

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



A. Job Offer Information

1. Job Title * General Labor							
2. Workers Needed *		a. Total	b. H-2A Workers	Period of Intended Employment			
		80	70	3. First Date * 11/2/2026		4. Last Date * 4/18/2027	
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 *
36	a. Total Hours	6	c. Monday	6	e. Wednesday	6	g. Friday
0	b. Sunday	6	d. Tuesday	6	f. Thursday	6	h. Saturday
							a. 6 : 00 ☒ AM ☐ PM
							b. 1 : 00 ☐ AM ☒ PM
Temporary Agricultural Services and Wage Offer Information							
8a. Job Duties - Description of the specific services or labor to be performed. * (Please begin response on this form and use Addendum C if additional space is needed.)							
Crops: Broccoli, Cabbage, Cauliflower, Lettuce, and Romaine. Cut or pack produce of the correct quality, size and weight for the correct packs in the field. Pack or package by hand a wide variety of produce in the correct packs in the field. Continual visual examination of produce to determine if product is right for harvesting. Use hands and arms to handle the product. Place commodity into appropriate packing box. Place completed packed product onto moving equipment such as conveyors. Mark cartons by using marking tools. Examine and inspect containers, packaging material and product to ensure that packing specifications are met. Harvest product by hand, and/or using a harvest knife. Continual bending to reach product. Walk throughout shift on uneven ground and in leafy rows with debris. Ensure that all Food Safety policies are followed. Ensure that all safety procedures are followed to reduce the risk of any type of injury to either the employee or others. Reports all safety problems, incidents and injuries to harvest foreperson immediately. Comply with all Company policies.							
8b. Wage Offer *		8c. Per *		8d. Piece Rate Offer \$		8e. Piece Rate Units / Estimated Hourly Rate / Special Pay Information \$	
\$ 16 .90		☒ HOUR ☐ MONTH		\$ 00 .00		\$15.15/hour for work performed in Arizona. See Addendum A for applicable wage rates.	
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.)							
See Addendum C							

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



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>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) We require one month of recent and verifiable experience within the past two years for the job duties listed. This position requires a minimum of one month for the employee to get a full understanding of the job and responsibilities. Must be able to understand work & safety instructions in English or Spanish, the languages spoken and written in the workplace.			

C. Place of Employment Information

1. Place of Employment Address/Location *			
Market Farms Inc. - 12E & Co. 5th St.			
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) * (35 Parcels) Employer reserves the right to move workers between worksites as necessary.			
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 *			
Royal Motor Inn - 2941 S. 4th Ave.			
2. City *	3. State *	4. Postal Code *	5. County *
Yuma	Arizona	85364	Yuma County
6. Type of Housing (check only one) * ☐ Employer-provided (including mobile or range) ☒ Rental or public		7. Total Units *	8. Total Occupancy *
		18	72
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) * See Addendum C			
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

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



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.)

Meals Provided: Workers residing in employer-provided housing without kitchen facilities will be offered three meals per day, seven days per week. On workdays, the noon meal may be provided at the worksite.

The employer will charge up to the maximum daily meal charge permitted by the U.S. Department of Labor for employer-provided meals, unless a higher amount is approved.

Meal charges will be deducted only for days on which meals are provided and made available to the worker, beginning on the first day the worker occupies employer-provided housing. No deduction will be made for meals not provided. No refund will be issued for meals offered but not consumed.

The employer contracted with Gourmet G.I.G. Tacos De Guisado, LLC Contact: Ernesto Martin Del Campo, phone number (831) 296-7269 to prepare and provide three meals a day. The employer is responsible to pay the vendor directly for the served meals.

2. The employer: *	☐ WILL NOT charge workers for meals.			
	☒ WILL charge each worker for meals at <table border="1"><tr><td>\$</td><td>16</td><td>.</td><td>78</td></tr></table> per day, if meals are provided.	\$	16	.
\$	16	.	78	

F. Transportation and Daily Subsistence

1. Describe the terms and arrangements for daily transportation the employer will provide to workers. *

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

See Addendum C

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

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

The employer will provide workers with inbound and outbound transportation as set forth in Section I. paragraph 7(A) and (B). The employer will pay for charter bus services or other modes of transportation to the group of workers or permit workers to select any means of transportation they choose, including common carrier transportation.

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	<table border="1"><tr><td>\$</td><td>16</td><td>.</td><td>78</td></tr></table>	\$	16	.	78	per day *
	\$	16	.	78			
b. no more than	<table border="1"><tr><td>\$</td><td>68</td><td>.</td><td>00</td></tr></table>	\$	68	.	00	per day with receipts	
\$	68	.	00				

G. Referral and Hiring Instructions

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



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 *

N/A

3. Extension §

N/A

4. Email Address to Apply *

info_sw_harvesting@smartrecruitpro.com

5. Website Address (URL) to Apply *

<https://form.jotform.com/UDWSS/southwest-harvesting>

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).



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

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).



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

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



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

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 * Mercado	2. First (given) name * Cesar	3. Middle initial §
4. Title * President		

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



5. Signature (or digital signature) * Digital Signature Verified and Retained By <i>Certifying Officer</i>	6. Date signed * 9/4/2026
--	---

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

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



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
	General Labor - Domestic Worker - Arizona	\$ 15 15	Hour	The Wage Offer will be the highest applicable wage rate required by law, including the AEW, federal or state minimum wage, prevailing wage, or collective bargaining rate, if applicable.
	General Labor - H-2A Workers - Arizona	\$ 15 15	Hour	The Wage Offer will be the highest applicable wage rate required by law, including the AEW, federal or state minimum wage, prevailing wage, or collective bargaining rate, if applicable.
	General Labor - Domestic Workers - California	\$ 16 90	Hour	The Wage Offer will be the highest applicable wage rate required by law, including the AEW, federal or state minimum wage, prevailing wage, or collective bargaining rate, if applicable.
	General Labor - H-2A Workers - California	\$ 16 90	Hour	The Wage Offer will be the highest applicable wage rate required by law, including the AEW, federal or state minimum wage, prevailing wage, or collective bargaining rate, if applicable.
		\$.		
		\$.		
		\$.		
		\$.		
		\$.		
		\$.		

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

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



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 §
JV Farms	39E & 5th St Tacna, Arizona 85352 YUMA COUNTY	Field #422	11/2/2026	4/18/2027	70
JV Farms	39E & 5th St Tacna, Arizona 85352 YUMA COUNTY	Field #423	11/2/2026	4/18/2027	70
JV Farms	39E & 5th St Tacna, Arizona 85352 YUMA COUNTY	Field #424	11/2/2026	4/18/2027	70
JV Farms	43E & 3rd St Tacna, Arizona 85352 YUMA COUNTY	Field #425	11/2/2026	4/18/2027	70
JV Farms	43E & 3rd St Tacna, Arizona 85352 YUMA COUNTY	Field #426	11/2/2026	4/18/2027	70
JV Farms	43E & 3rd St Tacna, Arizona 85352 YUMA COUNTY	Field #427	11/2/2026	4/18/2027	70
JV Farms	43E & 3rd St Tacna, Arizona 85352 YUMA COUNTY	Field #428	11/2/2026	4/18/2027	70
JV Farms	43 & 3rd St Tacna, Arizona 85352 YUMA COUNTY	Field #431	11/2/2026	4/18/2027	70
JV Farms	43 & 3rd St Tacna, Arizona 85352 YUMA COUNTY	Field #432	11/2/2026	4/18/2027	70
JV Farms	43E & 4th St. Tacna, Arizona 85352 YUMA COUNTY	Field #433	11/2/2026	4/18/2027	70

D. Additional Housing Information

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



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 §
JV Farms	43E & 6th St. Tacna, Arizona 85352 YUMA COUNTY	Field #501	11/2/2026	4/18/2027	70
JV Farms	43E & 6th St. Tacna, Arizona 85352 YUMA COUNTY	Field #502	11/2/2026	4/18/2027	70
JV Farms	43E & 6th St. Tacna, Arizona 85352 YUMA COUNTY	Field #503	11/2/2026	4/18/2027	70
JV Farms	43E & 6th St. Tacna, Arizona 85352 YUMA COUNTY	Field #504	11/2/2026	4/18/2027	70
JV Farms	44E & 5th St Tacna, Arizona 85352 YUMA COUNTY	Field #506	11/2/2026	4/18/2027	70
JV Farms	44E & 5th St Tacna, Arizona 85352 YUMA COUNTY	Field #507	11/2/2026	4/18/2027	70
JV Farms	43E & 5th St Tacna, Arizona 85352 YUMA COUNTY	Field #508	11/2/2026	4/18/2027	70
JV Farms	44E & 5th St Tacna, Arizona 85352 YUMA COUNTY	Field #509	11/2/2026	4/18/2027	70
JV Farms	44E & 5th St Tacna, Arizona 85352 YUMA COUNTY	Field #510	11/2/2026	4/18/2027	70
JV Farms	43E & 5th St Tacna, Arizona 85352 YUMA COUNTY	Field #511	11/2/2026	4/18/2027	70

D. Additional Housing Information

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



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 §
JV Farms	43E & 5th St Tacna, Arizona 85352 YUMA COUNTY	Field #512	11/2/2026	4/18/2027	70
JV Farms	44E & 5th St Tacna, Arizona 85352 YUMA COUNTY	Field #513	11/2/2026	4/18/2027	70
JV Farms	44E & 5th St Tacna, Arizona 85352 YUMA COUNTY	Field #514	11/2/2026	4/18/2027	70
JV Farms	43E & 6 St Tacna, Arizona 85352 YUMA COUNTY	Field #515	11/2/2026	4/18/2027	70
JV Farms	43E & 5 St Tacna, Arizona 85352 YUMA COUNTY	Field #516	11/2/2026	4/18/2027	70
JV Farms	44E & 5 St Tacna, Arizona 85352 YUMA COUNTY	Field #517	11/2/2026	4/18/2027	70
JV Farms	44E & 5 St Tacna, Arizona 85352 YUMA COUNTY	Field #518	11/2/2026	4/18/2027	70
JV Farms	43E & 5 St Tacna, Arizona 85352 YUMA COUNTY	Field #519	11/2/2026	4/18/2027	70
JV Farms	43E & 5 St Tacna, Arizona 85352 YUMA COUNTY	Field #520	11/2/2026	4/18/2027	70
JV Farms	43E & 5 St Tacna, Arizona 85352 YUMA COUNTY	Field #521	11/2/2026	4/18/2027	70

D. Additional Housing Information

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



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 §
JV Farms	44E & 5 St Tacna, Arizona 85352 YUMA COUNTY	Field #522	11/2/2026	4/18/2027	70
JV Farms	44E & 5 St Tacna, Arizona 85352 YUMA COUNTY	Field #523	11/2/2026	4/18/2027	70
JV Farms	44E & 5 St Tacna, Arizona 85352 YUMA COUNTY	Field #524	11/2/2026	4/18/2027	70
JV Farms	44E & 4th St Tacna, Arizona 85352 YUMA COUNTY	Field #525	11/2/2026	4/18/2027	70
JV Farms	44E & 4th St Tacna, Arizona 85352 YUMA COUNTY	Field #526	11/2/2026	4/18/2027	70
JV Farms	44E & 4 St Tacna, Arizona 85352 YUMA COUNTY	Field #529	11/2/2026	4/18/2027	70
JV Farms	44E & 4 St Tacna, Arizona 85352 YUMA COUNTY	Field #530	11/2/2026	4/18/2027	70
JV Farms	44E & 4 St Tacna, Arizona 85352 YUMA COUNTY	Field #533	11/2/2026	4/18/2027	70
JV Farms	44E & 4 St Tacna, Arizona 85352 YUMA COUNTY	Field #534	11/2/2026	4/18/2027	70
JV Farms	44E & 5th St Tacna, Arizona 85352 YUMA COUNTY	Field #537	11/2/2026	4/18/2027	70

D. Additional Housing Information

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



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 §
JV Farms	44E & 5th St Tacna, Arizona 85352 YUMA COUNTY	Field #538	11/2/2026	4/18/2027	70
JV Farms	45E & 5th St Tacna, Arizona 85352 YUMA COUNTY	Field #539	11/2/2026	4/18/2027	70
JV Farms	44E & 5th St Tacna, Arizona 85352 YUMA COUNTY	Field #540	11/2/2026	4/18/2027	70
JV Farms	44E & 5th St Tacna, Arizona 85352 YUMA COUNTY	Field #541	11/2/2026	4/18/2027	70
JV Farms	45E & 5th St Tacna, Arizona 85352 YUMA COUNTY	Field #542	11/2/2026	4/18/2027	70
JV Farms	45E & 5th St Tacna, Arizona 85352 YUMA COUNTY	Field #543	11/2/2026	4/18/2027	70
JV Farms	44E & 5 St Tacna, Arizona 85352 YUMA COUNTY	Field #544	11/2/2026	4/18/2027	70
JV Farms	45E & 5 St Tacna, Arizona 85352 YUMA COUNTY	Field #545	11/2/2026	4/18/2027	70
JV Farms	45E & 5 St Tacna, Arizona 85352 YUMA COUNTY	Field #546	11/2/2026	4/18/2027	70
JV Farms	45E & 5 St Tacna, Arizona 85352 YUMA COUNTY	Field #547	11/2/2026	4/18/2027	70

D. Additional Housing Information

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



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 §
JV Farms	45E & 5 St Tacna, Arizona 85352 YUMA COUNTY	Field #551	11/2/2026	4/18/2027	70
JV Farms	45E & 6th St Tacna, Arizona 85352 YUMA COUNTY	Field #552	11/2/2026	4/18/2027	70
JV Farms	45E & 6th St Tacna, Arizona 85352 YUMA COUNTY	Field #553	11/2/2026	4/18/2027	70
JV Farms	45E & 5th St Tacna, Arizona 85352 YUMA COUNTY	Field #554	11/2/2026	4/18/2027	70
JV Farms	45E & 5th St Tacna, Arizona 85352 YUMA COUNTY	Field #555	11/2/2026	4/18/2027	70
JV Farms	45E & 5th St Tacna, Arizona 85352 YUMA COUNTY	Field #556	11/2/2026	4/18/2027	70
JV Farms	46E & 5th St Tacna, Arizona 85352 YUMA COUNTY	Field #557	11/2/2026	4/18/2027	70
JV Farms	46E & 5th St Tacna, Arizona 85352 YUMA COUNTY	Field #558	11/2/2026	4/18/2027	70
JV Farms	45E & 5th St Tacna, Arizona 85352 YUMA COUNTY	Field #559	11/2/2026	4/18/2027	70
JV Farms	45E & 5th St Tacna, Arizona 85352 YUMA COUNTY	Field #560	11/2/2026	4/18/2027	70

D. Additional Housing Information

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



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 §
JV Farms	46E & 5th St Tacna, Arizona 85352 YUMA COUNTY	Field #561	11/2/2026	4/18/2027	70
JV Farms	46E & 5th St Tacna, Arizona 85352 YUMA COUNTY	Field #562	11/2/2026	4/18/2027	70
JV Farms	45E & 5 St Tacna, Arizona 85352 YUMA COUNTY	Field #563	11/2/2026	4/18/2027	70
JV Farms	45E & 5 St Tacna, Arizona 85352 YUMA COUNTY	Field #564	11/2/2026	4/18/2027	70
JV Farms	46E & 5 St Tacna, Arizona 85352 YUMA COUNTY	Field #565	11/2/2026	4/18/2027	70
JV Farms	45E & 5 St Tacna, Arizona 85352 YUMA COUNTY	Field #567	11/2/2026	4/18/2027	70
JV Farms	45E & 5 St Tacna, Arizona 85352 YUMA COUNTY	Field #568	11/2/2026	4/18/2027	70
JV Farms	45E & 6th St Tacna, Arizona 85352 YUMA COUNTY	Field #569	11/2/2026	4/18/2027	70
JV Farms	45E & 6th St Tacna, Arizona 85352 YUMA COUNTY	Field #570	11/2/2026	4/18/2027	70
JV Farms	46E & 4 St Tacna, Arizona 85352 YUMA COUNTY	Field #571	11/2/2026	4/18/2027	70

D. Additional Housing Information

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



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 §
JV Farms	46E & 4 St Tacna, Arizona 85352 YUMA COUNTY	Field #572	11/2/2026	4/18/2027	70
JV Farms	46E & 4 St Tacna, Arizona 85352 YUMA COUNTY	Field #573	11/2/2026	4/18/2027	70
JV Farms	46E & 4 St Tacna, Arizona 85352 YUMA COUNTY	Field #574	11/2/2026	4/18/2027	70
JV Farms	46E & 4 St Tacna, Arizona 85352 YUMA COUNTY	Field #575	11/2/2026	4/18/2027	70
JV Farms	46E & 4 St Tacna, Arizona 85352 YUMA COUNTY	Field #576	11/2/2026	4/18/2027	70
JV Farms	46E & 5th St Tacna, Arizona 85352 YUMA COUNTY	Field #578	11/2/2026	4/18/2027	70
JV Farms	46E & 5th St Tacna, Arizona 85352 YUMA COUNTY	Field #579	11/2/2026	4/18/2027	70
JV Farms	46E & 5th St Tacna, Arizona 85352 YUMA COUNTY	Field #580	11/2/2026	4/18/2027	70
JV Farms	46E & 5th St Tacna, Arizona 85352 YUMA COUNTY	Field #581	11/2/2026	4/18/2027	70
JV Farms	46E & 5th St Tacna, Arizona 85352 YUMA COUNTY	Field #582	11/2/2026	4/18/2027	70

D. Additional Housing Information

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



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 §
JV Farms	46E & 5th St Tacna, Arizona 85352 YUMA COUNTY	Field #583	11/2/2026	4/18/2027	70
JV Farms	46E & 5th St Tacna, Arizona 85352 YUMA COUNTY	Field #584	11/2/2026	4/18/2027	70
JV Farms	34E & 7th St Tacna, Arizona 85352 YUMA COUNTY	Field #585	11/2/2026	4/18/2027	70
JV Farms	34E & 7th St Tacna, Arizona 85352 YUMA COUNTY	Field #586	11/2/2026	4/18/2027	70
JV Farms	34E & 7th St Tacna, Arizona 85352 YUMA COUNTY	Field #587	11/2/2026	4/18/2027	70
JV Farms	34E & 7th St Tacna, Arizona 85352 YUMA COUNTY	Field #588	11/2/2026	4/18/2027	70
JV Farms	34E & 7th St Tacna, Arizona 85352 YUMA COUNTY	Field #589	11/2/2026	4/18/2027	70
JV Farms	13th & G Yuma, Arizona 85364 YUMA COUNTY	Field #102	11/2/2026	4/18/2027	70
JV Farms	13th & G Yuma, Arizona 85364 YUMA COUNTY	Field #103	11/2/2026	4/18/2027	70
JV Farms	13th & G Yuma, Arizona 85364 YUMA COUNTY	Field #104	11/2/2026	4/18/2027	70

D. Additional Housing Information

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



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 §
JV Farms	8th & Agua Salada Yuma, Arizona 85364 YUMA COUNTY	Field #107	11/2/2026	4/18/2027	70
JV Farms	8th & Agua Salada Yuma, Arizona 85364 YUMA COUNTY	Field #108	11/2/2026	4/18/2027	70
JV Farms	12th & C Yuma, Arizona 85364 YUMA COUNTY	Field #109	11/2/2026	4/18/2027	70
JV Farms	12th & C Yuma, Arizona 85364 YUMA COUNTY	Field #110	11/2/2026	4/18/2027	70
JV Farms	12th & G Yuma, Arizona 85364 YUMA COUNTY	Field #112	11/2/2026	4/18/2027	70
JV Farms	12th & 95 Yuma, Arizona 85364 YUMA COUNTY	Field #114	11/2/2026	4/18/2027	70
JV Farms	15th & D Yuma, Arizona 85364 YUMA COUNTY	Field #115	11/2/2026	4/18/2027	70
JV Farms	12 & B Yuma, Arizona 85364 YUMA COUNTY	Field #116	11/2/2026	4/18/2027	70
JV Farms	12 & B Yuma, Arizona 85364 YUMA COUNTY	Field #117	11/2/2026	4/18/2027	70
JV Farms	15th & D Yuma, Arizona 85364 YUMA COUNTY	Field #118	11/2/2026	4/18/2027	70

D. Additional Housing Information

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



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 §
JV Farms	12th & D Yuma, Arizona 85364 YUMA COUNTY	Field #127	11/2/2026	4/18/2027	70
JV Farms	12th & D Yuma, Arizona 85364 YUMA COUNTY	Field #128	11/2/2026	4/18/2027	70
JV Farms	12th & 95 Yuma, Arizona 85364 YUMA COUNTY	Field #129	11/2/2026	4/18/2027	70
JV Farms	14th & 95 Yuma, Arizona 85364 YUMA COUNTY	Field #130	11/2/2026	4/18/2027	70
JV Farms	14th & 95 Yuma, Arizona 85364 YUMA COUNTY	Field #131	11/2/2026	4/18/2027	70
JV Farms	14th & 95 Yuma, Arizona 85364 YUMA COUNTY	Field #132	11/2/2026	4/18/2027	70
JV Farms	14th & 95 Yuma, Arizona 85364 YUMA COUNTY	Field #133	11/2/2026	4/18/2027	70
JV Farms	17th & G Somerton, Arizona 85350 YUMA COUNTY	Field #134	11/2/2026	4/18/2027	70
JV Farms	17th & G Somerton, Arizona 85350 YUMA COUNTY	Field #135	11/2/2026	4/18/2027	70
JV Farms	17th & G Somerton, Arizona 85350 YUMA COUNTY	Field #136	11/2/2026	4/18/2027	70

D. Additional Housing Information

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



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 §
JV Farms	17th & G Somerton, Arizona 85350 YUMA COUNTY	Field #137	11/2/2026	4/18/2027	70
JV Farms	Milky Way & Riverside Yuma, Arizona 85364 YUMA COUNTY	Field #139	11/2/2026	4/18/2027	70
JV Farms	10th & D Yuma, Arizona 85364 YUMA COUNTY	Field #140	11/2/2026	4/18/2027	70
JV Farms	10th & D Yuma, Arizona 85364 YUMA COUNTY	Field #141	11/2/2026	4/18/2027	70
JV Farms	10th & D Yuma, Arizona 85364 YUMA COUNTY	Field #142	11/2/2026	4/18/2027	70
JV Farms	14th & I Yuma, Arizona 85364 YUMA COUNTY	Field #146	11/2/2026	4/18/2027	70
JV Farms	14th & I Yuma, Arizona 85364 YUMA COUNTY	Field #147	11/2/2026	4/18/2027	70
JV Farms	17th & F Somerton, Arizona 85350 YUMA COUNTY	Field #149	11/2/2026	4/18/2027	70
JV Farms	17th & F Somerton, Arizona 85350 YUMA COUNTY	Field #150	11/2/2026	4/18/2027	70
JV Farms	17th & F Somerton, Arizona 85350 YUMA COUNTY	Field #151	11/2/2026	4/18/2027	70

D. Additional Housing Information

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



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 §
JV Farms	17th & F Somerton, Arizona 85350 YUMA COUNTY	Field #152	11/2/2026	4/18/2027	70
JV Farms	17th & G Somerton, Arizona 85350 YUMA COUNTY	Field #153	11/2/2026	4/18/2027	70
JV Farms	17th & G Somerton, Arizona 85350 YUMA COUNTY	Field #154	11/2/2026	4/18/2027	70
JV Farms	17th & H Somerton, Arizona 85350 YUMA COUNTY	Field #155	11/2/2026	4/18/2027	70
JV Farms	17th & H Somerton, Arizona 85350 YUMA COUNTY	Field #156	11/2/2026	4/18/2027	70
JV Farms	17th & H Somerton, Arizona 85350 YUMA COUNTY	Field #157	11/2/2026	4/18/2027	70
JV Farms	17th & H Somerton, Arizona 85350 YUMA COUNTY	Field #158	11/2/2026	4/18/2027	70
JV Farms	17th & H Somerton, Arizona 85350 YUMA COUNTY	Field #159	11/2/2026	4/18/2027	70
JV Farms	17th & H Somerton, Arizona 85350 YUMA COUNTY	Field #160	11/2/2026	4/18/2027	70
JV Farms	17th & Highway 95 Somerton, Arizona 85350 YUMA COUNTY	Field #161	11/2/2026	4/18/2027	70

D. Additional Housing Information

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



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 §
JV Farms	17th & Highway 95 Somerton, Arizona 85350 YUMA COUNTY	Field #162	11/2/2026	4/18/2027	70
JV Farms	18th & G Somerton, Arizona 85350 YUMA COUNTY	Field #163	11/2/2026	4/18/2027	70
JV Farms	18th & G Somerton, Arizona 85350 YUMA COUNTY	Field #164	11/2/2026	4/18/2027	70
JV Farms	18th & G Somerton, Arizona 85350 YUMA COUNTY	Field #165	11/2/2026	4/18/2027	70
JV Farms	18th & G Somerton, Arizona 85350 YUMA COUNTY	Field #166	11/2/2026	4/18/2027	70
JV Farms	N. of Riverside / W. of C Yuma, Arizona 85364 YUMA COUNTY	Field #176	11/2/2026	4/18/2027	70
JV Farms	S Riverside / Milky Way Yuma, Arizona 85364 YUMA COUNTY	Field #178	11/2/2026	4/18/2027	70
JV Farms	NE 8th & Ave D Yuma, Arizona 85364 YUMA COUNTY	Field #179	11/2/2026	4/18/2027	70
JV Farms	NE 8th & Ave D Yuma, Arizona 85364 YUMA COUNTY	Field #180	11/2/2026	4/18/2027	70
JV Farms	NE 8th & Ave D Yuma, Arizona 85364 YUMA COUNTY	Field #181	11/2/2026	4/18/2027	70

D. Additional Housing Information

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



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 §
JV Farms	14th & Somerton Ave Yuma, Arizona 85364 YUMA COUNTY	Field #185	11/2/2026	4/18/2027	70
JV Farms	14th & Somerton Ave Yuma, Arizona 85364 YUMA COUNTY	Field #186	11/2/2026	4/18/2027	70
JV Farms	8 & Somerton Ave Yuma, Arizona 85364 YUMA COUNTY	Field #187	11/2/2026	4/18/2027	70
JV Farms	13th & C Yuma, Arizona 85364 YUMA COUNTY	Field #188	11/2/2026	4/18/2027	70
JV Farms	13th & C Yuma, Arizona 85364 YUMA COUNTY	Field #189	11/2/2026	4/18/2027	70
JV Farms	14th & I Yuma, Arizona 85364 YUMA COUNTY	Field #192	11/2/2026	4/18/2027	70
JV Farms	14th & I Yuma, Arizona 85364 YUMA COUNTY	Field #198	11/2/2026	4/18/2027	70
JV Farms	14th & I Yuma, Arizona 85364 YUMA COUNTY	Field #199	11/2/2026	4/18/2027	70
JV Farms	Sun Valley Yuma, Arizona 85365 YUMA COUNTY	Field #312	11/2/2026	4/18/2027	70
JV Farms	Sun Valley Yuma, Arizona 85365 YUMA COUNTY	Field #313	11/2/2026	4/18/2027	70

D. Additional Housing Information

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



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 §
JV Farms	Sun Valley Yuma, Arizona 85365 YUMA COUNTY	Field #314	11/2/2026	4/18/2027	70
JV Farms	Sun Valley Yuma, Arizona 85365 YUMA COUNTY	Field #315	11/2/2026	4/18/2027	70
JV Farms	Sun Valley Yuma, Arizona 85365 YUMA COUNTY	Field #328	11/2/2026	4/18/2027	70
JV Farms	Sun Valley Yuma, Arizona 85365 YUMA COUNTY	Field #329	11/2/2026	4/18/2027	70
JV Farms	Sun Valley Yuma, Arizona 85365 YUMA COUNTY	Field #330	11/2/2026	4/18/2027	70
JV Farms	Sun Valley Yuma, Arizona 85365 YUMA COUNTY	Field #332	11/2/2026	4/18/2027	70
JV Farms	Sun Valley Yuma, Arizona 85365 YUMA COUNTY	Field #334	11/2/2026	4/18/2027	70
JV Farms	Sun Valley Yuma, Arizona 85365 YUMA COUNTY	Field #335	11/2/2026	4/18/2027	70
JV Farms	Sun Valley Yuma, Arizona 85365 YUMA COUNTY	Field #336	11/2/2026	4/18/2027	70
JV Farms	Sun Valley Yuma, Arizona 85365 YUMA COUNTY	Field #338	11/2/2026	4/18/2027	70

D. Additional Housing Information

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



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 §
JV Farms	Sun Valley Yuma, Arizona 85365 YUMA COUNTY	Field #341	11/2/2026	4/18/2027	70
JV Farms	Sun Valley Yuma, Arizona 85365 YUMA COUNTY	Field #342	11/2/2026	4/18/2027	70
JV Farms	Sun Valley Yuma, Arizona 85365 YUMA COUNTY	Field #343	11/2/2026	4/18/2027	70
JV Farms	Sun Valley Yuma, Arizona 85365 YUMA COUNTY	Field #344	11/2/2026	4/18/2027	70
JV Farms	Sun Valley Yuma, Arizona 85365 YUMA COUNTY	Field #345	11/2/2026	4/18/2027	70
JV Farms	Sun Valley Yuma, Arizona 85365 YUMA COUNTY	Field #346	11/2/2026	4/18/2027	70
JV Farms	Sun Valley Yuma, Arizona 85365 YUMA COUNTY	Field #347	11/2/2026	4/18/2027	70
JV Farms	Sun Valley Yuma, Arizona 85365 YUMA COUNTY	Field #348	11/2/2026	4/18/2027	70
JV Farms	Sun Valley Yuma, Arizona 85365 YUMA COUNTY	Field #356	11/2/2026	4/18/2027	70
JV Farms	9E & Highway 95 Yuma, Arizona 85365 YUMA COUNTY	Field #362	11/2/2026	4/18/2027	70

D. Additional Housing Information

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



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 §
JV Farms	9E & Highway 95 Yuma, Arizona 85365 YUMA COUNTY	Field #363	11/2/2026	4/18/2027	70
JV Farms	9E & Highway 95 Yuma, Arizona 85365 YUMA COUNTY	Field #364	11/2/2026	4/18/2027	70
JV Farms	9E & Highway 95 Yuma, Arizona 85365 YUMA COUNTY	Field #365	11/2/2026	4/18/2027	70
JV Farms	10E & Highway 95 Yuma, Arizona 85365 YUMA COUNTY	Field #366	11/2/2026	4/18/2027	70
JV Farms	10E & Highway 95 Yuma, Arizona 85365 YUMA COUNTY	Field #367	11/2/2026	4/18/2027	70
JV Farms	10E & Highway 95 Yuma, Arizona 85365 YUMA COUNTY	Field #368	11/2/2026	4/18/2027	70
JV Farms	10E & Highway 95 Yuma, Arizona 85365 YUMA COUNTY	Field #369	11/2/2026	4/18/2027	70
JV Farms	9E & S of Highway 95 Yuma, Arizona 85365 YUMA COUNTY	Field #372	11/2/2026	4/18/2027	70
JV Farms	9E & S of Highway 95 Yuma, Arizona 85365 YUMA COUNTY	Field #373	11/2/2026	4/18/2027	70
JV Farms	9E & S of Highway 95 Yuma, Arizona 85365 YUMA COUNTY	Field #374	11/2/2026	4/18/2027	70

D. Additional Housing Information

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



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 §
JV Farms	Harp & Wilkins Bard, California 92222 IMPERIAL COUNTY	Field #10	11/2/2026	4/18/2027	70
JV Farms	Harp & Wilkins Bard, California 92222 IMPERIAL COUNTY	Field #11	11/2/2026	4/18/2027	70
JV Farms	Harp & Wilkins Bard, California 92222 IMPERIAL COUNTY	Field #12	11/2/2026	4/18/2027	70
JV Farms	Harp & Wilkins Bard, California 92222 IMPERIAL COUNTY	Field #13	11/2/2026	4/18/2027	70
JV Farms	Harp & Wilkins Bard, California 92222 IMPERIAL COUNTY	Field #14	11/2/2026	4/18/2027	70
JV Farms	Harp & Wilkins Bard, California 92222 IMPERIAL COUNTY	Field #15	11/2/2026	4/18/2027	70
JV Farms	Harp & Wilkins Bard, California 92222 IMPERIAL COUNTY	Field #16	11/2/2026	4/18/2027	70
JV Farms	Harp & Wilkins Bard, California 92222 IMPERIAL COUNTY	Field #17	11/2/2026	4/18/2027	70
JV Farms	Harp & Wilkins Bard, California 92222 IMPERIAL COUNTY	Field #18	11/2/2026	4/18/2027	70
JV Farms	Indian Rock & Wilkins Bard, California 92222 IMPERIAL COUNTY	Field #22	11/2/2026	4/18/2027	70

D. Additional Housing Information

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



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 §
JV Farms	Indian Rock & Wilkins Bard, California 92222 IMPERIAL COUNTY	Field #23	11/2/2026	4/18/2027	70
JV Farms	Indian Rock & Wilkins Bard, California 92222 IMPERIAL COUNTY	Field #24	11/2/2026	4/18/2027	70
JV Farms	Indian Rock & Perez Bard, California 92222 IMPERIAL COUNTY	Field #25	11/2/2026	4/18/2027	70
JV Farms	Indian Rock & Perez Bard, California 92222 IMPERIAL COUNTY	Field #26	11/2/2026	4/18/2027	70
JV Farms	Indian Rock & Wilkins Bard, California 92222 IMPERIAL COUNTY	Field #27	11/2/2026	4/18/2027	70
JV Farms	Picacho & White Bard, California 92222 IMPERIAL COUNTY	Field #601	11/2/2026	4/18/2027	70
JV Farms	Picacho & White Bard, California 92222 IMPERIAL COUNTY	Field #602	11/2/2026	4/18/2027	70
JV Farms	Fisher & Stalnacker Bard, California 92222 IMPERIAL COUNTY	Field #603	11/2/2026	4/18/2027	70
JV Farms	Mehring & Heyser Bard, California 92222 IMPERIAL COUNTY	Field #604	11/2/2026	4/18/2027	70
JV Farms	York & Leathers Bard, California 92222 IMPERIAL COUNTY	Field #605	11/2/2026	4/18/2027	70

D. Additional Housing Information

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



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 §
JV Farms	Heyser & Leathers Bard, California 92222 IMPERIAL COUNTY	Field #606	11/2/2026	4/18/2027	70
JV Farms	York & Leathers Bard, California 92222 IMPERIAL COUNTY	Field #607	11/2/2026	4/18/2027	70
JV Farms	Heyser & Leathers Bard, California 92222 IMPERIAL COUNTY	Field #608	11/2/2026	4/18/2027	70
JV Farms	Avenue H & Hoppe Rd Bard, California 92222 IMPERIAL COUNTY	Field #609	11/2/2026	4/18/2027	70
JV Farms	Interstate 8 / Hwy 80 & 1st Ave Bard, California 92222 IMPERIAL COUNTY	Field #611	11/2/2026	4/18/2027	70
JV Farms	Interstate 8 / Hwy 80 & 1st Ave Bard, California 92222 IMPERIAL COUNTY	Field #612	11/2/2026	4/18/2027	70
JV Farms	Arnold & Foster Bard, California 92222 IMPERIAL COUNTY	Field #613	11/2/2026	4/18/2027	70
JV Farms	Arnold & Foster Bard, California 92222 IMPERIAL COUNTY	Field #614	11/2/2026	4/18/2027	70
JV Farms	Arnold & Forester Bard, California 92222 IMPERIAL COUNTY	Field #615	11/2/2026	4/18/2027	70
JV Farms	Jackson & Picacho Bard, California 92222 IMPERIAL COUNTY	Field #620	11/2/2026	4/18/2027	70

D. Additional Housing Information

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



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 §
JV Farms	Jackson & Picacho Bard, California 92222 IMPERIAL COUNTY	Field #621	11/2/2026	4/18/2027	70
JV Farms	Fisher & Parkman Bard, California 92222 IMPERIAL COUNTY	Field #624	11/2/2026	4/18/2027	70
JV Farms	Ross & Baseline Bard, California 92222 IMPERIAL COUNTY	Field #626	11/2/2026	4/18/2027	70
JV Farms	Perez & Parkman Bard, California 92222 IMPERIAL COUNTY	Field #628	11/2/2026	4/18/2027	70
JV Farms	Perez & Parkman Bard, California 92222 IMPERIAL COUNTY	Field #629	11/2/2026	4/18/2027	70
JV Farms	Hoppe & McDaniel Bard, California 92222 IMPERIAL COUNTY	Field #630	11/2/2026	4/18/2027	70
JV Farms	Hoppe & Flood Bard, California 92222 IMPERIAL COUNTY	Field #631	11/2/2026	4/18/2027	70
JV Farms	Arnold & Coley Bard, California 92222 IMPERIAL COUNTY	Field #632	11/2/2026	4/18/2027	70
JV Farms	Arnold & Coley Bard, California 92222 IMPERIAL COUNTY	Field #633	11/2/2026	4/18/2027	70
JV Farms	San Pasqual & Picacho Bard, California 92222 IMPERIAL COUNTY	Field #634	11/2/2026	4/18/2027	70

D. Additional Housing Information

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



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 §
JV Farms	San Pasqual & Picacho Bard, California 92222 IMPERIAL COUNTY	Field #635	11/2/2026	4/18/2027	70
JV Farms	San Pasqual & Baseline Bard, California 92222 IMPERIAL COUNTY	Field #636	11/2/2026	4/18/2027	70
JV Farms	San Pasqual & Baseline Bard, California 92222 IMPERIAL COUNTY	Field #637	11/2/2026	4/18/2027	70
JV Farms	San Pasqual & Baseline Bard, California 92222 IMPERIAL COUNTY	Field #638	11/2/2026	4/18/2027	70
JV Farms	San Pasqual & Picacho Bard, California 92222 IMPERIAL COUNTY	Field #639	11/2/2026	4/18/2027	70
JV Farms	San Pasqual & Picacho Bard, California 92222 IMPERIAL COUNTY	Field #640	11/2/2026	4/18/2027	70
JV Farms	Baseline & Ross Bard, California 92222 IMPERIAL COUNTY	Field #641	11/2/2026	4/18/2027	70
JV Farms	Baseline & Miguel Rd. Bard, California 92222 IMPERIAL COUNTY	Field #642	11/2/2026	4/18/2027	70
JV Farms	Baseline & Miguel Rd. Bard, California 92222 IMPERIAL COUNTY	Field #643	11/2/2026	4/18/2027	70
JV Farms	Fisher & Ross Bard, California 92222 IMPERIAL COUNTY	Field #644	11/2/2026	4/18/2027	70

D. Additional Housing Information

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



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 §
JV Farms	Picacho & Ross Bard, California 92222 IMPERIAL COUNTY	Field #645	11/2/2026	4/18/2027	70
JV Farms	Picacho & Ross Bard, California 92222 IMPERIAL COUNTY	Field #646	11/2/2026	4/18/2027	70
JV Farms	Indian Rock & DeCorse Bard, California 92222 IMPERIAL COUNTY	Field #649	11/2/2026	4/18/2027	70
JV Farms	Indian Rock & DeCorse Bard, California 92222 IMPERIAL COUNTY	Field #650	11/2/2026	4/18/2027	70
JV Farms	1st Ave & Interstate 8 / Hwy 80 Bard, California 92222 IMPERIAL COUNTY	Field #651	11/2/2026	4/18/2027	70
JV Farms	3rd Ave & Interstate 8 / Hwy 80 Bard, California 92222 IMPERIAL COUNTY	Field #652	11/2/2026	4/18/2027	70
JV Farms	3rd Ave & Interstate 8 / Hwy 80 Bard, California 92222 IMPERIAL COUNTY	Field #653	11/2/2026	4/18/2027	70
JV Farms	Baseline & Indian Rock Bard, California 92222 IMPERIAL COUNTY	Field #654	11/2/2026	4/18/2027	70
JV Farms	Baseline & Indian Rock Bard, California 92222 IMPERIAL COUNTY	Field #655	11/2/2026	4/18/2027	70
JV Farms	Baseline & Indian Rock Bard, California 92222 IMPERIAL COUNTY	Field #656	11/2/2026	4/18/2027	70

D. Additional Housing Information

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



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 §
JV Farms	Cocopah & Arnold Bard, California 92222 IMPERIAL COUNTY	Field #657	11/2/2026	4/18/2027	70
JV Farms	Jackson & Picacho Bard, California 92222 IMPERIAL COUNTY	Field #659	11/2/2026	4/18/2027	70
JV Farms	Ross & Picacho Bard, California 92222 IMPERIAL COUNTY	Field #660	11/2/2026	4/18/2027	70
JV Farms	Ross & Picacho Bard, California 92222 IMPERIAL COUNTY	Field #661	11/2/2026	4/18/2027	70
JV Farms	Indian Rock & Main Canal Bard, California 92222 IMPERIAL COUNTY	Field #664	11/2/2026	4/18/2027	70
JV Farms	Arnold & Picacho Bard, California 92222 IMPERIAL COUNTY	Field #669	11/2/2026	4/18/2027	70
JV Farms	Arnold & Picacho Bard, California 92222 IMPERIAL COUNTY	Field #670	11/2/2026	4/18/2027	70
JV Farms	Arnold & Picacho Bard, California 92222 IMPERIAL COUNTY	Field #671	11/2/2026	4/18/2027	70
JV Farms	Arnold & Picacho Bard, California 92222 IMPERIAL COUNTY	Field #672	11/2/2026	4/18/2027	70
JV Farms	Arnold & Picacho Bard, California 92222 IMPERIAL COUNTY	Field #673	11/2/2026	4/18/2027	70

D. Additional Housing Information

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



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 §
JV Farms	Arnold & Picacho Bard, California 92222 IMPERIAL COUNTY	Field #674	11/2/2026	4/18/2027	70
JV Farms	Ross & Baseline Bard, California 92222 IMPERIAL COUNTY	Field #675	11/2/2026	4/18/2027	70
JV Farms	Ross & Baseline Bard, California 92222 IMPERIAL COUNTY	Field #676	11/2/2026	4/18/2027	70
JV Farms	Ross & Baseline Bard, California 92222 IMPERIAL COUNTY	Field #677	11/2/2026	4/18/2027	70
JV Farms	Ross & Baseline Bard, California 92222 IMPERIAL COUNTY	Field #678	11/2/2026	4/18/2027	70
JV Farms	Ross & Baseline Bard, California 92222 IMPERIAL COUNTY	Field #679	11/2/2026	4/18/2027	70
JV Farms	Ross & Baseline Bard, California 92222 IMPERIAL COUNTY	Field #680	11/2/2026	4/18/2027	70
JV Farms	Picacho & Jackson Bard, California 92222 IMPERIAL COUNTY	Field #681	11/2/2026	4/18/2027	70
JV Farms	Picacho & Jackson Bard, California 92222 IMPERIAL COUNTY	Field #682	11/2/2026	4/18/2027	70
JV Farms	Picacho & Jackson Bard, California 92222 IMPERIAL COUNTY	Field #683	11/2/2026	4/18/2027	70

D. Additional Housing Information

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



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 §
JV Farms	Picacho & Jackson Bard, California 92222 IMPERIAL COUNTY	Field #684	11/2/2026	4/18/2027	70
JV Farms	Picacho & Jackson Bard, California 92222 IMPERIAL COUNTY	Field #685	11/2/2026	4/18/2027	70
JV Farms	Arnold & Baseline Bard, California 92222 IMPERIAL COUNTY	Field #686	11/2/2026	4/18/2027	70
JV Farms	Arnold & Baseline Bard, California 92222 IMPERIAL COUNTY	Field #687	11/2/2026	4/18/2027	70
JV Farms	Arnold & Baseline Bard, California 92222 IMPERIAL COUNTY	Field #688	11/2/2026	4/18/2027	70
JV Farms	Arnold & Baseline Bard, California 92222 IMPERIAL COUNTY	Field #689	11/2/2026	4/18/2027	70
JV Farms	Quick Rd & Interstate 8 / Hwy 80 Bard, California 92222 IMPERIAL COUNTY	Field #690	11/2/2026	4/18/2027	70
JV Farms	Ross & Baseline Bard, California 92222 IMPERIAL COUNTY	Field #693	11/2/2026	4/18/2027	70
JV Farms	Ross & Baseline Bard, California 92222 IMPERIAL COUNTY	Field #694	11/2/2026	4/18/2027	70
JV Farms	Ross & Baseline Bard, California 92222 IMPERIAL COUNTY	Field #695	11/2/2026	4/18/2027	70

D. Additional Housing Information

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



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 §
JV Farms	Ross & Baseline Bard, California 92222 IMPERIAL COUNTY	Field #696	11/2/2026	4/18/2027	70
JV Farms	White & Baseline Bard, California 92222 IMPERIAL COUNTY	Field #698	11/2/2026	4/18/2027	70
JV Farms	Fisher & Parkman Bard, California 92222 IMPERIAL COUNTY	Field #699	11/2/2026	4/18/2027	70
Market Farms Inc.	12E & Co. 5th St. Yuma, Arizona 85365 YUMA COUNTY	35 Parcels	11/2/2026	4/18/2027	70
Market Farms Inc.	Us-95 HWY & E Madonna RD Yuma, Arizona 85365 YUMA COUNTY		11/2/2026	4/18/2027	70
Market Farms Inc.	E Madonna RD & US-95 C:32.7546-114.4208 Yuma, Arizona 85367 YUMA COUNTY	16 Parcels	11/2/2026	4/18/2027	70
Market Farms Inc.	US-95 & S Avenue 5E Yuma, Arizona 85365 YUMA COUNTY	20 Parcels	11/2/2026	4/18/2027	70
Market Farms Inc.	S. Avenue D & W. Co. 12th St. Yuma, Arizona 85364 YUMA COUNTY	3 Parcels	11/2/2026	4/18/2027	70
Market Farms Inc.	S. Ave G & Co. 18th St Somerton, Arizona 85350 YUMA COUNTY		11/2/2026	4/18/2027	70
Market Farms Inc.	S. Ave G & W. Co. 18th St Somerton, Arizona 85350 YUMA COUNTY		11/2/2026	4/18/2027	70

D. Additional Housing Information

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



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 §
Market Farms Inc.	S. Ave F & Co. W. 12th St Somerton, Arizona 85350 YUMA COUNTY		11/2/2026	4/18/2027	70
Market Farms Inc.	S. Ave H & W. Co. 14th St Somerton, Arizona 85350 YUMA COUNTY	7 Parcels	11/2/2026	4/18/2027	70
Market Farms Inc.	E. Co. 2nd St. & 47E Roll, Arizona 85347 YUMA COUNTY	22 Parcels	11/2/2026	4/18/2027	70
Market Farms Inc.	E. Co. 2nd St. & S. 46E Roll, Arizona 85347 YUMA COUNTY	24 Parcels	11/2/2026	4/18/2027	70
Market Farms Inc.	32.5163 -114.7612 San Luis, Arizona 85349 YUMA COUNTY	Ranch 21 - Pea Patch	11/2/2026	4/18/2027	70
Market Farms Inc.	32.5093 -114.7585 San Luis, Arizona 85349 YUMA COUNTY	Ranch 23 - E. Mott	11/2/2026	4/18/2027	70
Market Farms Inc.	32.5054 -114.7593 San Luis, Arizona 85349 YUMA COUNTY	Ranch 24 - E. Lorona	11/2/2026	4/18/2027	70
Market Farms Inc.	32.5053 -114.7613 San Luis, Arizona 85349 YUMA COUNTY	Ranch 25 - NE Lorona	11/2/2026	4/18/2027	70
Market Farms Inc.	32.5043 -114.7679 San Luis, Arizona 85349 YUMA COUNTY	Ranch 26 - NW Lorona	11/2/2026	4/18/2027	70
Market Farms Inc.	32.5330 -114.7613 San Luis, Arizona 85349 YUMA COUNTY	Ranch 28 - SW Lorona	11/2/2026	4/18/2027	70

D. Additional Housing Information

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



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 §
Market Farms Inc.	32.5530 -114.7613 Gadsden, Arizona 85336 YUMA COUNTY	Ranch 32 - Shop	11/2/2026	4/18/2027	70
Market Farms Inc.	32.5455 -114.7828 San Luis, Arizona 85349 YUMA COUNTY	Ranch 37 - Daniel N	11/2/2026	4/18/2027	70
Market Farms Inc.	32.5385 -114.7787 San Luis, Arizona 85349 YUMA COUNTY	Ranch 40NE NW SW SE - Daniels	11/2/2026	4/18/2027	70
Market Farms Inc.	32.5384 -114.7740 San Luis, Arizona 85349 YUMA COUNTY	Ranch 41 - Hanks	11/2/2026	4/18/2027	70
Market Farms Inc.	32.5459 -114.7397 Somerton, Arizona 85350 YUMA COUNTY	Ranch 45 - Lost Malloy	11/2/2026	4/18/2027	70
Market Farms Inc.	32.7213 -114.4274 Yuma, Arizona 85365 YUMA COUNTY	Ranches 501 to 536 - Hartman	11/2/2026	4/18/2027	70
Market Farms Inc.	32.7546 -114.4208 Yuma, Arizona 85365 YUMA COUNTY	Ranches 201 to 216 - McPhaul	11/2/2026	4/18/2027	70
Market Farms Inc.	32.7447 -113.9538 Tacna, Arizona 85352 YUMA COUNTY	Ranches G49-G52 G58-G61 - Morgan	11/2/2026	4/18/2027	70
Market Farms Inc.	32.6993 -114.5303 Yuma, Arizona 85365 YUMA COUNTY	Ranches 236 to 245 - Musgrove	11/2/2026	4/18/2027	70
Market Farms Inc.	32.5345 -114.7191 Somerton, Arizona 85350 YUMA COUNTY	Ranch 1 - Dates	11/2/2026	4/18/2027	70

D. Additional Housing Information

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



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 §
Market Farms Inc.	32.5346 -114.7197 Somerton, Arizona 85350 YUMA COUNTY	Ranch 1 - Fox	11/2/2026	4/18/2027	70
Market Farms Inc.	32.5310 -114.7196 Somerton, Arizona 85350 YUMA COUNTY	Ranch 2 - Hickson	11/2/2026	4/18/2027	70
Market Farms Inc.	32.5274 -114.7209 Somerton, Arizona 85350 YUMA COUNTY	Ranch 3 - N. Rattlesnake	11/2/2026	4/18/2027	70
Market Farms Inc.	32.5238 -114.7223 Somerton, Arizona 85350 YUMA COUNTY	Ranch 4 - South Rattlesnake	11/2/2026	4/18/2027	70
Market Farms Inc.	32.5208 -114.7283 Somerton, Arizona 85350 YUMA COUNTY	Ranch 5 - Tucker	11/2/2026	4/18/2027	70
Market Farms Inc.	32.5218 -114.7311 Somerton, Arizona 85350 YUMA COUNTY	Ranch 6 - Little Malloy	11/2/2026	4/18/2027	70
Market Farms Inc.	32.5226 -114.7357 Somerton, Arizona 85350 YUMA COUNTY	Ranch 7 - Big Malloy	11/2/2026	4/18/2027	70
Market Farms Inc.	32.5384 -114.7356 Somerton, Arizona 85350 YUMA COUNTY	Ranch 10 - Carter	11/2/2026	4/18/2027	70
Market Farms Inc.	32.5311 -114.7484 Somerton, Arizona 85350 YUMA COUNTY	Ranch 12 - E. Fox	11/2/2026	4/18/2027	70
Market Farms Inc.	32.5127 -114.7613 San Luis, Arizona 85349 YUMA COUNTY	Ranch 15 - Guarpatch	11/2/2026	4/18/2027	70

D. Additional Housing Information

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



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 §
Market Farms Inc.	32.5127 -114.7701 San Luis, Arizona 85349 YUMA COUNTY	Ranch 18 - N Brown	11/2/2026	4/18/2027	70
Market Farms Inc.	32.5091 -114.7699 San Luis, Arizona 85349 YUMA COUNTY	Ranch 19 - S Brown	11/2/2026	4/18/2027	70
Market Farms Inc.	32.6510 -114.7277 Somerton, Arizona 85350 YUMA COUNTY	Ranch 899SE - State Lease Dates	11/2/2026	4/18/2027	70
Market Farms Inc.	32.6520 -114.7277 Somerton, Arizona 85350 YUMA COUNTY	Ranch 899 - State Lease	11/2/2026	4/18/2027	70
Market Farms Inc.	32.6475 -114.7233 Somerton, Arizona 85350 YUMA COUNTY	Ranch 900 - Pete	11/2/2026	4/18/2027	70
Market Farms Inc.	32.6475 -114.7147 Somerton, Arizona 85350 YUMA COUNTY	Ranch 901 - Mason 80	11/2/2026	4/18/2027	70
Market Farms Inc.	32.6185 -114.6716 Somerton, Arizona 85350 YUMA COUNTY	Ranch 902 - Auza Trust 2	11/2/2026	4/18/2027	70
Market Farms Inc.	32.6682 -114.7266 Somerton, Arizona 85350 YUMA COUNTY	Ranch 903 - HAF Dates	11/2/2026	4/18/2027	70
Market Farms Inc.	32.6730 -114.6690 Yuma, Arizona 85364 YUMA COUNTY	Ranch 904 - Hank Uncle	11/2/2026	4/18/2027	70
Market Farms Inc.	32.6405 -114.7153 Somerton, Arizona 85350 YUMA COUNTY	Ranch 905 - Swenson	11/2/2026	4/18/2027	70

D. Additional Housing Information

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



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 §
Market Farms Inc.	32.6749 -114.6677 Yuma, Arizona 85364 YUMA COUNTY	Ranch 906 - Jacobson	11/2/2026	4/18/2027	70
Market Farms Inc.	32.6547 -114.7088 Somerton, Arizona 85350 YUMA COUNTY	Ranch 907 - Uncle	11/2/2026	4/18/2027	70
Market Farms Inc.	32.6513 -114.6417 Somerton, Arizona 85350 YUMA COUNTY	Ranch 50 - Donovan 40	11/2/2026	4/18/2027	70
Market Farms Inc.	32.6441 -114.6461 Somerton, Arizona 85350 YUMA COUNTY	Ranch 51 - East Alli	11/2/2026	4/18/2027	70
Market Farms Inc.	32.6586 -114.6705 Yuma, Arizona 85364 YUMA COUNTY	Ranch 52 - Sam Dick	11/2/2026	4/18/2027	70
Market Farms Inc.	32.6621 -114.6891 Yuma, Arizona 85364 YUMA COUNTY	Ranch 53 - Donovan 60	11/2/2026	4/18/2027	70
Market Farms Inc.	32.5601 -114.7249 Somerton, Arizona 85350 YUMA COUNTY	Ranch 60 - Young Malloy	11/2/2026	4/18/2027	70
Market Farms Inc.	32.5382 -114.7699 San Luis, Arizona 85349 YUMA COUNTY	Ranch 62 - Curtis	11/2/2026	4/18/2027	70
Market Farms Inc.	32.6475 -114.6695 Somerton, Arizona 85350 YUMA COUNTY	Ranch 67 - Scott	11/2/2026	4/18/2027	70
Market Farms Inc.	32.5422 -114.7376 Somerton, Arizona 85350 YUMA COUNTY	Ranch 68 - Morris	11/2/2026	4/18/2027	70

D. Additional Housing Information

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



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 §
Market Farms Inc.	32.6587 -114.6505 Somerton, Arizona 85350 YUMA COUNTY	Ranch 69 - Senini	11/2/2026	4/18/2027	70
Market Farms Inc.	32.6675 -114.6850 Yuma, Arizona 85364 YUMA COUNTY	Ranch 76 - Snake	11/2/2026	4/18/2027	70
Market Farms Inc.	32.5236 -114.7337 Somerton, Arizona 85350 YUMA COUNTY	Ranch 88 - Craven Salyer	11/2/2026	4/18/2027	70
Market Farms Inc.	32.5309 -114.7354 Somerton, Arizona 85350 YUMA COUNTY	Ranch 89 - Craven Salyer	11/2/2026	4/18/2027	70
Market Farms Inc.	32.5310 -114.7374 Somerton, Arizona 85350 YUMA COUNTY	Ranch 90 - Craven Salyer	11/2/2026	4/18/2027	70
Market Farms Inc.	32.5386 -114.7398 Somerton, Arizona 85350 YUMA COUNTY	Ranch 91 - Craven Salyer	11/2/2026	4/18/2027	70
Market Farms Inc.	32.5383 -114.7420 Somerton, Arizona 85350 YUMA COUNTY	Ranch 92 - Craven Salyer	11/2/2026	4/18/2027	70
Market Farms Inc.	32.5346 -114.7484 Somerton, Arizona 85350 YUMA COUNTY	Ranch 94 - Vomocil	11/2/2026	4/18/2027	70
Market Farms Inc.	32.6698 -114.6420 Yuma, Arizona 85364 YUMA COUNTY	Ranches 101 102 105 - Sunshine	11/2/2026	4/18/2027	70
Market Farms Inc.	32.5931 -114.6788 Somerton, Arizona 85350 YUMA COUNTY	Ranch 109 - Senini	11/2/2026	4/18/2027	70

D. Additional Housing Information

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



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 §
Market Farms Inc.	32.5345 -114.7613 San Luis, Arizona 85349 YUMA COUNTY	Ranch 412 - Rank	11/2/2026	4/18/2027	70
Market Farms Inc.	32.7223 -114.6912 Yuma, Arizona 85364 YUMA COUNTY	Ranch 414 - Rose	11/2/2026	4/18/2027	70
Market Farms Inc.	32.6695 -114.6677 Yuma, Arizona 85364 YUMA COUNTY	Ranch 800 - Fire House	11/2/2026	4/18/2027	70
Market Farms Inc.	32.6875 -114.7049 Yuma, Arizona 85364 YUMA COUNTY	Ranch 801 - Edlund	11/2/2026	4/18/2027	70
Market Farms Inc.	32.6527 -114.2062 Wellton, Arizona 85356 YUMA COUNTY	Ranch 804 - Cove	11/2/2026	4/18/2027	70
Market Farms Inc.	32.6528 -114.7234 Somerton, Arizona 85350 YUMA COUNTY	Ranch 898N - Carter Anireddi	11/2/2026	4/18/2027	70

D. Additional Housing Information

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



H. Additional Material Terms and Conditions of the Job Offer

a. Job Offer Information 1

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 (up to 3,500 characters) * 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). Re-issued check policy: After the first loss, mutilation or expiration of a worker's check, the company will charge a \$25.00 processing fee for every reissued check, for any reason other than the company's negligence. The employer will not deduct from the wage or require any reimbursement from an employee for any cash shortage, breakage, or loss of housing, furnishings, tools or equipment, unless it can be shown that such shortage, breakage, or loss is caused by a dishonest or willful damage or damage caused by gross negligence of the employee; medical insurance payments, if applicable; cash advances, if applicable; state sponsored retirement savings plan deductions, if applicable; and deductions expressly authorized by the worker in writing (if any).			

b. Job Offer Information 2

1. Section/Item Number *	D.10	2. Name of Section or Category of Material Term or Condition *	Additional Housing Information
3. Details of Material Term or Condition (up to 3,500 characters) * There are 18 rooms with bathrooms, showers, and lavatories. Bedding is provided. No kitchen facilities are available. Laundry is available onsite. Capacity for 4 occupants per room. 70 workers will be assigned to housing.			

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



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

H. Additional Material Terms and Conditions of the Job Offer

c. Job Offer Information 3

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 may apply at and be referred by any local office of a State Workforce Agency (SWA). The SWA is responsible for informing applicants of all terms and conditions of employment and notifying the employer in advance of any referrals. If appropriate, the SWA should furnish translator services. Applicants should thoroughly familiarize themselves with the job specifications and terms and conditions of employment in the Clearance Order before contacting the employer or seeking a referral. Only workers who meet all the qualifications for employment, who are work authorized, and who are willing and able to perform the work, with or without reasonable accommodation, and who will be available at the time and place needed for the duration of the contract, should contact or be referred to the employer. Applicants, workforce agency personnel, walk-ins, gate hires, etc. may report to the worksite listed on the ETA 790 during regular business hours Monday through Friday 9:00 am - 5:00 pm ("regular business hours"), except on federal holidays, email info_sw_harvesting@smartrecruitpro.com for an application, or apply online at https://form.jotform.com/UDWSS/southwest-harvesting If a Job Service Office refers several applicants at the same time, it is requested that the employer be advised in advance so that sufficient time may be allowed to schedule interviews. Applicants will be interviewed in person or by telephone and job offers will be extended to qualified, eligible applicants. All employees must timely complete Form I-9, Employment Eligibility Verification, and present documentation establishing identity and employment authorization as permitted by applicable federal law. The Employer will complete the Form I-9 verification process within the time required by law. The employer will accept referrals from any source and continue to cooperate with the SWA by accepting referrals of all eligible U.S. workers who apply (or on whose behalf an application is made) for the job opportunity until the end of the recruitment period as specified in the job order. Applicants and referrals will not be considered until a completed and signed application is provided to the employer indicating that the worker has received a written copy of the Migrant and Seasonal Agricultural Worker employment disclosures (or contract containing such disclosures required by law).			

d. Job Offer Information 4

1. Section/Item Number *	F.1	2. Name of Section or Category of Material Term or Condition *	Daily Transportation
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * For daily transportation, the employer will provide: 6 15-passenger CalVans 1 30-passenger bus			

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

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



H. Additional Material Terms and Conditions of the Job Offer

e. Job Offer Information 5

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Prohibited Payments
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * The employer and its agents have not sought or received payment of any kind from any employee for any activity related to obtaining H-2A labor certification, including payment of the employer's attorneys' fees, application fees, or recruitment costs. For purposes of this paragraph, payment includes, but is not limited to, monetary payments, wage concessions (including deductions from wages, salary, or benefits), kickbacks, bribes, tributes, in kind payments, and free labor. This provision does not prohibit employers or their agents from receiving reimbursement for costs that are the responsibility and primarily for the benefit of the worker, such as government-required passport. Worker will be reimbursed should the worker receive a visa and arrive at the place of work. Please report any of the following conduct immediately to your supervisor or the main office. The following conduct is prohibited: 1.If someone promises work in exchange for money or a favor; 2.If someone refers you to work in exchange for money or a favor; 3.If someone tells you that you will not be hired unless you pay them money; 4.If you are offered extra pay for anything other than your work; 5.If you are offered cash pay; or 6.If you are asked to do anything with a paycheck issued to someone other than yourself (such as to sign for, endorse, deposit or cash the check).			

f. Job Offer Information 6

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Arrival/Departure Records-Required Departure
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Employees permit the employer and/or the employer's agents to access electronically issued Arrival/Departure Records (Form I-94) issued by U.S. Customs and Border Protection. H-2A employees are required to confirm, before leaving the port of entry (POE) or border crossing, that a Form I-94 has been issued and that the admission classification and authorized period of stay are accurate. Any error or omission should be brought to the attention of U.S. Customs and Border Protection before departing the POE, when possible. H-2A nonimmigrant employees must depart the United States upon completion of the certified work contract or termination of employment, whichever occurs first, unless the worker is being sponsored by a subsequent H-2A employer. If departure registration is required, the employer will notify the affected H-2A workers of the registration requirement and the place and manner of registration.			

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

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



H. Additional Material Terms and Conditions of the Job Offer

g. Job Offer Information 7

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Drug and Alcohol Policy
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			
All worksites covered by this job order and all facilities of the employer are drug-free workplaces. No illegal drugs of any kind are permitted in the housing or workplace. Employees must not report for work, enter the worksite or perform services 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 a worker's alertness, coordination, reaction response, or the safety of the worker or other workers. The employer may require the worker to submit to a drug test at the employer's expense upon the occurrence of a reportable accident or upon reasonable suspicion. In such an event, the costs of the medical exam will be paid for by the employer.			

h. Job Offer Information 8

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Safety Rules and Regulations
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			
1. Observe all warning signs, safety bulletins, and posters. 2. Avoid all horseplay and never annoy another worker while on the job. 3. Use protective clothing and equipment when needed. 4. Lift objects in a safe manner. 5. Do not leave equipment lying around. 6. When cutting crops, be careful not to cut your hand. 7. Do not walk in front of or behind moving vehicles. When working around moving equipment, always stand clear of the equipment when it is in motion. Always wait until the equipment comes to a full stop. 8. Always use special care in wet weather. 9. When being transported, always take a seat, wear your seatbelt and remain seated while the vehicle is in motion. 10. Always store equipment in its proper storage place. 11. All workers are required to follow any safety instructions given by the foreman or supervisor. 12. Do not use the emergency exit doors on the bus except in case of an actual emergency.			

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



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

H. Additional Material Terms and Conditions of the Job Offer

i. Job Offer Information 9

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - CA - Work Rules and Disciplinary Procedures
3. Details of Material Term or Condition (up to 3,500 characters) * Employees must adhere to all company policies outlined in the employee handbook, as well as any updates or new policies communicated during the season. 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 outlining procedures for the worker to follow when raising concerns and procedures for seeking prompt resolution including arbitration of unresolved matters. The Dispute Resolution Agreement will be provided to H-2A workers outside of the U.S. prior to or at the time the visas are issued. The Dispute Resolution Agreement shall not preclude the workers from filing claims with the America's Job Center of California offices (AJCCs) under the Employment Services Complaint System and that workers will not face retaliation. The employer reserves the right to terminate employment, with notification to the Employment Service, for the following reasons: (a) refusal to perform assigned work without justified cause or failure to comply with written housing rules, (b) engaging in serious misconduct, (c) malingering, refusal to follow directions, or lacking the necessary qualifications to perform the job, (d) unwillingness to perform assigned tasks despite being physically capable, (e) inability to meet production standards (if applicable) after the training period, (f) violation of company policies, and (g) other work-related reasons, including accumulating five unexcused absences. Specific Grounds for Termination: • Excessive absenteeism or tardiness: Workers must notify their foreman in advance of any absence and provide a valid reason. Five unexcused absences will result in disciplinary action up to termination. Workers must also inform their foreman or the office in advance if they anticipate being late. Arriving late without notice more than three times is grounds for dismissal. • Failure to meet production standards (if applicable). • Unauthorized use of machinery or equipment. • Unsafe or careless use of machinery or equipment. • Repeated damage to machinery or equipment. • Being under the influence of alcohol or illegal drugs. • Gambling, horseplay, fighting, or intentionally injuring coworkers. • Disregard for safety rules. • Theft of company or employee property. • Possession of illegal weapons. • Leaving the worksite without notifying the foreman. • Bringing unauthorized individuals to the work area. • Hosting overnight guests or engaging in prostitution in company housing. • Soliciting money or merchandise without management approval. • Intentional damage to company or employee property: Workers will be held financially responsible for deliberate damage or loss of tools or equipment. • Providing false information on employment applications. • Sleeping on the job. • Possession of pornography in company housing, transportation, or job sites. • Possession of illegal drugs in company housing, no smoking, alcohol, firearms in the field or residential housing, transportation, or job sites. • Violation of zero-tolerance policies: Includes harassment, violence, aggression, and being under the influence of alcohol or drugs. • Violation of posted housing rules. • Failure to follow food safety policies and protocols.			

j. Job Offer Information 10

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Housing Occupancy Rules
3. Details of Material Term or Condition (up to 3,500 characters) * Seasonal housing is offered to U.S. workers who live outside a normal commuting distance, as well as foreign workers. You must be employed by the company for you to live in provided housing. Non-employees are not permitted to live in this housing. If at any time either you or the Company terminates your employment, you will lose your right to housing and you must vacate the housing within three (3) days of your termination. This seasonal housing is being offered to you by your employer as an additional benefit of your employment with the company. You are required to abide by the following rules: 1. Persons not employed by the company are not allowed to stay at the housing unit. 2. Keep your housing unit clean and free of garbage both inside and out. Place all garbage and household trash in the trash cans and trash dumpsters. 3. Do not allow visitors or their children to enter or play in the fields, barns, or on or around equipment. 4. Be considerate of your neighbors: a. No loud or late-night parties or live music; b. All music or sounds from personal devices must be kept at a low volume or use earbuds to avoid disturbing others; c. Do not drive vehicles faster than 5 mph; d. Do not discard used vehicle fluids on the ground; e. No fighting and no weapons. 5. Immediately notify your Housing Manager of any required repairs needed to your housing unit. 6. Know where your fire extinguisher is located. Always keep it accessible: a. Do not discharge it unnecessarily; b. Notify your manager anytime that it is used; 7. Fire extinguishers must always be kept in the housing unit. 8. Notify your Housing Manager immediately if the smoke detector is not working. Never remove batteries for any other use. 9. No alterations to your housing unit are allowed without the approval of the Housing Manager. 10. No consumption of alcohol, cannabis or illegal substances is allowed on your housing property. a. Possession of alcohol, cannabis and any illegal substances on the housing property, even if not consumed. b. No drunkenness or intoxication is permitted in company housing, regardless of whether alcohol or other substances were consumed offsite. Violation of the drug and alcohol policy may be grounds for termination. 11. Keep the housing unit clean and sanitary including the kitchen, toilets, and showers. 12. Possession of pornography is not allowed in company housing, transportation, or at job sites. 13. Engaging in or soliciting prostitution is prohibited. Your housing unit may be inspected at least one time per week by a company inspector to help ensure that it is kept in good, sanitary condition. You are responsible for willful damage caused by gross negligence to your housing unit during the time that you live there. You are not responsible for normal wear and tear. Repeated violations of the housing rules may result in the termination of your housing supplied by the company as well as the termination of your position.			

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



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

H. Additional Material Terms and Conditions of the Job Offer

k. Job Offer Information 11

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Housing Terms
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * • Employer guarantees workers are provided with housing, without charge to the workers, only to workers who are not reasonably able to return to their usual place of residence each day. Housing is offered to workers only. No housing will be provided to non-workers. • Eating facilities will be shared with other workers occupying the employer-provided housing facilities. • Bedding will be provided at no cost to workers occupying such housing and will be provided only to workers who are not reasonably able to return to their usual place of residence each day. • Workers provided with housing will be assigned to a specific housing unit by the employer and must occupy the specific housing unit assigned to them. Female workers will be provided with sleeping facilities shared with other female workers and toilet facilities in accordance with regulations. • Food preparation, eating, and other common areas may be shared by both genders. No tenancy in employer-provided housing is created in this arrangement. The employer retains possession and control of the housing premises at all times. Workers provided housing under the terms of this Clearance Order shall vacate the housing promptly upon termination of employment. Employer provided housing will be clean and compliant with applicable housing standards when made for occupancy. Workers occupying employer provided housing will be responsible for maintaining the housing and their living areas in a neat, clean manner and for compliance with the employer's "Housing Occupancy Rules", attached. Failure to comply with these rules will result in disciplinary action as described in the attached "Work Rules and Disciplinary Procedures". • Reasonable repair costs of damage other than that caused by normal wear and tear will be deducted from the earnings of workers found to have been responsible for willful damage or damage caused by gross negligence to housing or furnishings. • Workers eligible for and offered employer-provided housing may choose not to occupy such housing by signing a form declining the offered housing. Workers eligible for employer-provided housing may elect to provide their own housing at workers' expense. Such an 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 the Clearance Order. A worker who elects to obtain his or her own housing and subsequently withdraws such election may not again elect to provide his/her own housing during the same employment period. • 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.			

l. Job Offer Information 12

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Housing Attestation
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * The employer attests to the following: 1. The accommodations are compliant with the applicable housing health and safety standards set forth by the aforementioned regulations; 2. The accommodations are sufficient to accommodate the number of workers requested; 3. The number of beds, rooms, and total occupancy that the employer will secure for the workers is as follows: Total beds: 72 Total Units: 18 Total Occupancy: 70 4. Applicable state standards for agricultural workers housed at public accommodations, and all facilities housing five or more workers are considered labor camps, and will be inspected.			

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

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



H. Additional Material Terms and Conditions of the Job Offer

m. Job Offer Information 13

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Pay Deductions - Additional Pay Information
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			
Raises and/or Bonuses: Employers may give raises and/or bonuses to any worker employed pursuant to this job order, at the company's sole discretion, based on individual factors, including work performance, skill, and tenure. AZ Overtime and Benefits: The employer will abide by the applicable federal or applicable state laws when paying overtime and benefits to employees performing the listed activities herein. NO OVERTIME WILL BE PAID FOR WORK IN ARIZONA CA Overtime and Benefits: For work performed in California, the Employer will comply with California Wage Order 14 and applicable California law. Employees will be paid one and one-half (1.5) times their regular rate of pay for all hours worked over eight (8) hours in any workday or forty (40) hours in any workweek, and two (2) times their regular rate of pay for all hours worked over twelve (12) hours in any workday. Employees who work on the seventh (7th) consecutive day of a workweek will be paid one and one-half (1.5) times their regular rate of pay for the first eight (8) hours worked and two (2) times their regular rate of pay for all hours worked over eight (8) hours on that day, as required by applicable law. Three-Fourths Guarantee: The hourly rate for purposes of the 3/4 guarantee is \$15.15/hour in Arizona and \$16.90/hour in California.			

n. Job Offer Information 14

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Light Duty
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			
Workers injured on the job who are unable to perform the full range of duties may, at the employer's discretion, be offered light duty work, if available. Light duty tasks will depend on the availability of work, the nature of the worker's restrictions, and instructions from the worker's physician. Light duty assignments may include, but are not limited to, any combination of the following: sweeping, weeding, thinning, assembling boxes, cleaning equipment, sorting produce, or stacking materials. The availability, type, and duration of light duty are not guaranteed and will be determined solely by the employer in accordance with applicable State law and/or agency guidance. When the worker's physician removes the light duty restriction, the worker is expected to promptly resume performing the regular job duties described in this job order.			

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

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



H. Additional Material Terms and Conditions of the Job Offer

o. Job Offer Information 15

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - FLC Itinerary
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Given the nature of the employer's agricultural business, it is not possible to specify a work itinerary for all the worksites in which employees will be performing their duties. The impact of weather and growing cycles requires that the employer provide services at all of the various worksites simultaneously during the contract period to ensure the crops are properly maintained and harvested in a timely manner.			

p. Job Offer Information 16

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 schedule is 6:00 a.m. to 1:00 p.m., including a 60-minute unpaid meal period, for six (6) working hours per day.			

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

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



H. Additional Material Terms and Conditions of the Job Offer

q. Job Offer Information 17

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - California Assurances
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * The employer attests that workers will perform weeding tasks using long-handled hoes, and will abide by the 8 Cal. Code Regulations Section 3437, 3456(b-c).			

r. Job Offer Information 18

1. Section/Item Number *	E.1	2. Name of Section or Category of Material Term or Condition *	Meal Provision - Additional Meal Provision Information
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * In the event current housing facilities become unavailable due to unanticipated circumstances, and workers are placed in employer-provided housing that includes free and convenient kitchen, cooking, and eating facilities, workers may be required to purchase food at their own expense and prepare their own meals. In such event, the employer will provide transportation at no cost to workers occupying employer-provided housing to and from stores in the housing location where workers may purchase food and other necessities once a week.			

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

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



H. Additional Material Terms and Conditions of the Job Offer

s. Job Offer Information 19

1. Section/Item Number *	F.1	2. Name of Section or Category of Material Term or Condition *	Daily Transportation - Daily Transportation continued
3. Details of Material Term or Condition (up to 3,500 characters) * Free optional transportation will be provided to and from employer-provided housing to the work sites. Workers will be picked up from the housing location at the indicated time before the scheduled start time and returned at the end of the workday. Shifts may vary depending on workload and scheduling needs, and workers will be notified of their schedules at least one day in advance. Such travel time is not compensated. At the employer's discretion, free transportation may also be provided to commuting workers who do not live in company-provided housing, from one or more pre-designated pickup points to and from the worksite. Workers living in company provided housing as well as commuting workers have the option to drive their own vehicles to the worksite. The Employer maintains a fleet of registered and properly insured vehicles, all of which are identified and authorized for use under a valid FLC Certificate of Registration.			

t. Job Offer Information 20

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - Inbound/Outbound Transportation continued
3. Details of Material Term or Condition (up to 3,500 characters) * If workers secure their own transportation, reimbursement will be equal to the most economical and reasonable similar common carrier transportation charges for the distance involved. For outbound transportation, the employer will provide transportation from the place of employment to the place from which the worker departed. For purposes of inbound and outbound transportation and subsistence reimbursement, for H-2A workers the place from which the worker came to work for the Employer is the designated place of recruitment. For U.S. workers who reside outside a reasonable commuting distance, the place of recruitment is where the applicant applied for and interviewed for the H-2A job opportunity. For workers recruited from outside normal commuting distance, the employer will reimburse the cost of inbound transportation and subsistence, including visa expenses, at or before the 50% point of the contract period, as required by law. If required by applicable law, the employer will reimburse these costs before the end of the first workweek.			

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