

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



A. Job Offer Information

1. Job Title * Farm Laborer							
2. Workers Needed *		a. Total	b. H-2A Workers	Period of Intended Employment			
		3	3	3. First Date * 11/1/2026		4. Last Date * 8/30/2027	
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	8	c. Monday	8	e. Wednesday	8	g. Friday
0	b. Sunday	8	d. Tuesday	8	f. Thursday	0	h. Saturday
						a. 8 : 00 ☒ AM ☐ PM	
						b. 4 : 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.)							
Assisting with cotton harvest such as preparing cropland, shredding cotton stalks, plowing, planting and replanting, watering, cultivation, and weed control; and performing other farm labor such as general maintenance of farm and harvesting equipment, preparing and operating tractors and other farm equipment. Lifting required up to 50 lbs.							
Skill Level 1 application.							
8b. Wage Offer *		8c. Per *		8d. Piece Rate Offer \$		8e. Piece Rate Units / Estimated Hourly Rate / Special Pay Information \$	
\$ 15 .79		☒ HOUR ☐ MONTH		\$ 00 .00		\$17.66-18.87/hr. to U.S. workers & \$15.79-\$17.00/hr. to H2-A workers based on experience and performance. Some O.T. & weekends may be available at same rate of pay but are not guaranteed. 1/2hr. unpaid lunch.	
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): <u>N/A</u>							
11. State all deduction(s) from pay and, if known, the amount(s). * (Please begin response on this form and use Addendum C if additional space is needed.)							
All deductions required by law.							

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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. *	0
3. Training: number of <u>months</u> required. *	0
4. Basic Job Requirements (check all that apply) §	
☐ a. Certification/license requirements ☐ f. Exposure to extreme temperatures	
☐ b. Driver requirements ☒ g. Extensive pushing or pulling	
☐ c. Criminal background check ☒ h. Extensive sitting or walking	
☐ d. Drug screen ☐ i. Frequent stooping or bending over	
☒ e. Lifting requirement <u>50</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)	
NONE	

C. Place of Employment Information

1. Place of Employment Address/Location *			
545 FM 2832			
2. City *	3. State *	4. Postal Code *	5. County *
Rotan	Texas	79546	Fisher County
6. Additional Place of Employment Information. (If no additional information, enter " NONE " below) *			
Worksites owned/controlled by employer.			
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 *			
584 CR 238			
2. City *	3. State *	4. Postal Code *	5. County *
Rotan	Texas	79546	Fisher County
6. Type of Housing (check only one) *		7. Total Units *	8. Total Occupancy *
☒ Employer-provided (including mobile or range) ☐ Rental or public		1	3
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) *			
House with three bedrooms, 3 beds, 1 bath, a full kitchen for workers to prepare their meals with free and convenient cooking facilities and space for food preparation, as well as the necessary equipment, appliances including refrigerator, cooking accessories, and sinks with hot and cold water for dishwashing. Washer and dryer.			
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 <u>how</u> the employer will provide each worker with three meals per day or furnish free and convenient cooking and kitchen facilities. * <i>(Please begin response on this form and use Addendum C if additional space is needed.)</i> Employer will furnish free and convenient cooking and kitchen facilities and space for food preparation, as well as the necessary equipment, appliances including refrigerator, cooking accessories, and sinks with hot and cold water for dishwashing, for workers to prepare their own meals. Employer will provide transportation, at no cost to the workers, to local grocery store on a weekly basis for workers to purchase groceries, supplies, and run other errands as needed.	
2. The employer: *	☒ WILL NOT charge workers for meals. ☐ WILL charge each worker for meals at \$ <u> </u> . <u> </u> 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. * <i>(Please begin response on this form and use Addendum C if additional space is needed.)</i> Employer agrees to provide transportation with 2014 Ford F350 pickup truck that seats 5, owned and insured by the company, between housing provided by the employer and the employer's worksite and back, to the store for groceries and supplies, and any other transportation needed, at no cost to the worker. Daily transportation at no cost to the worker is available to local workers who do not reside in employer-provided housing.			
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). * <i>(Please begin response on this form and use Addendum C if additional space is needed.)</i> See Addendum C			
3. During the travel described in Item 2, the employer will pay for or reimburse daily meals by providing each worker *	a. no less than b. no more than	\$ <u>16</u> . <u>78</u> \$ <u>68</u> . <u>00</u>	per day * per day with receipts

G. Referral and Hiring Instructions

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

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

Applicants may contact Mr. Gruben by phone at 325-338-6135 M - F, 9am to 5pm, or by email at grubend@yahoo.com. Interviews will be conducted M - F, 9am - 5pm.

2. Telephone Number to Apply *
+1 (325) 338-6135

3. Extension §
N/A

4. Email Address to Apply *
grubend@yahoo.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), 655.501(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 * Gruben	2. First (given) name * Donald	3. Middle initial § C.
4. Title * Partner		

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5. Signature (or digital signature) * Digital Signature Verified and Retained By <i>Certifying Officer</i>	6. Date signed * 9/9/2026
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For Public Burden Statement, see the Instructions for Form ETA-790/790A.

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Gruben Cotton	32.5245N 100.2837W Rotan, Texas FISHER COUNTY	Virgil East	11/1/2026	8/30/2027	3
Gruben Cotton	32.4736N 100.3151W Rotan, Texas FISHER COUNTY	Wallace North	11/1/2026	8/30/2027	3
Gruben Cotton	32.5309N 100.2854W Rotan, Texas FISHER COUNTY	Alton Smith	11/1/2026	8/30/2027	3
Gruben Cotton	32.4530N 100.3538W Rotan, Texas FISHER COUNTY	Fran Ryan	11/1/2026	8/30/2027	3
Gruben Cotton	32.4648N 100.3425W Rotan, Texas FISHER COUNTY	Spring Creek NW	11/1/2026	8/30/2027	3
Gruben Cotton	32.5155N 100.2830W Rotan, Texas FISHER COUNTY	Virgil West	11/1/2026	8/30/2027	3
Gruben Cotton	32.5526N 100.2113W Rotan, Texas FISHER COUNTY	Signor	11/1/2026	8/30/2027	3
Gruben Cotton	32.5158N 100.2728W Rotan, Texas FISHER COUNTY	Little	11/1/2026	8/30/2027	3
Gruben Cotton	32.5028N 100.2837W Rotan, Texas FISHER COUNTY	Byrd	11/1/2026	8/30/2027	3
Gruben Cotton	32.4913N 100.3405W Rotan, Texas FISHER COUNTY	Shack	11/1/2026	8/30/2027	3

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 §
Gruben Cotton	32.4642N 100.3350W Rotan, Texas FISHER COUNTY	Spring Creek NE	11/1/2026	8/30/2027	3
Gruben Cotton	32.4844N 100.3043W Rotan, Texas FISHER COUNTY	Odell Rains	11/1/2026	8/30/2027	3
Gruben Cotton	32.4736N 100.3614W Rotan, Texas FISHER COUNTY	Kincade West	11/1/2026	8/30/2027	3
Gruben Cotton	32.4920N 100.2640W Rotan, Texas FISHER COUNTY	Fonner South	11/1/2026	8/30/2027	3
Gruben Cotton	32.4730N 100.3072W Rotan, Texas FISHER COUNTY	Billie Gruben	11/1/2026	8/30/2027	3
Gruben Cotton	32.4751N 100.3549W Rotan, Texas FISHER COUNTY	Kincade East	11/1/2026	8/30/2027	3
Gruben Cotton	32.4922N 100.2953W Rotan, Texas FISHER COUNTY	Home	11/1/2026	8/30/2027	3
Gruben Cotton	32.4647N 100.3144W Rotan, Texas FISHER COUNTY	Wallace South	11/1/2026	8/30/2027	3
Gruben Cotton	32.4807N 100.2719W Rotan, Texas FISHER COUNTY	Duke	11/1/2026	8/30/2027	3
Gruben Cotton	32.4840N 100.2735W Rotan, Texas FISHER COUNTY	Whitefield	11/1/2026	8/30/2027	3

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 §
Gruben Cotton	32.5148N 100.2900W Rotan, Texas FISHER COUNTY	Colwell N. and S. or road	11/1/2026	8/30/2027	3
Gruben Cotton	32.5024N 100.3115W Rotan, Texas FISHER COUNTY	McKimmey	11/1/2026	8/30/2027	3
Gruben Cotton	32.5250N 100.2815W Rotan, Texas FISHER COUNTY	Virgil North East	11/1/2026	8/30/2027	3
Gruben Cotton	32.4553N 100.3144W Rotan, Texas FISHER COUNTY	Williamson	11/1/2026	8/30/2027	3
Gruben Cotton	32.5148N 100.2859W Rotan, Texas FISHER COUNTY	Annie Weems North	11/1/2026	8/30/2027	3
Gruben Cotton	32.4522N 100.3517W Rotan, Texas FISHER COUNTY	Noles Back 80	11/1/2026	8/30/2027	3
Gruben Cotton	32.4652N 100.3531W Rotan, Texas FISHER COUNTY	Noles Trust	11/1/2026	8/30/2027	3
Gruben Cotton	32.4652N 100.3113W Rotan, Texas FISHER COUNTY	Frank's	11/1/2026	8/30/2027	3
Gruben Cotton	32.4802N 100.2953W Rotan, Texas FISHER COUNTY	Glady's	11/1/2026	8/30/2027	3
Gruben Cotton	32.4645N 100.3146W Rotan, Texas FISHER COUNTY	Gary Daniel South	11/1/2026	8/30/2027	3

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 §
Gruben Cotton	32.5140N 100.2929W Rotan, Texas FISHER COUNTY	Underhill Field	11/1/2026	8/30/2027	3
Gruben Cotton	32.4602N 100.3102W Rotan, Texas FISHER COUNTY	Hawkins	11/1/2026	8/30/2027	3
Gruben Cotton	32.4909N 100.3420W Rotan, Texas FISHER COUNTY	Shack 2	11/1/2026	8/30/2027	3
Gruben Cotton	32.5757N 100.2100W Rotan, Texas FISHER COUNTY	Whatley	11/1/2026	8/30/2027	3
Gruben Cotton	32.4836N 100.2803W Rotan, Texas FISHER COUNTY	Whitefield	11/1/2026	8/30/2027	3
Gruben Cotton	32.5616N 100.2920W Rotan, Texas FISHER COUNTY	Smith Ranch Field	11/1/2026	8/30/2027	3
Gruben Cotton	32.5230N 100.2738W Rotan, Texas FISHER COUNTY	Freddy West	11/1/2026	8/30/2027	3
Gruben Cotton	32.4735N 100.3206W Rotan, Texas FISHER COUNTY	Gary Daniel North	11/1/2026	8/30/2027	3
Gruben Cotton	32.46420N 100.3203W Rotan, Texas FISHER COUNTY	Master's	11/1/2026	8/30/2027	3
Gruben Cotton	32.4731N 100.2815W Rotan, Texas FISHER COUNTY	G. Smith	11/1/2026	8/30/2027	3

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 §
Gruben Cotton	32.5241N 100.2948W Rotan, Texas FISHER COUNTY	Kennedy	11/1/2026	8/30/2027	3
Gruben Cotton	32.5230N 100.2738W Rotan, Texas FISHER COUNTY	Freddy East	11/1/2026	8/30/2027	3
Gruben Cotton	32.4643N 100.3202W Rotan, Texas FISHER COUNTY	Gary Daniel Middle	11/1/2026	8/30/2027	3
Gruben Cotton	32.4509N 100.3500W Rotan, Texas FISHER COUNTY	Noles S. or Creek	11/1/2026	8/30/2027	3
Gruben Cotton	32.4638 N 100.3421W1 Rotan, Texas FISHER COUNTY	Spring Creek Big	11/1/2026	8/30/2027	3
Gruben Cotton	32.5528N 100.2416W Rotan, Texas FISHER COUNTY	Hunsaker	11/1/2026	8/30/2027	3
Gruben Cotton	32.4707N 100.2601W Rotan, Texas FISHER COUNTY	Rowland	11/1/2026	8/30/2027	3
Gruben Cotten	32.5028N 100.2837W Rotan, Texas FISHER COUNTY	Aaron	11/1/2026	8/30/2027	3
Gruben Cotton	32.5212N 100.2651W Rotan, Texas FISHER COUNTY	Ed Roby	11/1/2026	8/30/2027	3
Gruben Cotton	32.4527N 100.3505W Rotan, Texas FISHER COUNTY	Noles Front	11/1/2026	8/30/2027	3

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 §
Gruben Cotton	32.5031N 100.2807W Rotan, Texas FISHER COUNTY	Drip	11/1/2026	8/30/2027	3
Gruben Cotton	32.4648N 100.3425W Rotan, Texas FISHER COUNTY	Spring Creek SE	11/1/2026	8/30/2027	3
Gruben Cotton	32.4802N 100.3000W Rotan, Texas FISHER COUNTY	Cross Roads	11/1/2026	8/30/2027	3
Gruben Cotton	32.4725N 100.2815W Rotan, Texas FISHER COUNTY	G. Smith 2	11/1/2026	8/30/2027	3
Gruben Cotton	32.5036N 100.2806W Rotan, Texas FISHER COUNTY	Pivot	11/1/2026	8/30/2027	3
Gruben Cotton	32.4946N 100.2958W Rotan, Texas FISHER COUNTY	Terrell	11/1/2026	8/30/2027	3
Gruben Cotton	32.4802N 100.1610W Rotan, Texas FISHER COUNTY	Royston	11/1/2026	8/30/2027	3
Gruben Cotton	32.5148N 100.2859W Rotan, Texas FISHER COUNTY	Annie Weems	11/1/2026	8/30/2027	3
Gruben Cotton	32.5051N 100.2915W Rotan, Texas FISHER COUNTY	Fonner North	11/1/2026	8/30/2027	3
Gruben Cotton	32.4615N 100.3415W Rotan, Texas FISHER COUNTY	Spring Creek SW	11/1/2026	8/30/2027	3

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 §
Gruben Cotton	32.5257N 100.2954W Rotan, Texas FISHER COUNTY	Striblin	11/1/2026	8/30/2027	3
Gruben Cotton	32.4751N 100.3050W Rotan, Texas FISHER COUNTY	Church	11/1/2026	8/30/2027	3
Gruben Cotton	32.5036N 100.2734W Rotan, Texas FISHER COUNTY	Triangle Field	11/1/2026	8/30/2027	3
Gruben Cotton	32.4821N 100.2827W Rotan, Texas FISHER COUNTY	McKimmey	11/1/2026	8/30/2027	3
Gruben Cotton	32.4910N 100.2940W Rotan, Texas FISHER COUNTY	Georgie's	11/1/2026	8/30/2027	3
Gruben Cotton	32.4707N 100.2601W Rotan, Texas FISHER COUNTY	Rowlands	11/1/2026	8/30/2027	3
Gruben Cotton	32.4929N 100.2851W Rotan, Texas FISHER COUNTY	Home 2	11/1/2026	8/30/2027	3
Gruben Cotton	32.4845N 100.3458W Rotan, Texas FISHER COUNTY	Williams	11/1/2026	8/30/2027	3
Gruben Cotton	32.5249N 100.1946W Rotan, Texas FISHER COUNTY	Willingham	11/1/2026	8/30/2027	3
Gruben Cotton	32.4820N 100.3036W Rotan, Texas FISHER COUNTY	Louie	11/1/2026	8/30/2027	3

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 §
Gruben Cotton	32.4638 N 100.3421W1 Rotan, Texas FISHER COUNTY	Spring Creek Big	11/1/2026	8/30/2027	3
Gruben Cotton	32.5339N 100.2001W Rotan, Texas FISHER COUNTY	Half Moon	11/1/2026	8/30/2027	3

D. Additional Housing Information

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H. Additional Material Terms and Conditions of the Job Offer

a. Job Offer Information 1

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Gruben Cotton, agrees to reimburse worker upon arrival for reasonable costs incurred for travelling by bus and for daily subsistence (no less than \$16.78/day, and no more than \$68/day with receipts), from the place from which the worker came to the place of employment. If the worker completes the work contract period, employer agrees to pay the bus fare and daily subsistence for the worker to return from the place of employment to the place from which the worker came to work.			

b. Job Offer Information 2

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

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