 85350 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Y-36 Ranch: 3238'56"N 11442'42"W Somerton, Arizona 85350 YUMA COUNTY		10/12/2026	4/9/2027	643

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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 §
Betteravia Farms LLC	Y-37 Ranch: 3238'24.7"N 11443'07.6"W Somerton, Arizona 85350 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Bank: 3240'54.78"N 11443'44.29"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Bann: 3240'41.46"N 11443'1.59"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Beech: 3241'4.87"N 11443'5.75"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Beechler: 3241'01"N 11442'37"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Benton: 3237'27"N 11439'37"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Brand: 3241'7.05"N 11443'34.16"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Brew and Dresser: 3240'56.93"N 11442'53.40"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Burrows: 3241'21.21"N 11443'5.84"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Chapman 13: 3238'24"N 11438'44"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643

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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 §
Betteravia Farms LLC	Chapman 80: 3238'21"N 11440'07"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Chapman 160: 3237'54"N 11440'53"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Frenchman: 3241'47.30"N 11442'24.25"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Holling: 3241'14"N 11443'16"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Hole: 3240'52.98"N 11443'33.47"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Home: 3240'51.83"N 11442'26.45"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Brauch & Kent: 3240'47.13"N 11443'19.19"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Lind: 3240'14.71"N 11443'16.23"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Meadows: 3241'01"N 11442'45"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Neva: 3240'41.72"N 11442'40.86"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643

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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 §
Betteravia Farms LLC	Pritchett: 3240'23.38"N 11444'20.61"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	R-1 Ranch: 3245'53.85"N 11357'57.89"W Roll, Arizona 85347 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	R-3 Ranch: 3245'35.23"N 11359'47.72"W Roll, Arizona 85347 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	R-36B Ranch: 3246'15.96"N 11357'48.47"W Roll, Arizona 85347 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	R-4 Ranch: 3245'28.97"N 114 0'46.72"W Roll, Arizona 85347 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	R-22 Ranch: 3248'18.65"N 11347'13.06"W Roll, Arizona 85347 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Cobb-Home Ranch: 3247'20.32"N 11352'35.78"W Tacna, Arizona 85356 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Davidson Ranch: 3243'41.91"N 11357'21.34"W Tacna, Arizona 85356 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Rancho Caf: 3244'51.35"N 11356'38.35"W Tacna, Arizona 85356 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Yarbro Ranch: 3244'52.06"N 11355'47.30"W Tacna, Arizona 85356 YUMA COUNTY		10/12/2026	4/9/2027	643

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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 §
Betteravia Farms LLC	Prina Ranch: 3248'2.54"N 11349'28.73"W Tacna, Arizona 85356 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Diwan Ranch: 3247'32.67"N 11349'30.74"W Tacna, Arizona 85356 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Federal Ranch: 3248'18.44"N 11349'45.19"W Tacna, Arizona 85356 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Litrell Ranch: 3247'32.14"N 11352'28.23"W Tacna, Arizona 85356 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Palmas 7, 123: 3246'57.43"N 11353'52.46"W Tacna, Arizona 85356 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Palmas 28, 29: 3247'2.90"N 11354'16.73"W Tacna, Arizona 85356 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Ramada: 3247'58.0"N 11348'38.6"W Tacna, Arizona 85356 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Ernie: 3246'48.7"N 11353'13.8"W Tacna, Arizona 85356 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Meyers: 3248'13.3"N 11350'38.9"W Tacna, Arizona 85356 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Ludwig: 3247'04.3"N 113534'12.6"W Tacna, Arizona 85356 YUMA COUNTY		10/12/2026	4/9/2027	643

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Betteravia Farms LLC	Gila Monster Ranch: 3243'57.25"N 11428'26.02"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Molina Ranch: 3245'9.29"N 11430'9.34"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	James Dunn Home Ranch: 3242'11.38"N 11431'13.00"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Dunn 80 Ranch: 3242'27"N 11428'08"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Chavez Ranch: 3246'46"N 11430'30"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Keene Ranch: 3245'32"N 11423'31"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Abby Ranch: 3245'02"N 11359'31"W Roll, Arizona 85347 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Anderson Ranch: 3246'19"N 11422'31"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Beck Ranch: 3240'40"N 11411'35"W Wellton, Arizona 85356 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Blaisdale Ranch: 3243'02"N 11425'40"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643

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Betteravia Farms LLC	Blanca Ranch: 3239'55"N 11410'33"W Wellton, Arizona 85356 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Boelts Ranch: 3240'27"N 11411'35"W Wellton, Arizona 85356 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Burkes Ranch: 3246'11"N 11359'02"W Roll, Arizona 85347 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Cal-Wright Ranch: 3246'00"N 11424'35"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Cates Ranch: 3240'40"N 11415'41"W Wellton, Arizona 85356 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Coyote Ranch: 3239'49"N 11408'32"W Wellton, Arizona 85356 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Cherico Ranch: 3240'42"N 11408'33"W Wellton, Arizona 85356 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Diablo Ranch: 3241'20"N 11408'33"W Wellton, Arizona 85356 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Dice Ranch: 3239'48"N 11411'36"W Wellton, Arizona 85356 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	District Ranch: 3246'51"N 11354'39"W Roll, Arizona 85347 YUMA COUNTY		10/12/2026	4/9/2027	643

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Betteravia Farms LLC	East Anderson Ranch: 3246'12"N 11421'49"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	East Rice Ranch: 3246'15"N 11422'53"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Fairview Ranch: 3239'54"N 11413'22"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Gila Monster Ranch: 3243'57.25"N 11428'26.02"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Going Ranch: 3246'00"N 11400'20"W Roll, Arizona 85347 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Hankins Ranch: 3240'01"N 11411'04"W Wellton, Arizona 85356 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Hankins 13-14 Ranch: 3241'30"N 11409'20"W Wellton, Arizona 85356 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Hankins 15 Ranch: 3240'27"N 11410'33"W Wellton, Arizona 85356 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Hicks Ranch: 3244'51"N 11359'17"W Roll, Arizona 85347 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Home Place Ranch: 3244'09"N 11418'00"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643

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Betteravia Farms LLC	JRS Ranch: 3246'30"N 11430'55"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Larry Boyd Ranch: 3244'33"N 11418'16"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Lotten Ranch: 3241'59"N 11416'14"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Middle Rice Ranch: 3246'08"N 11423'42"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Molina Ranch: 3245'9.29"N 11430'9.34"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Monk Ranch: 3239'59"N 11414'24"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Morgan Ranch: 3244'52"N 11359'01"W Roll, Arizona 85347 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	New Farm Ranch: 3243'17"N 11418'49"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Oscar Ranch: 3243'46"N 11418'36"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Otondo Ranch: 3241'34"N 11404'26"W Wellton, Arizona 85356 YUMA COUNTY		10/12/2026	4/9/2027	643

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Betteravia Farms LLC	Patricia Ranch: 3246'18"N 11421'49"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Patricia Home Ranch: 3245'23"N 11421'10"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Pratt Home Ranch: 3242'51"N 11418'33"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Rio Ranch: 3242'21"N 11408'33"W Wellton, Arizona 85356 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Rio 6 Ranch: 3240'46"N 11410'23"W Wellton, Arizona 85356 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Robbins Ranch: 3240'14"N 11410'04"W Wellton, Arizona 85356 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Rockhouse Ranch : 3244'05"N 11359'58"W Roll, Arizona 85347 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Sharp Ranch : 3245'31"N 11359'48"W Roll, Arizona 85347 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	South Walls Ranch: 3242'24"N 11417'48"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Tevis Ranch: 3242'24"N 11416'13"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643

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 §
Betteravia Farms LLC	Thomas Ranch: 3244'28"N 11430'47"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Trent Ranch: 3241'54"N 11417'46"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Truck Stop Ranch: 3240'27"N 11409'03"W Wellton, Arizona 85356 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	West Moore: 3240'42"N 11409'19"W Wellton, Arizona 85356 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	West Otondo Ranch: 3241'34"N 11405'34"W Wellton, Arizona 85356 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	West Rice Ranch: 3245'28"N 11424'48"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Woodman: 3240'42"N 11410'34"W Wellton, Arizona 85356 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Yates Ranch: 3246'24"N 11430'35"W Yuma, Arizona 85365 YUMA COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Map 1 Fisher North Ranches: 3334'11.53"N 11439'50.06"W Blythe, California 92225 RIVERSIDE COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	A1 - H3: 33.56317009N 114.61352029W Blythe, California 92225 RIVERSIDE COUNTY		10/12/2026	4/9/2027	643

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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 §
Betteravia Farms LLC	L1 - L8 & 36 - 39: 33.57953573N 114.62110092W Blythe, California 92225 RIVERSIDE COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	M1 - N2: 33.57639736N 114.63888146W Blythe, California 92225 RIVERSIDE COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	P1 - Q3: 33.56410871N 114.68820993W Blythe, California 92225 RIVERSIDE COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	R1 - R5: 33.56883573N 114.58349808W Blythe, California 92225 RIVERSIDE COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	S48: 33.54281433N 114.61629133W Blythe, California 92225 RIVERSIDE COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	101 - 110: 3334'11.53"N 11439'50.06"W Blythe, California 92225 RIVERSIDE COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	201 - 401: 33.5379009N 114.69329656W Blythe, California 92225 RIVERSIDE COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	Map 2 Fisher South Ranches: 3330'7.46"N 11436'1.27"W Blythe, California 92225 RIVERSIDE COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	601 - 607: 33.50003498N 114.69967033W Blythe, California 92225 RIVERSIDE COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	608 - 620: 33.50051162N 114.6864289W Blythe, California 92225 RIVERSIDE COUNTY		10/12/2026	4/9/2027	643

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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 §
Betteravia Farms LLC	621 - 624: 33.49473149N 114.66154855W Blythe, California 92225 RIVERSIDE COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	705 - 708: 33.48263798N 114.67331889W Blythe, California 92225 RIVERSIDE COUNTY		10/12/2026	4/9/2027	643
Betteravia Farms LLC	915 - 918: 33.4538355N 114.66345991W Blythe, California 92225 RIVERSIDE COUNTY		10/12/2026	4/9/2027	643

D. Additional Housing Information



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1. Type of Housing *	2. Physical Location *	3. Additional Housing Information §	4. Total Units *	5. Total Occupancy *	6. Inspection Entity *
☐ Employer-provided ☒ Rental or public accommodations	Americas Best Value Inn - 1673 E Hobsonway Blythe, California 92225 RIVERSIDE COUNTY	The Employer will provide housing for 84 workers at this location. Housing will include 21 units and a total capacity for 84 workers. Each worker will be provided with their own bed. Laundry facilities are on site and free to workers. Catering will be provided.	21	84	☐ Local authority ☒ SWA ☐ Other State authority ☐ Federal authority ☐ Other _____
☐ Employer-provided ☒ Rental or public accommodations	Yuma Cabana - 2151 S 4th Ave Yuma Yuma, Arizona 85364 YUMA COUNTY	The Employer will provide housing for 285 workers at this location. Housing will include 66 units and a total capacity for 285 workers. Each worker will be provided with their own bed. Laundry facilities are on site and free to workers. Catering will be provided.	66	285	☐ Local authority ☒ SWA ☒ Other State authority ☐ Federal authority ☐ Other _____
☐ Employer-provided ☐ Rental or public accommodations					☐ Local authority ☐ SWA ☐ Other State authority ☐ Federal authority ☐ Other _____
☐ Employer-provided ☐ Rental or public accommodations					☐ Local authority ☐ SWA ☐ Other State authority ☐ Federal authority ☐ Other _____
☐ Employer-provided ☐ Rental or public accommodations					☐ Local authority ☐ SWA ☐ Other State authority ☐ Federal authority ☐ Other _____

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



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H. Additional Material Terms and Conditions of the Job Offer

a. Job Offer Information 1

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Field Worker – Head Lettuce (Iceberg), Bulk Lettuce (Iceberg) Romaine, Red Leaf, Green Leaf, Organic Romaine, Celery, Organic Celery, Romaine Hearts, Organic Romaine Hearts, Broccoli, Organic Broccoli, Spinach, Cilantro, Parsley, Cauliflower, Organic Cauliflower, Green Cabbage and Red Cabbage, to perform the following duties: Field worker to harvest both conventional green leaf, red leaf &, romaine. Cut, bag, pack, and load fresh product in the field. Cutting is done on harvesting machine by using hands and cutting knife. Using a harvesting hand knife and bending at the waist, the employee cuts the head from the roots and trims the outer leaves from the head to prepare it to be packed into a carton, bag, tote, or bin. The process is repeated. Worker is responsible for cleaning of equipment and maintenance of yard. Worker is also responsible for operating Tractor's and machines used to perform this task. Field worker to harvest romaine, organic romaine, head lettuce (iceberg), organic romaine hearts, and romaine hearts. Cut, bag, pack, and load fresh product in the field. Cutting is done on harvesting machine by using hands and cutting knife. Using a harvesting hand knife and bending at the waist, the employee cuts the head from the roots and trims the outer leaves from the head to prepare it to be packed into a carton, tote, or bin. The process is repeated. Worker is responsible for cleaning of equipment and maintenance of yard. Worker is also responsible for operating Tractor's and machines used to perform this task. Field worker to harvest bulk lettuce. Cut and core fresh iceberg lettuce in the field. Cutting and coring is done on a harvesting belt using hands and a cutting/coring knife. Using a coring knife and bending at the waist, the employee cuts the lettuce from the root, trims the outer leaves, cores the center of the lettuce with a knife and places on belt. The process is repeated, workers are responsible for cleaning of equipment. Field Worker to harvest spinach, cilantro, and parsley. Cutting is done by kneeling on beds next to a machine or without a machine. The employee determines the size and quality of the product to be harvested. Then, using a harvesting hand knife, the employee cuts the appropriate amount of product from its roots, cleans by hand the defective leaves, and trims the stems. The product is then either tied, sleeved, or banded before being packed or placed into a box/tote or placed on a belt. The cartons or totes have a specific count or weight requirement. Field worker to harvest organic broccoli, broccoli. Cut, trim, bag, pack, and load fresh broccoli in the field. Cutting is done on harvesting machine by using hands and cutting knife. Using a harvesting hand knife and bending at the waist, the employee cuts the head from the roots and trims the outer leaves from the head to prepare it to be packed into a carton, tote, or bin. The process is repeated. Worker is responsible for cleaning of equipment and maintenance of yard. Worker is also responsible for operating Tractor's and machines used to perform this task. Machine set up includes: Check machine for water and diesel; Put sticker on bags; Supply cartons for the day and put on the machine; Open or close machine; Put machine where crew will start; Move trailer. Workers may occasionally and/or sporadically perform duties associated with and directly related to the primary duties. Such work will be temporary and unsubstantial agricultural labor.			

b. Job Offer Information 2

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

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H. Additional Material Terms and Conditions of the Job Offer

c. Job Offer Information 3

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Additional Information Regarding Job Qualifications/Requirements
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * 1 month of experience in harvesting any of the commodities listed. Specific requirements include lifting up to 50-65 pounds frequently and being able to use hand tools, including cutting knives. Must be able to work under conditions where skin and clothing become heavily soiled with mud, water, grease, etc. Must be able to work outdoors in inclement weather conditions, including rain, cold, high winds, etc. Work involves frequent bending and working in bent or stooped positions. Must be able to walk and stand up extensively. No smoking, alcohol, firearms in the field or residential housing. Work is performed in open fields and may involve exposure to mud, dust, wind, heat, cold, and other natural elements. Temperatures can range from 30 degrees Fahrenheit to over 100 degrees Fahrenheit during the period of employment. Workers should come prepared with appropriate clothing and footwear for the environmental and working conditions described.			

d. Job Offer Information 4

1. Section/Item Number *	G.1	2. Name of Section or Category of Material Term or Condition *	Referral and Hiring Instructions
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Applicants should thoroughly familiarize themselves with the job specifications and the terms and conditions of employment in this Clearance Order before contacting the employer or seeking a referral. Only workers meeting all the qualifications for Employment, who are able, willing, and qualified to perform the work, with or without reasonable accommodations, who are eligible for employment in the United States, and who will be available at the time and place needed, should contact, or be referred to the employer. Applicants who contact the employer by telephone or in person will complete an applicant screening process. The employment contract is made available to the applicant in person, by fax, or email once the screening process is completed and an offer of employment has been made. Telephone or in-person interviews will be at no cost to workers. Walk-in applicants should bring with them documentation of identity and employment eligibility, so that if an offer of employment is made the required pre-employment paperwork can be completed. Walk-in applications will be accepted at: 7105 E 30th St., Yuma, AZ 85365 Phone: (928) 487-0658 Alco Referral Contact: Brandy Gomez Email address: jobs@alcoharrvesting.com Contact hours are Monday through Friday, 8 a.m. to 5 p.m. Collect telephone calls will not be accepted directly from job applicants and persons inquiring about employment. All referrals from State Workforce Agencies must be sent to the employer by telephone or email and must include referral contact name, phone number, and email address if an email address is available. Applicants and referrals, not applying in person, will be sent an employment application and the employment disclosures required by law. Applicants and referrals will not be considered to have applied until a properly completed and signed application is provided to the Company indicating that the worker has received a copy in writing of the Migrant and Seasonal Agricultural Worker employment disclosures (or Contract containing disclosures) as required by law. The Company will interview non-local applicants by telephone and make hiring commitments to qualified, eligible applicants. Documentation of identity and employment authorization (original documents only) sufficient to complete an I-9 Form, as required by the Immigration Reform and Control Act, must be in the possession of the worker at the time the worker reports for work and will be examined by the Company as a condition for completing the hiring process. Walk-in applicants whose pre-employment paperwork was completed at the time of hire must have a valid identity document when they report to work. No worker will be considered to have completed the hiring process, nor be permitted to start work, and/or occupy Company-provided housing, without completing an I-9 Form and presenting required documentation of identity and employment eligibility within the legally required time frames. Although the job holding office is not required to verify employment authorization documentation, Employer requests that the Employment Service staff apprise applicants that they will be required to provide documentary proof of work authorization to the Employer.			

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 - Employer's Information
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Alco Harvesting LLC's (also referred to herein as "Alco," "Alco Harvesting," "Employer" or "Company") corporate headquarters is located in Santa Maria, California at 1850 W Stowell Road, Santa Maria, CA 93458, phone (805) 867-7557. Alco has offices in Yuma, Arizona located at 7105 E 30th Street, AZ 85365 The Employer has designated the office in Yuma, Arizona as the Application Site.			

f. Job Offer Information 6

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - JOB ORDER INFORMATION
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Job title: Field Laborer: Head Lettuce (Iceberg), Bulk Lettuce (Iceberg) Romaine, Red Leaf, Green Leaf, Organic Romaine, Celery, Organic Celery, Romaine Hearts, Organic Romaine Hearts, Broccoli, Organic Broccoli, Spinach, Cilantro, Parsley, Cauliflower, Organic Cauliflower, Green Cabbage and Red Cabbage Workers Needed: a.Total: 670 b.H-2A: 643 Alco seeks certification for 643 H-2A workers and 670 total workers. Of the 670 total workers, 27 will be local domestic workers who do not require housing.			

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



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H. Additional Material Terms and Conditions of the Job Offer

g. Job Offer Information 7

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Duties I
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Commodities of transplanted product: Red Cabbage, Green Cabbage, Romaine/Romaine Hearts, Celery/Organic Celery, Cauliflower/Organic Cauliflower, Broccoli/Organic Broccoli. Transplanting job duties: Feeding plants into the transplanting machines. Employees will be stationed (sitting) on a transplanting machine which is attached to the back of a tractor; employee must remove plants from a seedling tray and place them in cups which are moving (rotating) in front of their station. Stations are close together and employees sit on a bench together while working in proximity with one another. Employees must be able to sort plants by size and quality to be sure poor-quality plants are not transplanted. Seedling trays must be taken out of large transport bins which are on a flatbed trailer. Trays must be transported to the tractor by hand to be placed on racks used to store the trays as the tractor is moving through the field. Employee may be required to climb up and stand on the trailer approximately 28 inches high to unload the trays from the bins. Trays weigh between 8-13 pounds and are 9 inches wide by 26 inches long. Employee must be able to carry one tray in each hand to be placed on the tractor. Alternatively, there may be a line formed between the trailer and the tractor where employees throw the trays from one to another to fill the tractor racks. Employee must be able to throw and catch trays from their adjacent employee. As the plants are used from the trays the empty trays must then be stacked together to be loaded back into the trailer. Empty trays weigh 3-5 pounds and are carried 5-10 at a time. When not on the machine feeding plants into the cups, employees are required to walk behind the machine to monitor and improve quality. Employee must straighten up and properly set any plant that is not properly planted by the machine. Employee must fill in any plants that are missing in the row. Employee carries extra plants in a basket attached with a belt, he/she uses a small shovel to set new plants in or adjust plants that were planted with the machine. Plants are planted on raised beds which makes the surface uneven, additionally there may be clods or debris in the field making the ground uneven. Bending and stooping while walking is necessary to complete the task. Employees rotate between feeding the cups, walking behind the machine and supplying trays to the feeding stations. Employees climb on and off the machine at the end of each row. Employee must assist in setting up, operating and taking down transplanter and tractor. Walkways may need to be installed and weigh greater than 50 pounds and must be precision placed in/on pegs to secure the walkway. Employee will occasionally stand, bend (neck), squat, climb, kneel, twist (neck), twist (waist), lift 15-50 pounds, and carry 15-50 pounds. Employee will frequently sit, walk, bend (waist), lift 0-15 pounds, and carry 0-15 pounds, power grasp, and push-pull. Employee will constantly use hand and arm, grasp, fine manipulate, reach (above shoulder), and reach (below shoulder).			

h. Job Offer Information 8

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Duties II
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Transplanting tractor operator will safely drive a tractor with an attached transplanting base up and down the Furrows and around the field at a slow pace allowing the crew on the base to feed the carousel cups the vegetable transplants. Operator will assist the crew to load trays of plants from a plant trailer to each side of tractor into the plant racks located on the tractor. Operator conduct Pre-Inspection of Tractor and Base at the start of shift; report any observed mechanical problems on tractor or Base to the Supervisor, and document on inspection form. When workday is complete park tractor and base at a safe location for truck drivers to pick up and deliver to another field. Abide by operating rules for tractor drivers. Transplanting Crew Leader/Team Leader will direct and monitor other farmworkers and arrive to the work site with the crew, keep accurate records of employee's hours of work, Ranch and Plot, commodity plantings, Complete the planting of the field in a timely manner, report all issues or concerns to the supervisor. Provide the necessary materials to personnel in the transplanting machine and base. Conducts pre-inspection of tractor. This is a non-supervisory position.			

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



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H. Additional Material Terms and Conditions of the Job Offer

i. Job Offer Information 9

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Work Schedule
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * The normal work week is 7 hours per day, Monday through Friday and 5 hours on Saturdays (40 hours per week). Workers may be requested to work on Saturdays, Sundays or Federal Holidays depending on the conditions of the fields, weather, and maturity of the crop. Overtime may be requested, but is not required. Start and end times vary based on plant quality, worker safety, and weather/temperature, among other factors. For example, the estimated start and end times may be between 8:00 p.m. to 6:00 am (based on temperature/90 degrees and above could warrant night shift) or 5:00 a.m. to 3:00 p.m. on Monday through Friday and the estimated start and end times may be between 8:00 p.m. to 1:30 am (based on temperature/90 degrees and above could warrant night shift) or 5:00 a.m. to 10:30 p.m. on Saturday. Workers are notified of any change in the start time. An unpaid lunch break of 30 minutes and two paid 10-minute work breaks are provided. On work days of less than 5 hours no lunch break will be provided, and one paid 10-minute work break will be provided. The second ten minute break is only provided on work days of 6 hours or more. Workers must refrain from performing any work during scheduled rest breaks and for the full period of the scheduled lunch break. Workers will be assigned a specific work schedule at the sole discretion of the employer. Work schedule assignments may be changed at the sole discretion of the employer. The work described in this Clearance Order is regular, full time work requiring all workers to be available for work on a daily basis. This is not "day work". Tardiness and/or unexcused absences will not be tolerated and will result in disciplinary action as set forth in the employer's employment policies. All workers not occupying employer-provided housing must provide the employer with contact information before the worker commences employment. This contact information will be used to notify the worker not to report to work due to inclement weather or when work is not available, to notify the worker of any change in the worker's daily work schedule, or for any other reason. Employees may experience a temporary reduction in work and/or a temporary work stoppage due to the natural agricultural cycle.			

j. Job Offer Information 10

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - TRAINING
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Training will be provided for 5 days from each worker's initial date of employment. Workers will be allowed 5 days from the initial date of employment to reach the production standards of the activity.			

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



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H. Additional Material Terms and Conditions of the Job Offer

k. Job Offer Information 11

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - PRODUCTION STANDARDS PART I
3. Details of Material Term or Condition (up to 3,500 characters) * PRODUCTION STANDARDS: Because the average picking rate of a worker varies throughout the season based on weather, fruit/vegetable quantity, size, and variety, and other factors, there is no constant minimum number of cartons or totes that are required to be picked throughout the season. However, the employer has determined to the best of its ability the following minimum production standard, per hour per person: Commodity Production Standard Romaine Hearts6 - 8 Cartons Romaine/Mix9 - 13.5 Cartons Organic Cauliflower9 Cartons Iceberg6 - 8 Cartons Broccoli5 - 9 Cartons Cilantro8 Cartons Parsley8 cartons Spinach8 cartons Cauliflowers - 8 Cartons Red Cabbage8 - 10 Cartons Green Cabbage12 - 15 Cartons Org Broccoli4 - 6 Cartons Celery5 - 8.6 Cartons Organic Celery5 - 8.6 Cartons Size/Dimensions of Cartons: Broccoli 14 Grd 1 BonipakHeight: 10.75Width: 11.75Depth: 19.5 Broccoli 14 Grd 1 Bonipak CHEPHeight: 10.75Width: 11.75Depth: 19.5 Broccoli 14 Grd 1 IFCO Tray CHEP TaggedHeight: 10.6Width: 15.8Depth: 23.6 Broccoli 14 Iceless Bonipak CHEP TaggedHeight: 10.75Width: 11.25Depth: 19.5 Broccoli 16 Climapak Iceless Grd 1 IFCO Tray CHEPHeight: 10.6Width: 15.8Depth: 23.6 Broccoli 18 Grd 1 BonipakHeight: 10.75Width: 11.75Depth: 19.5 Broccoli Asian Crown Grd X-LOT BonipakHeight: 10.75Width: 11.75Depth: 19.5 Broccoli Asian Crown Grd 1 BonipakHeight: 10.75Width: 11.75Depth: 19.5 Broccoli Asian Crown Grd 1 Bonipak CHEPHeight: 10.75Width: 11.75Depth: 19.5 Broccoli Asian Crown Grd 1 Bonipak E-CORR CHEPHeight: 10.38Width: 11.31Depth: 19.38 Broccoli Asian Crown Grd 1 IFCO Tray CHEPHeight: 9.7Width: 15.8Depth: 23.6 Broccoli Asian Crown Gum Quai RedHeight: 10.75Width: 11.75Depth: 19.5			

l. Job Offer Information 12

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - PRODUCTION STANDARDS PART II
3. Details of Material Term or Condition (up to 3,500 characters) * Broccoli Floret Loose RPC Tray Grd 1 BonifreshHeight: 10.6Width: 15.8Depth: 23.6 Broccoli Floret Loose Tote Grd 1 Bonifresh TotesHeight: 24Width: 20Depth: 13.375 Broccoli Floret Loose Tote Grd 1 Bonifresh Totes CHEPHeight: 24Width: 20Depth: 13.375 Broccoli Floret Loose Tote Grd X-LOT Bonifresh TotesHeight: 24Width: 20Depth: 13.375 Broccoli Florets WIP BonifreshHeight: 24Width: 20Depth: 13.375 Broccoli Iceless 14 Grd 1 BonipakHeight: 10.75Width: 11.75Depth: 19.5 Broccoli Iceless 18 Grd 1 BonipakHeight: 10.75Width: 11.75Depth: 19.5 Broccoli Stalk Grd 1Height: 12Width: 20Depth: 13.375 Broccoli Wrapped 16 Grd 1 IFCO Tray CHEPHeight: 10.6Width: 15.8Depth: 23.6 Broccoli 14 Grd ORG BonipakHeight: 10.75Width: 11.25Depth: 19.5 Broccoli 14 Grd ORG Bonipak CHEPHeight: 10.75Width: 11.25Depth: 19.5 Broccoli 14 Grd ORG IFCO TrayHeight: 10.6Width: 15.8Depth: 23.6 Broccoli 14 Iceless ORG Simple Truth IFCO CHEPHeight: 9.7Width: 15.8Depth: 23.6 Broccoli 14 ORG Grd X-Lot BonipakHeight: 10.75Width: 11.25Depth: 19.5 Broccoli 8 Wrap Grd ORG Markside IFCO CHEPHeight: 7.3Width: 15.8Depth: 23.6 Broccoli Crown Grd ORG BonipakHeight: 10.75Width: 11.25Depth: 19.5 Broccoli Wrapped 14 Grd ORG Bonipak CHEPHeight: 10.75Width: 11.25Depth: 19.5 Cauliflower Bin Grd 1 FreitasHeight: 0Width: 0Depth: 0 Cauliflower Clear 12 Grd X-LOT BonipakHeight: 6Width: 19.44Depth: 22.88 Cauliflower Clear 12 Grd 1 BonipakHeight: 6Width: 19.44Depth: 22.88 Cauliflower Clear 12 Grd 1 Bonipak CHEPHeight: 6Width: 19.44Depth: 22.88 Cauliflower Clear 12 Grd 1 Fresh Bonipak CHEPHeight: 6Width: 19.44Depth: 22.88 Cauliflower Clear 16 Grd 1 BonipakHeight: 6Width: 15.44Depth: 22.88 Cauliflower Clear 16 Grd 1 IFCO CHEPHeight: 11.5Width: 15.8Depth: 23.6 Cauliflower Clear 9 Grd 1 BonipakHeight: 7Width: 19.44Depth: 22.88 Cauliflower Clear 9 Grd 1 Bonipak CHEPHeight: 7Width: 19.44Depth: 22.88 Cauliflower Florets WIP BonifreshHeight: 0Width: 0Depth: 0 Cauliflower Logo 12 Grd 1 BonipakHeight: 6Width: 19.44Depth: 22.88 Cauliflower Logo 12 Grd 1 Bonipak CHEPHeight: 6Width: 19.44Depth: 22.88 Cauliflower Logo 12 Grd 1 Trader Joe'sHeight: 6Width: 19.44Depth: 22.88 Cauliflower Logo 16 Grd 1 IFCO Tray CHEPHeight: 11.5Width: 15.8Depth: 23.6 Cauliflower Logo 9 Grd 1 BonipakHeight: 7Width: 19.44Depth: 22.88 Cauliflower Logo 9 Grd 1 Bonipak CHEPHeight: 7Width: 19.44Depth: 22.88			

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.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - PRODUCTION STANDARDS PART III
3. Details of Material Term or Condition (up to 3,500 characters) *			
Cauliflower Logo 12 Grd ORG BonipakHeight: 6Width: 19.44Depth: 22.88 Cauliflower Logo 12 Grd ORG Bonipak CHEPHeight: 6Width: 19.44Depth: 22.88 Cauliflower Logo 12 Grd ORG PCO CHEPHeight: 6Width: 19.44Depth: 22.88 Cauliflower Naked 12 Grd ORG BonipakHeight: 6Width: 19.44Depth: 22.88 Cauliflower Naked 12 Grd ORG Bonipak CHEPHeight: 6Width: 19.44Depth: 22.88 Cauliflower Naked Grd ORG IFCO CHEP BonifreshHeight: 7.2Width: 15.8Depth: 23.6 Cauliflower Tote Grd ORG Bonifresh CHEPHeight: 6.8Width: 20Depth: 24 Cauliflower Tote Grd ORG Bonifresh DJ CHEPHeight: 6.8Width: 20Depth: 24 Cauliflower Tote Grd ORG Gold CoastHeight: 6.8Width: 20Depth: 24 Celery 3 Grd 1 BonipakHeight: 14.56Width: 10.81Depth: 19.06 Celery 18 Blue Band Signature Select ECORR CHEPHeight: 14.5Width: 9.25Depth: 19.75 Celery 2 Grd 1 BonipakHeight: 14.56Width: 10.81Depth: 19.06 Celery 2 Grd 1 Bonipak CHEPHeight: 14.56Width: 10.81Depth: 19.06 Celery 2.5 BLUE BAND Grd 1 Bonipak CHEPHeight: 14.56Width: 10.81Depth: 19.06 Celery 2.5 Blue Band Grd 1 IFCO Tray CHEPHeight: 11.5Width: 15.8Depth: 23.6 Celery 2.5 Grd 1 BonipakHeight: 14.56Width: 10.81Depth: 19.06 Celery 2.5 Grd 1 Bonipak CHEPHeight: 14.56Width: 10.81Depth: 19.06 Celery 2.5 Grd XL BonipakHeight: 14.56Width: 10.81Depth: 19.06 Celery 24 BLUE BAND Grd 1 ECORR CHEP P.I.M.Height: 14.5Width: 9.25Depth: 19.75 Celery 24 Blue Band Grd 1 IFCO CHEPHeight: 10.6Width: 15.8Depth: 23.6 Celery 24 Blue Band Signature Select ECORR CHEPHeight: 14.5Width: 9.25Depth: 19.75 Celery 30 Grd 1 IFCO BonipakHeight: 11.5Width: 15.8Depth: 23.6 Celery 30 Grd 1 IFCO Tray CHEPHeight: 11.5Width: 15.8Depth: 23.6 Celery Half-Sleeved 2.5 Grd 1 BonipakHeight: 14.56Width: 10.81Depth: 19.06 Celery line WIP 4" sticks BonifreshHeight: 9Width: 25Depth: 16 Celery line WIP sticks BonifreshHeight: 9Width: 25Depth: 16 Celery Sleeved 2 Grd EXP Fresh KistHeight: 0Width: 0Depth: 0 Celery Sleeved 2.5 Grd EXP Fresh KistHeight: 0Width: 0Depth: 0 Celery Sleeved Logo 2 Grd 1 BonipakHeight: 14.56Width: 10.81Depth: 19.06 Celery Sleeved Logo 2.5 Grd 1 A-HOLD CHEPHeight: 14.56Width: 10.81Depth: 19.06 Celery Sleeved Logo 2.5 Grd 1 BonipakHeight: 14.56Width: 10.81Depth: 19.06 Celery Sleeved Logo 2.5 Grd 1 Bonipak CHEPHeight: 14.56Width: 10.81Depth: 19.06			

n. Job Offer Information 14

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - PRODUCTION STANDARDS PART IV
3. Details of Material Term or Condition (up to 3,500 characters) *			
Celery Heart Sleeved Logo 1.5 Grd 1 A-HOLD CHEPHeight: 9Width: 11.06Depth: 14.69 Celery Heart Sleeved Logo 1.5 Grd 1 BonipakHeight: 9Width: 11.06Depth: 14.69 Celery Heart Sleeved Logo 1.5 Grd 1 Food Lion CHEPHeight: 9Width: 11.06Depth: 14.69 Celery Heart Slv Kroger 22 Grd 1 IFCO Tray CHEPHeight: 8.3Width: 15.8Depth: 23.6 Celery Heart Slv Logo 22 Grd 1 IFCO Tray CHEPHeight: 8.3Width: 15.8Depth: 23.6 Celery Long Stalk Grd 1 BonifreshHeight: 10.9Width: 23.6Depth: 15.8 Celery Std Stalk Grd 1 BonifreshHeight: 10.9Width: 23.6Depth: 15.8 Celery 2 Grd ORG Bonipak CHEPHeight: 14.56Width: 10.81Depth: 19.06 Celery 2.5 Grd ORG BonipakHeight: 14.56Width: 10.81Depth: 19.06 Celery 2.5 Grd ORG Bonipak CHEPHeight: 14.56Width: 10.81Depth: 19.06 Celery 30 Grd 1 ORG IFCO BonipakHeight: 11.5Width: 13.8Depth: 23.6 Celery 30 Grd 1 ORG IFCO Bonipak CHEPHeight: 11.5Width: 13.8Depth: 23.6 Celery Heart Sleeved Logo 1.5 Grd ORG "O" CHEPHeight: 9Width: 11.06Depth: 14.69 Celery Heart Slv 12x2 Grd ORG Markside IFCO CHEPHeight: 5.2Width: 15.8Depth: 23.6 Celery Heart Slv 14x2 Simple Truth Grd ORG IFCO Tray CHEPHeight: 5.2Width: 15.8Depth: 23.6 Celery Heart Slv Logo 1.5 Grd Org BonipakHeight: 9Width: 11.06Depth: 14.69 Celery Heart Slvd Logo 1.5 Grd ORG "O" IFCO CHEPHeight: 8.3Width: 15.8Depth: 23.6 Celery Sleeved 15 Grd 1 ORG BonipakHeight: 6.13Width: 19.63Depth: 23 Celery Sleeved 15 Grd ORG Bonipak IFCO CHEPHeight: 7.2Width: 15.8Depth: 23.6 Celery Sleeved 15 Grd ORG Markside IFCO CHEPHeight: 7.2Width: 15.8Depth: 23.6 Celery Sleeved 2 Grd ORG BonipakHeight: 14.56Width: 10.81Depth: 19.06 Celery Sleeved Logo 2.5 Grd ORG BonipakHeight: 14.56Width: 10.81Depth: 19.06 Celery Sleeved Logo 2.5 Grd ORG Bonipak CHEPHeight: 14.56Width: 10.81Depth: 19.06 Celery Stalk Grd ORG Sure Fresh BinHeight: 14.56Width: 10.81Depth: 19.06 Celery Long Stalk ORG BonifreshHeight: 10.9Width: 23.6Depth: 15.8 Celery Std Stalk ORG BonifreshHeight: 10.9Width: 23.6Depth: 15.8 Cilantro 30 Grd 1 BonipakHeight: 8.5Width: 11.25Depth: 19.5 Cilantro 30 Grd 1 Bonipak CHEPHeight: 8.5Width: 11.25Depth: 19.5 Cilantro 30 Grd 1 IFCO Tray CHEP TaggedHeight: 8.3Width: 15.8Depth: 23.6 Cilantro 30 Iceless Grd 1 BonipakHeight: 8.5Width: 11.25Depth: 19.5 Cilantro 30 Iceless Grd 1 Bonipak CHEPHeight: 8.5Width: 11.25Depth: 19.5 Cilantro 60 Grd 1 Fresh HE Bonipak CHEPHeight: 10.63Width: 11.25Depth: 19.5 Cilantro 60 Grd 1 HE BonipakHeight: 10.63Width: 11.25Depth: 19.5			

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



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H. Additional Material Terms and Conditions of the Job Offer

o. Job Offer Information 15

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - PRODUCTION STANDARDS PART V
3. Details of Material Term or Condition (up to 3,500 characters) *			
Green Cabbage 45lb Grd 1 IFCO CHEPHeight: 11.5Width: 15.8Depth: 23.6 Green Cabbage Bulk Grd Bonipak BinHeight: 47.75Width: 39.75Depth: 5.5 Green Cabbage Jumbo Grd 1 BonipakHeight: 10.69Width: 16.06Depth: 21.44 Green Cabbage Logo 20ct Grd 1 BonipakHeight: 10.69Width: 16.06Depth: 21.44 Green Cabbage Logo 20ct Grd 1 Trader Joe'sHeight: 10.69Width: 16.06Depth: 21.44 Green Cabbage Logo 4 Tie 12 Grd 1 BonipakHeight: 6.13Width: 19.63Depth: 23 Green Cabbage Logo 44lb Grd 1 Bonipak CHEPHeight: 10.69Width: 16.06Depth: 21.44 Green Cabbage Logo 45 Lb Grd 1 BonipakHeight: 10.69Width: 16.06Depth: 21.44 Green Cabbage Medium Grd 1 Bonipak CHEPHeight: 10.69Width: 16.06Depth: 21.44 Green Leaf 18 Grd 1 Fresh IFCO Tray CHEP TaggedHeight: 11.5Width: 15.8Depth: 23.6 Green Leaf 18 Jumbo Grd 1 Bonipak CHEPHeight: 14.63Width: 13.25Depth: 19.88 Green Leaf 24 Grd 1 Bonipak (HT)Height: 14.63Width: 13.25Depth: 19.88 Green Leaf 24 Grd 1 Bonipak CHEPHeight: 14.63Width: 13.25Depth: 19.88 Green Leaf 24 Grd 1 IFCO Tray CHEPHeight: 11.5Width: 15.8Depth: 23.6 Green Leaf Climapak 24 Grd 1 BonipakHeight: 14.63Width: 13.25Depth: 19.88 Green Leaf Climapak 24 Grd 1 Bonipak CHEPHeight: 14.63Width: 13.25Depth: 19.88 Green Leaf Climapak 24 Grd 1 Fresh Bonipak CHEPHeight: 14.63Width: 13.25Depth: 19.88 Green Leaf Climapak 24 Grd PRE Bonipak CHEPHeight: 14.63Width: 13.25Depth: 19.88 Green Leaf Sleeved Logo 18 Grd 1 Bonipak CHEPHeight: 14.63Width: 13.25Depth: 19.88 Green Leaf Sleeved Logo 18 Grd 1 IFCO Tray CHEPHeight: 11.5Width: 15.8Depth: 23.6 Green Leaf Sleeved Logo 24 Grd 1 Bonipak CHEPHeight: 14.63Width: 13.25Depth: 19.88 Lettuce Logo 30 Grd 1 BonipakHeight: 10.25Width: 15.19Depth: 23.19 Lettuce Clear 24 FW Grd 1 Bonipak CHEPHeight: 10.25Width: 15.19Depth: 23.19 Lettuce Clear 24 FW Grd 1 Fresh Bonipak CHEPHeight: 10.25Width: 15.19Depth: 23.19 Lettuce Clear 24 FW Grd 1 IFCO CHEP WMHeight: 11.5Width: 15.8Depth: 23.6 Lettuce Clear 24 FW Grd 1 IFCO CHEP WM STHeight: 10.6Width: 15.8Depth: 23.6 Lettuce Clear 24 FW Grd PRE BonipakHeight: 10.25Width: 15.19Depth: 23.19 Lettuce Clear 24 FW Grd Pre X-LOT Bonipak CHEPHeight: 10.25Width: 15.19Depth: 23.19 Lettuce Clear 24 FW Grd X-LOT BonipakHeight: 10.25Width: 15.19Depth: 23.19 Lettuce Clear 24 Grd 1 Bonipak CHEPHeight: 10.25Width: 15.19Depth: 23.19 Lettuce Clear 24 Grd 1 Food Lion CHEPHeight: 10.25Width: 15.19Depth: 23.19 Lettuce Clear 24 Grd 1 Fresh Bonipak CHEPHeight: 10.25Width: 15.19Depth: 23.19			

p. Job Offer Information 16

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - PRODUCTION STANDARDS PART VI
3. Details of Material Term or Condition (up to 3,500 characters) *			
Lettuce Clear 30 Grd 1 IFCO CHEP WMHeight: 10.6Width: 15.8Depth: 23.6 Lettuce Clear 30 Grd PRE BonipakHeight: 10.25Width: 15.19Depth: 23.19 Lettuce Clear 30 Grd PRE Bonipak CHEPHeight: 10.25Width: 15.19Depth: 23.19 Lettuce Clear 30 INS Grd 1 BonipakHeight: 10.25Width: 15.19Depth: 23.19 Lettuce Clear 30 INS Grd 1 Bonipak CHEPHeight: 10.25Width: 15.19Depth: 23.19 Lettuce Jumbo Clear 24 Grd 1 BonipakHeight: 12Width: 15.31Depth: 23.31 Lettuce Jumbo Clear 24 Grd 1 Bonipak CHEPHeight: 12Width: 15.31Depth: 23.31 Lettuce Jumbo Liner 24 Grd 1 Sun CoastHeight: 12Width: 15.31Depth: 23.31 Lettuce Liner 24 Grd 1 BonipakHeight: 10.25Width: 15.19Depth: 23.19 Lettuce Liner 24 Grd X-LOT BonipakHeight: 10.25Width: 15.19Depth: 23.19 Lettuce Liner 30 Grd X-LOT BonipakHeight: 10.25Width: 15.19Depth: 23.19 Lettuce Logo 12 Grd 1 BonipakHeight: 6.13Width: 19.63Depth: 23.06 Lettuce Logo 24 FW Grd 1 BonipakHeight: 10.25Width: 15.19Depth: 23.19 Lettuce Logo 24 Grd 1 BonipakHeight: 10.25Width: 15.19Depth: 23.19 Lettuce Logo 24 INS Grd 1 BonipakHeight: 10.25Width: 15.19Depth: 23.19 Lettuce Logo 24 X-LOT BonipakHeight: 10.25Width: 15.19Depth: 23.19 Italian Parsley 12 Grd 1 IFCO Tray CHEP TaggedHeight: 8.5Width: 15.8Depth: 23.6 Italian Parsley 15 Grd 1 IFCO Tray CHEP TaggedHeight: 8.5Width: 15.8Depth: 23.6 Italian Parsley 30 Grd 1 Bonipak CHEPHeight: 8.5Width: 11.25Depth: 19.5 Italian Parsley 60 Grd 1 BonipakHeight: 10.63Width: 11.25Depth: 19.5 Parsley 12 Grd 1 IFCO Tray CHEP TaggedHeight: 8.5Width: 15.8Depth: 23.6 Parsley 15 Grd 1 IFCO Tray CHEP TaggedHeight: 8.5Width: 15.8Depth: 23.6 Parsley 30 Grd 1 Bonipak CHEPHeight: 8.5Width: 11.25Depth: 19.5 Parsley 60 Grd 1 BonipakHeight: 10.63Width: 11.25Depth: 19.5 Red Cabbage 10 Grd 1 IFCO Tray CHEPHeight: 8.3Width: 15.8Depth: 23.6 Red Cabbage 25lb Grd 1 IFCO Tray CHEPHeight: 8.3Width: 15.8Depth: 23.6 Red Cabbage Bulk Gold Coast BinHeight: 47.75Width: 39.75Depth: 5.5 Red Cabbage Medium Grd 1 BonipakHeight: 10.69Width: 16.06Depth: 21.44 Red Leaf 24 Grd 1 BonipakHeight: 14.63Width: 13.25Depth: 19.88 Red Leaf 12 Grd 1 Bonipak CHEPHeight: 8.75Width: 12.88Depth: 19.5 Red Leaf 18 Grd 1 Fresh IFCO Tray CHEP TaggedHeight: 11.5Width: 15.8Depth: 23.6 Red Leaf 18 Jumbo Grd 1 Bonipak CHEPHeight: 14.63Width: 13.25Depth: 19.88 Red Leaf 24 Grd 1 Bonipak CHEPHeight: 14.63Width: 13.25Depth: 19.88			

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

q. Job Offer Information 17

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - PRODUCTION STANDARDS PART VII
3. Details of Material Term or Condition (up to 3,500 characters) *			
Romaine Hearts 12x3 Grd ORG "O" CHEP JDCHeight: 10.5Width: 12.88Depth: 19.25 Romaine Hearts 12x3 Grd ORG "O" JDC IFCO CHEPHeight: 11.5Width: 15.8Depth: 23.6 Romaine Hearts 12x3 Grd ORG Bilingual Bonipak CHEPHeight: 10.5Width: 12.88Depth: 19.25 Romaine Hearts 12x3 Grd ORG BonipakHeight: 10.5Width: 12.88Depth: 19.25 Romaine Hearts 12x3 Grd ORG Nature's PromiseHeight: 10.5Width: 12.88Depth: 19.25 Romaine Hearts 12x3 Grd ORG Nature's Promise CHEPHeight: 10.5Width: 12.88Depth: 19.25 Romaine Hearts 12x3 Grd ORG PCO CHEPHeight: 10.5Width: 12.88Depth: 19.25 Romaine Hearts 12x3 Grd ORG Simple Truth CHEP BBDHeight: 10.5Width: 12.88Depth: 19.25 Romaine Hearts 12x3 Grd ORG Simple Truth IFCO CHEP BBDHeight: 11.5Width: 15.8Depth: 23.6 Romaine Hearts 15x3 Grd ORG Marketside IFCO CHEPHeight: 11.5Width: 15.8Depth: 23.6 Romaine Hearts 7x6 Grd ORG "O" CHEP JDCHeight: 10.88Width: 15.5Depth: 23.5 Romaine 50# Grd 1 BonipakHeight: 14Width: 19.56Depth: 23.31 Romaine 15 Grd 1 Fresh IFCO CHEP TaggedHeight: 11.5Width: 15.8Depth: 23.6 Romaine 18 Grd 1 IFCO CHEPHeight: 11.5Width: 15.8Depth: 23.6 Romaine 24 Grd 1 BonipakHeight: 11.88Width: 15.38Depth: 23.25 Romaine 24 Grd 1 Bonipak CHEPHeight: 11.88Width: 15.38Depth: 23.25 Romaine 24 Grd 1 IFCO CHEPHeight: 11.5Width: 15.8Depth: 23.6 Romaine 45# Grd 1 DestinyHeight: 14Width: 19.56Depth: 23.31 Romaine Climapak 18 Jumbo Grd 1 Bonipak CHEPHeight: 11.88Width: 15.38Depth: 23.25 Romaine Climapak 24 Grd 1 BonipakHeight: 11.88Width: 15.38Depth: 23.25 Romaine Climapak 24 Grd 1 Bonipak CHEPHeight: 11.88Width: 15.38Depth: 23.25 Romaine Climapak 24 Grd 1 Fresh Bonipak CHEPHeight: 11.88Width: 15.38Depth: 23.25 Romaine Sleeved 18 Grd 1 BonipakHeight: 11.88Width: 15.38Depth: 23.25 Romaine Sleeved 18 Grd 1 Bonipak CHEPHeight: 11.88Width: 15.38Depth: 23.25 Romaine Sleeved 18 Grd 1 Bonipak IFCO CHEPHeight: 11.5Width: 15.8Depth: 23.6 Romaine Sleeved 24 Grd 1 BonipakHeight: 11.88Width: 15.38Depth: 23.25 Romaine Sleeved 24 Grd 1 Bonipak CHEPHeight: 11.88Width: 15.38Depth: 23.25 Romaine Sleeved 24 Grd 1 Bonipak CHEPHeight: 11.88Width: 15.38Depth: 23.25 Romaine Hearts 12x3 18oz Grd 1 Bilingual FW BonipakHeight: 10.5Width: 12.88Depth: 19.25 Romaine Hearts 12x3 18oz Grd 1 BonipakHeight: 10.5Width: 12.88Depth: 19.25 Romaine Hearts 12x3 18oz Grd 1 H.E.B. Height: 10.5Width: 12.88Depth: 19.25 Romaine Hearts 12x3 18oz Grd X-LOT BonipakHeight: 10.5Width: 12.88Depth: 19.25 Romaine Hearts 12x3 22oz Grd 1 Bilingual BonipakHeight: 10.5Width: 12.88Depth: 19.25			

r. Job Offer Information 18

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - PRODUCTION STANDARDS PART VIII
3. Details of Material Term or Condition (up to 3,500 characters) *			
Romaine Hearts 12x3 Grd 1 FW Signature Select JDC CHEPHeight: 10.5Width: 12.88Depth: 19.25 Romaine Hearts 12x3 Grd 1 FW Signature Select JDC IFCO CHEPHeight: 11.5Width: 15.8Depth: 23.6 Romaine Hearts 12x3 Grd 1 Ocean MistHeight: 10.5Width: 12.88Depth: 19.25 Romaine Hearts 12x3 Grd 1 Signature Select JDC CHEPHeight: 10.5Width: 12.88Depth: 19.25 Romaine Hearts 15x3 18oz Grd 1 Bonipak IFCO CHEPHeight: 11.5Width: 15.8Depth: 23.6 Romaine Hearts 15x3 Grd 1 Bonipak CHEPHeight: 10.75Width: 15.56Depth: 23.19 Romaine Hearts 15x3 Grd 1 Bonipak IFCO CHEPHeight: 11.5Width: 15.8Depth: 23.6 Romaine Hearts 15x3 Grd 1 Fresh FW Kroger BBD IFCO CHEPHeight: 11.5Width: 15.8Depth: 23.6 Romaine Hearts 15x3 Grd 1 FW Bonipak CHEPHeight: 10.75Width: 15.56Depth: 23.19 Romaine Hearts 15x3 Grd 1 FW Bonipak IFCO CHEPHeight: 11.5Width: 15.8Depth: 23.6 Romaine Hearts 7x6 Grd 1 Bonipak BBDHeight: 10.75Width: 15.56Depth: 23.19 Romaine Hearts 7x6 Grd 1 Bonipak CHEP BBDHeight: 10.75Width: 15.56Depth: 23.19 Romaine Hearts 7x6 Grd 1 Bonipak No Date CHEPHeight: 10.75Width: 15.56Depth: 23.19 Romaine Hearts 7x6 Grd 1 DRC Bi Bonipak CHEP (Lot Code)Height: 10.75Width: 14.5Depth: 22.5 Romaine Hearts 7x6 Grd 1 Kroger 'Big Deal' CHEP BBDHeight: 10.75Width: 15.56Depth: 23.19 Romaine Hearts 7x6 Grd 1 Signature Select SBD CHEPHeight: 10.75Width: 15.56Depth: 23.19 Romaine Hearts Kroger 15x3 Grd 1 CHEP BBDHeight: 10.75Width: 15.56Depth: 23.19 Romaine Hearts Kroger 15x3 Grd 1 Fresh IFCO CHEP BBDHeight: 11.5Width: 15.8Depth: 23.6 Romaine Hearts Kroger 15x3 Grd 1 FW CHEP BBDHeight: 10.75Width: 15.56Depth: 23.19 Romaine Loose Hearts 48 CT Grd 1 Bonipak FSHeight: 10.75Width: 15.56Depth: 23.19 Spinach 24 Grd 1 IFCO Tray CHEP TaggedHeight: 10.5Width: 15.8Depth: 23.6 Spinach Rootless 24 Grd 1 BonipakHeight: 11.75Width: 12.88Depth: 19.5 Spinach Rootless 24 Grd 1 Fresh Bonipak CHEPHeight: 11.75Width: 12.88Depth: 19.5 Therefore, workers will be expected to keep up with the pace of the crew which is determined by comparing a worker's hourly productivity to other workers assigned to the same commodity, crop variety, field site and location within a field site and at the time that work is performed. Employer will review workers' productivity at the end of a given pay period and not on a daily basis. If workers fail to keep up with the average minimum standard as defined above, workers may be offered alternate work, if available, or, after notice, workers may be terminated for cause. Performance Standards: a. Must act with respect to employer-designated representatives and following specific work-related instructions b. Must not commit acts of misconduct, such as severe or willful damage to housing, equipment, or fighting or willful injury to co-worker(s) or any other person c. Must not engage in work during the period of this contract for any person other than employer d. Must not violate any U.S., State, or local law e. Must not fail to report for work without justified cause			

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

s. Job Offer Information 19

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - TERMINATIONS:
3. Details of Material Term or Condition (up to 3,500 characters) * TERMINATIONS: The employer may terminate the worker if the worker: (a) refuses without justified cause to perform work for which the worker was recruited and hired; (b) commits serious acts of misconduct; (c) fails, after completing any training or break-in period, to reach productions standards when production standards are applicable; or (d) violation of company policies. Additional grounds for termination: Violation of Performance Standards and Company Policies: - a.Failure or refusal after any break-in period to satisfactorily complete duties described in (job specifications) with reasonable diligence - b.Failure to perform work in accordance with terms of this agreement - c.Wanton disrespect to employer-designated representative and not following specific work-related instructions - d.Committing an act of misconduct, such as severe or willful damage to housing, equipment, or fighting or willful injury to co-worker(s) or any other person - e.Engaging in work during the period of this contract for any person other than employer - f.Violating any U.S., State, or local laws - g.Failure to report for work without justified cause - h.Leaving work without employer's permission - i.Possession of firearms or other weapons without prior employer authorization; and - j.Drinking alcoholic beverages on the job or other substance abuse. All employees must respect and follow company policies, including but not limited to Rules of Housing, and including any new or changed policies which may be communicated during the course of the season. Employees must work in a safe manner and adhere to all safety training provided by the company. Employees must follow the directions of their supervisors regarding work efficiency and quality—the packs produced by the crews must adhere to the quality standards of the shipper for which they are harvesting.			

t. Job Offer Information 20

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Wage Offer I
3. Details of Material Term or Condition (up to 3,500 characters) * Workers will be guaranteed not less than the higher of the AEWR in effect at the time work is performed, the prevailing hourly wage or piece rate, the agreed upon collective bargaining wage, or the federal or state minimum wage for all hours worked. The Employer may pay a different wage (i.e. piece rate) but only if such wage change results in a wage equal to or higher than the AEWR, federal or state minimum wage, or published prevailing rate, if any. Such different piece rates may apply during the contract period based on market conditions. Moreover, the Employer may pay an hourly rate higher than the AEWR or state minimum wage based on the experience level of an employee, length of employment with this employer, market conditions and/or based on crop/job activity. Employer assures that the required wage rate will be paid during the entire period of the work contract and at the time that work is performed. If the prevailing wage or AEWR (hourly or piece rate) increases during the contract period, the employer will pay any higher rate after written notice is received from the Department of Labor. Notice can be in the form of a written letter or publication in the Federal Register. If the worker is paid on a piece rate and at the end of the pay period the piece rate does not result in average hourly piece rate earnings during the pay period at least equal to the amount the worker would have earned had the worker been paid at the appropriate hourly rate, the worker's pay must be supplemented at that time so that the worker's earnings are at least as much as the worker would have earned during the pay period if the worker had instead been paid at the appropriate hourly wage rate for each hour worked. Overtime: Workers will be paid overtime after 8 hours per day and or 40 hours per week for work performed in California. The employer will abide by the seventh (7) day of rest rules. For work performed in Arizona, there is no overtime per Arizona's law governing agricultural workers. Overtime wage rate California: One and one-half times the regular rate of pay for work performed in California (\$16.90 per hour, \$25.35 per hour and \$33.80 for double time: i.e., double the employee's regular rate of pay for all hours worked over eight (8) on the seventh (7th) day of work in the workweek. Regular rate of pay during piece rate pay is determined pursuant to DIR guidelines			

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H. Additional Material Terms and Conditions of the Job Offer

u. Job Offer Information 21

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Wage Offer II
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Estimated Hourly Rates During Piece Rate Pay			
The estimated hourly equivalent of the piece rate varies daily and depends on commodity and crop conditions. Higher or different wage rates may apply during contract period based on market conditions and/or job/crop activity, but no less than the required wage rate. This is an estimate only and employer does not guarantee a higher hourly piece rate wage. For work performed in Arizona, we estimate that the hourly equivalent when paid a piece rate is at a minimum of \$15.15/hour and up to \$17.15/hour or higher depending on harvest production and commodity and the productivity of an individual employee. For work performed in Arizona, the state minimum wage of \$15.15 per hour is guaranteed for corresponding U.S. workers and H-2A workers For work performed in California, we estimate that the hourly equivalent when paid a piece rate is a minimum of \$16.90/hour and up to \$18.90/hour or higher depending on harvest production and commodity and the productivity of an individual employee. For work performed in California, the state minimum wage of \$16.90 is guaranteed for corresponding U.S. workers and H-2A workers. The hourly wage equivalent for the commodities is for an estimated number of cartons harvested per hour. The estimation of cartons harvested per hour varies depending on harvest and weather conditions. SEE ADDEMDUM A			

v. Job Offer Information 22

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Frequency of Pay
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Frequency of Pay: Weekly			
Workers will be paid on a weekly basis by check. Payday is Thursday of the week following the end of the payroll period.			

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w. Job Offer Information 23

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Worker's Compensation
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * WORKER'S COMPENSATION: All employees are covered by workers compensation insurance in accordance with Arizona and California law. This insurance covers injury or disease out of and in the course of the workers employment. Employer assures that its workers' compensation policy will remain valid throughout the term of this contract period. Liability insurance for the Employer will be provided by XL Insurance America, Inc. Policy number: RWC5000468-11, which is effective from February 1, 2026 until February 1, 2027, and will be timely renewed for the duration of the contract period. Name and address of policyholder: Alco Harvesting LLC 1850 W Stowell Road Santa Maria, CA 93458 Person(s) and phone numbers(s) of person(s) to be notified to file claim: Jeremy MacKenzie, President (805) 357-5351 Deadline for filing claim: 24 Hours or as soon as possible Employees may be put on modified/light work duty as a result of a work-related injury or illness. Modified/light duty activities will be in accordance with state law and related advisories.			

x. Job Offer Information 24

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Itinerary
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Itinerary: All Field Labor will be simultaneously conducted at all field sites by all crews throughout the harvest contract: October 12, 2026 to April 9, 2027			

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H. Additional Material Terms and Conditions of the Job Offer

y. Job Offer Information 25

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Pay Deductions - Additional Deductions
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Workers living in employer provided housing without kitchen facilities will receive three meals per day, seven days a week. A deduction of \$16.78 per day (or higher when the Department of Labor publishes the new maximum meal deduction rate or approves a higher meal charge) for employer-prepared or provided meals will be made from the paychecks of all workers occupying employer provided housing without kitchen facilities.			

z. Job Offer Information 26

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

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H. Additional Material Terms and Conditions of the Job Offer

. Job Offer Information 27

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Additional Job Requirements Part II
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Employees must not report for work, enter the worksite, or perform service while under the influence of or having used alcohol or any illegal controlled substance. Employees must not report for work, or perform services, while under the influence of, or impaired by, prescription drugs, medications or other substances that may in any way adversely affect their alertness, coordination, reaction response or safety. The Company may require the worker to submit to a drug/alcohol test, at the employer's expense, upon the occurrence of a reportable accident, or upon reasonable suspicion, or if the employee's name is randomly drawn in conjunction with the Company's Substance Abuse Policy (e.g., for employees in safety sensitive positions such as forklift and tractor drivers). Drug screening is post offer, post hire, can be random, and is at no cost the employees. Dispute Resolution Agreement: A copy of the applicable rules and policies will be provided to each worker on or before the first day of work, which includes a Dispute Resolution Agreement (DRA) outlining procedures to follow in raising concerns to seek their prompt resolution with an option to arbitrate unresolved matters; the DRA will be provided to employees with a copy of the H-2A Contract/Clearance Order. The DRA does not preclude the Employee from filing claims with the America's Job Center of California offices (AJCCs) under the Employment Services Complaint System. Every employee exercising rights under the law or under the DRA is protected from retaliation from any member of the Company's management team (e.g., for filing any administrative claim such as through the AJCCs or pursuing a claim through arbitration, regardless of the outcome).			

. Job Offer Information 28

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Housing Information I
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * The employer will offer housing, bedding (mattresses, blankets, sheets, pillows and pillow cases), storage for personal belongings, and utilities at no cost to workers recruited from beyond normal commuting distances who are unable to return to their place of residence on a daily basis. The Employer assures that all rental and/or public accommodations will meet local, State or Federal Standards. Alco Harvesting attests to the following: The rental accommodations are compliant with the applicable housing health and safety standards set forth by the regulations in 20 CFR 655.122(d)(1)(ii). The units rented are sufficient to accommodate the number of workers requested. Local inspection is required and an inspection report is available. Employer-provided housing will be clean and in compliance with applicable housing standards when made available for occupancy and will be maintained in compliance with applicable standards during the period of occupancy. The Employer assures that all rental and/or public accommodations will meet local, State or Federal Standards. Workers occupying employer-provided housing will be responsible for maintaining their living areas in a neat, clean manner and in compliance with the employer's "Housing Complex Rules", a copy of which will be provided upon assignment to housing. Specifically, workers must maintain housing in the same conditions as provided by the employer at the time of initial occupancy (i.e., beds may not be moved closer together; mattresses may not be moved onto the floor).			

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H. Additional Material Terms and Conditions of the Job Offer

. Job Offer Information 29

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Housing Information II
3. Details of Material Term or Condition (up to 3,500 characters) * Family housing: As provided by regulation, housing is to be provided to families who request it and only if it is the prevailing practice in the area of intended employment. It is not the practice in Yuma or Riverside County to provide family housing. Workers may be reached at the following address and phone number ADDRESS: 7105 E 30th Street , AZ 85365 PHONE: Contact brandy.gomez@alcoharvesting.com; 805-956-0870 Mail intended for workers should be addressed to the worker at the housing address above. In case of emergency only, workers occupying employer-provided housing may be contacted by calling Michel Pena at the above number. Workers eligible for employer-provided housing may elect to provide their own housing at the worker's expense. Such election must be in writing. Workers eligible for employer-provided housing who elect to provide their own housing may withdraw such election at any time during the period of employment, and upon doing so will be provided housing by the employer as set forth in this Clearance Order. A worker who elects to provide his or her own housing and subsequently withdraws such election may not again elect to provide his or her own housing during the same employment season. The Company assumes no responsibility whatsoever for housing arranged by workers on their own. The employer will not provide a housing allowance or assistance to workers eligible for employer-provided housing who elect to provide their own housing. Workers who elect to provide their own housing will not be offered daily transportation to and from the worksite and/or transportation to and from shopping facilities, from their housing location. Workers who elect to provide their own housing will not be offered or provided transportation from their elected housing to pre-designated pick-up points (i.e., workers will not be picked up at their elected housing by the employer). Such workers may decide to provide their own transportation to and from the worksite. They may also decide to provide their own transportation to and from their own housing to the pre-designated pick-up points in order to ride free bus transportation to and from the pre-designated pick-up points to the fields where they will be working. Housing is offered to workers only. No housing will be provided to non-workers. Female workers will be offered housing with bedroom and bathroom facilities shared only with other female workers. Common areas of the housing may be shared with male workers. No tenancy in employer-provided housing is created by the offer of employer-provided housing. The employer retains possession and control of the housing premises at all time. Workers housed under the terms of this Clearance Order shall vacate the housing promptly upon termination of employment. Reasonable repair costs of damage other than that cause by normal wear and tear will be deducted from the earnings of workers found to have been responsible for willful or negligent damage to housing or furnishings. The employer will not make any deduction from the wage or require any reimbursement from an employee for any cash shortage, breakage, or loss of equipment, unless it can be shown that such shortage, breakage, or loss is caused by a dishonest or willful act, or by the gross negligence of the employee.			

. Job Offer Information 30

1. Section/Item Number *	E.1	2. Name of Section or Category of Material Term or Condition *	Meal Provision - Additional Meal Charge Information
3. Details of Material Term or Condition (up to 3,500 characters) * This deduction applies to employees who are offered meals beginning on the first day the worker occupies the employer-provided housing. This deduction will be made for each day the worker is assigned to such housing. No rebate will be made if a worker fails to take advantage of an employer-prepared meal. The employer will deduct for 3 meals a day, seven days a week because it assures that such meals will be provided. Beginning on 10/12/2006 and ending 04/09/2027, the Caterer, Pan Comido LLC, will provide catering services to 563 H-2A agricultural employees in Yuma (Yuma County) and 84 H-2A agricultural employees in Blythe (Riverside County). Breakfast and dinner will be served at the housing locations. Lunch will be delivered to the worksites. Meals will be stored in individual Styrofoam containers and kept in coolers. Utensils are provided with the meals. Seating will be provided by the employer at all locations. Workers occupying employer-provided housing without kitchen facilities who are absent from work due to reported illness will be provided with instructions about when and how to request their meals during days when any meals are provided at the worksite.			

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H. Additional Material Terms and Conditions of the Job Offer

. Job Offer Information 31

1. Section/Item Number *	F.1	2. Name of Section or Category of Material Term or Condition *	Daily Transportation - Additional Daily Transportation
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			
The use of this transportation is voluntary. No worker will be required, as a condition of employment, to utilize any of transportation offered by the Company. Such voluntary transportation will include buses and will be in accordance with applicable laws and regulations. Workers are free to provide their own transportation to and from the daily work site. The employer-owned or -rented vehicles that will be used daily are: 15 44-seat buses and 1 15 seat van. Total capacity: 675. Workers are picked up at the housing location and designated pick-up locations and transported to the worksite. At the end of the workday the workers are transported from the worksite to the housing location. The pick-up and drop-off schedule varies based on work start and end times as stated in this job order. Workers are advised in advance of pick-up times.			

. Job Offer Information 32

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - Inbound/Outbound Transportation
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			
Inbound: Employees in the H-2A program (U.S. corresponding workers who are unable to return to their permanent place of residence on a daily basis and H-2A workers) are reimbursed for travel and food expenses incurred from the place of recruitment to the final job destination. For H-2A workers, the Employer will provide transportation for the employees (by bus) at no cost. For the employees from Zamora, Mexico, the Employer will pay for airplane ticket to Tijuana, Mexico and from Tijuana, the Employer will bring the employees in a bus at, no cost to the workers For workers who complete 50 percent of the work period, the Company will reimburse the worker for costs incurred by the worker for transportation and reasonable subsistence from the place from which the worker has come to work for the Company which is the place of recruitment (for H-2A workers the place of recruitment is Zamora and Tijuana, Mexico). Notwithstanding the language in the preceding paragraph (i.e. reimbursement of inbound transportation and subsistence and visa costs at the 50% mark), the employer will reimburse inbound transportation and subsistence and visa costs before the end of the first week, if required by law. (For example, if employees pay for inbound transportation or subsistence, or any part thereof, if such cost results in a wage during the first work week that is below the required wage, the employer will reimburse the employee for such costs before then end of the first work week.) Outbound: If workers complete the period of employment, the company will provide or pay for the workers transportation and subsistence from the place of employment to the place from which the worker came to work for the Company which is the place of recruitment. For H2A workers, the Employer will arrange a bus back to Tijuana at no cost to the employee. For the Zamora employees, the Employer will pay the workers a cost for the bus ticket and the cost for a plane ticket from Tijuana to Zamora as well as the cost bus fare to their home. If the worker completes the period of employment, the Company will provide or pay for the worker's transportation and subsistence from the place of employment to the place from which the worker came to work for the Company which is the place of recruitment as defined above. Return transportation will not be provided to workers who voluntarily abandon employment before the end of the employment period, or who are terminated for cause. For the purposes of this paragraph, the "period of employment" shall be the period from the first workday the worker is at the Company's work site and is ready, willing, able and eligible to work, until the anticipated ending day of employment set forth in this Clearance order, or until the services of the worker are no longer required, whichever comes first. Subsistence for inbound and outbound transportation will be reimbursed at the rate of \$16.78 per day without documentation and of actual expenditures, and at actual cost up to a maximum of \$68.00 per day with documentation of actual expenditures. The amount of reimbursement for transportation shall be the worker's actual cost, but not more than the most economical and reasonable common carrier transportation charges for the distance involved. If the Employer advances inbound/outbound costs to H-2A workers, it will advance such costs to corresponding domestic workers.			

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H. Additional Material Terms and Conditions of the Job Offer

. Job Offer Information 33

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - REQUIRED DEPARTURE:
3. Details of Material Term or Condition (up to 3,500 characters) * REQUIRED DEPARTURE: H-2A workers must depart the United States at the completion of the work contract period. H-2A workers must also depart the U.S. immediately, upon termination of employment, either voluntarily or involuntarily. If registration upon departure is required, employer will notify such H-2A workers of the required departure registration and the place and manner of such registration.			

. Job Offer Information 34

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - ARRIVAL/DEPARTURE RECORDS
3. Details of Material Term or Condition (up to 3,500 characters) * ARRIVAL/DEPARTURE RECORDS: Employees permit the employer and/or employer's agents to access electronically-issued Arrival/Departure Records (Form I-94) issued by the Customs and Border Protections.			

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