



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

A. Job Offer Information

1. Job Title * HEAVY & TRACTOR-TRAILER TRUCK DRIVERS							
2. Workers Needed *	a. Total	b. H-2A	Period of Intended Employment				
	45	45	3. Begin Date * 10/5/2020		4. End Date * 6/6/2021		
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.							<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
6. Anticipated days and hours of work per week *							7. Hourly work schedule *
42	a. Total Hours	7	c. Monday	7	e. Wednesday	7	g. Friday
7	b. Sunday	7	d. Tuesday	7	f. Thursday	0	h. Saturday
							a. <u>7</u> : <u>00</u> <input checked="" type="checkbox"/> AM <input type="checkbox"/> PM
							b. <u>4</u> : <u>00</u> <input type="checkbox"/> AM <input checked="" type="checkbox"/> 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.) MONDAY THROUGH SATURDAY, 42 HOURS PER WEEK. WORKERS WILL WORK 7 A.M. TO 4 P.M. WITH A ONE-HOUR LUNCH BREAK. The essential work activity involves moving highly perishable agricultural crops (sugarcane, citrus, as well as vegetables and other agricultural commodities) directly from the fixed site agricultural properties of the associations growers/members to the farmers fields to the processing plant, the locations of which are detailed in the attached schedule. The haulers are required to complete each step of the haul, as part of necessary field-to processing facility activities for the harvest. Haulers must be physically and mentally healthy. Each worker is expected to operate hauling vehicles efficiently and safely through all types of routes. Haulers must be able to operate tractors, trailers, semi-trailers, and have adequate knowledge to make minor adjustments or repairs to these vehicles. Must have a CDL or equivalent license, pass a required drivers license background check, and mandated drug and alcohol test. Haulers must have and maintain a suitable driving record, and be insured by the employers insurance company.							
8b. Wage Offer *		8c. Per *		8d. Piece Rate Offer \$		8e. Piece Rate Units/Special Pay Information \$	
\$ <u>11</u> <u>71</u>		<input checked="" type="checkbox"/> HOUR <input type="checkbox"/> MONTH		\$ _____			
9. Is a completed Addendum A providing additional information on the crops or agricultural activities and wage offers attached to this job offer? *							<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
10. Frequency of Pay. * <input checked="" type="checkbox"/> Weekly <input type="checkbox"/> Biweekly <input type="checkbox"/> Monthly <input type="checkbox"/> 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.) Social Security and Federal Taxes							



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. *			
<input checked="" type="checkbox"/> None <input type="checkbox"/> High School/GED <input type="checkbox"/> Associate's <input type="checkbox"/> Bachelor's <input type="checkbox"/> Master's or Higher <input type="checkbox"/> Other degree (JD, MD, etc.)			
2. Work Experience: number of <u>months</u> required. *	24	3. Training: number of <u>months</u> required. *	0
4. Basic Job Requirements (check all that apply) *			
<input checked="" type="checkbox"/> a. Certification/license requirements		<input checked="" type="checkbox"/> g. Exposure to extreme temperatures	
<input checked="" type="checkbox"/> b. Driver requirements		<input type="checkbox"/> h. Extensive pushing or pulling	
<input type="checkbox"/> c. Criminal background check		<input type="checkbox"/> i. Extensive sitting or walking	
<input checked="" type="checkbox"/> d. Drug screen		<input type="checkbox"/> j. Frequent stooping or bending over	
<input checked="" type="checkbox"/> e. Lifting requirement <u>50</u> lbs.		<input checked="" type="checkbox"/> k. Repetitive movements	
5a. Supervision: does this position supervise the work of other employees? *	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	5b. If "Yes" to question 5a, enter the number of employees worker will supervise. \$	
6. Additional Information Regarding Job Qualifications/Requirements. (Please begin response on this form and use Addendum C if additional space is needed. If no additional skills or requirements, enter " NONE " below) *			
See Addendum C			

C. Place of Employment Information

1. Address/Location *			
Gulf Citrus Partners (Citrus) 3710 Camp Keais Road			
2. City *	3. State *	4. Postal Code *	5. County *
Immokalee	Florida	34142	Collier
6. Additional Place of Employment Information (If no additional information, enter " NONE " below) *			
None			
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? *			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

D. Housing Information

1. Housing Address/Location *			
Whispering Pines II (1124 E. Edward Street)			
2. City *	3. State *	4. Postal Code *	5. County *
LaBelle	Florida	33935	Hendry
6. Type of Housing *		7. Total Units *	8. Total Occupancy *
Multi-unit		13	75
9. Housing complies or will comply with the following applicable standards: *		<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal	
10. Additional Housing Information. (If no additional information, enter " NONE " below) *			
Employer will provide workers not able to return to their residence within the same day housing, without charge to the worker, meeting applicable local, state and federal housing standards. Employer will require workers to reimburse employer for damage caused to housing by individual workers found responsible for damage not the result of normal wear/tear related to habitation. See addendum for detailed data.			
11. Is a completed Addendum B providing additional information on housing that will be provided to workers attached to this job order? *			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No



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 3 meals a day or furnish free and convenient cooking and kitchen facilities. * (Please begin response on this form and use Addendum C if additional space is needed.)

Workers are provided with free and convenient cooking and kitchen facilities to prepare meals. Employees may access these free facilities to prepare meals. Employer will provide, at no cost, transportation to and from stores to obtain groceries and personal supplies and prepare their own meals with dwelling. Family housing is not included.

Los trabajadores disponen de cocina y cocina gratuitas y prácticas para preparar comidas. Los empleados pueden acceder a estas instalaciones gratuitas para preparar comidas. El empleador proporcionará, sin costo, transporte hacia y desde las tiendas para obtener alimentos y suministros personales y preparar sus propias comidas con vivienda. La vivienda familiar no está incluida.

2. If meals are provided, the employer: *

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

☐ **WILL** charge workers for such meals at \$ ____ . ____ per day per worker.

F. Transportation and Daily Subsistence

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

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

For workers hired from beyond normal commuting distance, after completion of 50% of work contract period, the employer shall reimburse the worker for costs incurred by the worker for transportation and daily subsistence, as required by DOL regulations, from the place from which the worker has come to work for the employer to the place of employment. See addendum for detailed data.

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

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

See addendum.

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 \$ 12 . 68 per day *

b. no more than \$ 55 . 00 per day with receipts

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



G. Referral and Hiring Instructions

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

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

See Addendum C

2. Telephone Number to Apply *

+1 (863) 675-8500

3. Email Address to Apply *

paul.meador@floridagrowers.org

4. Website address (URL) to Apply *

N/A

H. Additional Material Terms and Conditions of the Job Offer

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

☒ Yes ☐ No



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

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:

1. **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 653, subpart F and the requirements set forth in 20 CFR 655.122. 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 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.
2. **NO STRIKE, LOCKOUT, OR WORK STOPPAGE:** Employer assures that this job opportunity, including all worksites for which the employer is requesting H-2A 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).
3. **HOUSING FOR WORKERS:** Employer agrees to provide for or secure housing for 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, 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 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, 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 housing has been inspected and approved.

4. **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).
5. **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).
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 655.173. 20 CFR 655.122(g).

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 has come to work for the employer, whether in the U.S. or abroad to the place of employment. 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 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).



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

If the worker has contracted with a subsequent employer who has not agreed in such work contract to provide or pay for the worker's transportation and daily subsistence expenses from the employer's worksite to such subsequent employer's worksite, the employer 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 worksite to such subsequent employer's worksite, 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 50 percent rule as described in sec. 655.135(d) of this subpart with respect to the referrals made after the employer's date of need. 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 worksite(s) 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 500.105 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).

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. 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).



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

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), the prevailing hourly wage rate, the prevailing piece rate, the agreed-upon collective bargaining rate, or the Federal or State minimum wage rate, in effect at the time work is performed, whichever is highest. If the worker is paid by the hour, the employer must pay this rate 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 hourly wage or piece rate, the legal Federal or State minimum wage, or any agreed-upon collective bargaining rate, whichever is highest.
- If the worker is paid on a piece rate basis and at the end of the pay period the piece rate does not result in average hourly piece rate earnings during the pay period at least equal to the amount the worker would have earned had the worker been paid at the appropriate hourly rate of pay, 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 assures 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, 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 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 if the worker fails to show up for work at the regularly scheduled time and place 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 U.S. 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 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 worksite 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 worksite to the subsequent employer's worksite. 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, 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 required terms of this clearance order, including all Addendums, and the certified *H-2A Application for Temporary Employment Certification* will be the work contract. 20 CFR 655.122(q).



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

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 date of need, unless the employer has amended the date of need at least 10 business days before the original date of need by so notifying the Order-Holding Office (OHO) in writing (e.g., e-mail 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 date of need expeditiously. 20 CFR 653.501(c)(3)(i).
- If there is a change to the anticipated date of need, and the employer fails to notify the OHO at least 10 business days before the original 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 date of need or will provide alternative work if such alternative work is stated on the clearance order. 20 CFR 653.501(c)(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 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 * Meador, Jr.	2. First (given) name * Paul	3. Middle initial § J.
4. Title * President		
5. Signature (or digital signature) * Digital Signature Verified and Retained By <i>Certifying Officer</i>		6. Date signed * 8/21/2020

Employment Service Statement

In view of the statutorily established basic function of the Employment Service (ES) as a no-fee labor exchange, that is, as a forum for bringing together employers and job seekers, neither the Department of Labor's Employment and Training Administration (ETA) nor the SWAs are guarantors of the accuracy or truthfulness of information contained on job orders submitted by employers. Nor does any job order accepted or recruited upon by the ES constitute a contractual job offer to which the ETA or a SWA is in any way a party. 20 CFR 653.501(c)(1)(i).

Public Burden Statement (1205-0466)

Persons are not required to respond to this collection of information unless it displays a currently valid OMB control number. Public reporting burden for this collection of information is estimated to average .63 hours per response for all information collection requirements, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing, reviewing, and submitting the collection of information. The obligation to respond to this data collection is required to obtain/retain benefits (44 U.S.C. 3501, Immigration and Nationality Act, 8 U.S.C. 1101, et seq.). Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the U.S. Department of Labor, Employment and Training Administration, Office of Foreign Labor Certification, 200 Constitution Ave., NW, Suite PPII 12-200, Washington, DC, 20210. (Paperwork Reduction Project OMB 1205-0466). DO NOT send the completed application to this address.



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 §
CMDM Corporation (Citrus)	16715 S. SR 29 Felda, Florida 33930 HENDRY		10/5/2020	6/6/2021	45
Meador Family Farms of Florida, LLC (Vegetables)	16715 S. SR 29 Felda, Florida 33930 HENDRY		10/5/2020	6/6/2021	45
Meador Family Farms of Florida, LLC (Vegetables)	CR 846 East & Brown Grade Immokalee, Florida 34142 COLLIER	Corbitt Field; Meador Field	10/5/2020	6/6/2021	45
Bear Hammock Grove (Citrus)	Eagle Island Road Naples, Florida 34120 COLLIER	Troyer Grove; Eagle Island Grove	10/5/2020	6/6/2021	45
Meador Family Farms of Florida, LLC (Vegetables)	CR 858 Immokalee, Florida 34142 COLLIER		10/5/2020	6/6/2021	45
Packers of Indian River, LTD (Citrus)	48657 Bermont Road Punta Gorda, Florida 33982 CHARLOTTE		10/5/2020	6/6/2021	45
McKinnon Corp. C.G.A. (Citrus)	2105 Church Road Felda, Florida 33930 COLLIER		10/5/2020	6/6/2021	45
McKinnon Corp. C.G.A. (Citrus)	1451 Heritage Road Immokalee, Florida 33930 COLLIER	Orange Hammock Grove	10/5/2020	6/6/2021	45
McKinnon Corp. C.G.A. (Citrus)	5269 Camp Keais Road Immokalee, Florida 34142 COLLIER	South Florida Venture	10/5/2020	6/6/2021	45
McKinnon Corp. C.G.A. (Citrus)	3419 CR 830 Immokalee, Florida 33930 COLLIER	Bonnie White Grove	10/5/2020	6/6/2021	45

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 §
Pride Enterprises (Citrus)	31490 Doctors Hammock Road Immokalee, Florida 34142 COLLIER		10/5/2020	6/6/2021	45
Premier Citrus Packers, LLC (Citrus)	Hammond - 28140 Orange Ave. Fort Pierce, Florida 34945 ST LUCIE	Highland County	10/5/2020	6/6/2021	45
Premier Citrus Packers, LLC (Citrus)	Hancock - 6057 SE Nichols Street Arcadia, Florida 34266 DESOTO	Highlands	10/5/2020	6/6/2021	45
Premier Citrus Packers, LLC (Citrus)	Hampton Hammock - 154th Ave SR 60 Vero Beach, Florida INDIAN RIVER	Highlands	10/5/2020	6/6/2021	45
Premier Citrus Packers, LLC (Citrus)	Heritage - 1970 122nd Ave. Vero Beach, Florida INDIAN RIVER	Highlands	10/5/2020	6/6/2021	45
Premier Citrus Packers, LLC (Citrus)	Holopaw - 8300 Holopaw Groves Road St. Cloud, Florida OSCEOLA	Highlands	10/5/2020	6/6/2021	45
Premier Citrus Packers, LLC (Citrus)	Indian River West - 154th Ave. SR 60 Vero Beach, Florida INDIAN RIVER	Highlands	10/5/2020	6/6/2021	45
Premier Citrus Packers, LLC (Citrus)	Lonesome Island 1 - 600 Lonesome Island Road Lake Placid, Florida HIGHLANDS	Highlands	10/5/2020	6/6/2021	45
Premier Citrus Packers, LLC (Citrus)	Lonesome Island 2 - 600 Lonesome Island Road Lake Placid, Florida HIGHLANDS	Highlands	10/5/2020	6/6/2021	45
Premier Citrus Packers, LLC (Citrus)	Osprey - Southern dead end of 122nd Ave. Fort Pierce, Florida 34945 ST LUCIE	Highlands	10/5/2020	6/6/2021	45



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 §
Premier Citrus Packers, LLC (Citrus)	Rainbow - 17992 NE Hwy. 70 Arcadia, Florida HENDRY	Desoto	10/5/2020	6/6/2021	45
Premier Citrus Packers, LLC (Citrus)	Ranch - NW corner of 1st St SW and 82nd Ave Vero Beach, Florida INDIAN RIVER	Highlands	10/5/2020	6/6/2021	45
Premier Citrus Packers, LLC (Citrus)	River Gem - 28140 Orange Ave. Fort Pierce, Florida 34945 ST LUCIE	Highlands	10/5/2020	6/6/2021	45
Premier Citrus Packers, LLC (Citrus)	Schick - 102nd Ave .75 miles south of SR 60 Vero Beach, Florida INDIAN RIVER	Highlands	10/5/2020	6/6/2021	45
Premier Citrus Packers, LLC (Citrus)	Southern Comfort - 28140 Orange Ave. Fort Pierce, Florida 34945 INDIAN RIVER	Highlands	10/5/2020	6/6/2021	45
Premier Citrus Packers, LLC (Citrus)	Sugarbelle - 31652 County Rd 833 Clewiston, Florida HENDRY	Highlands	10/5/2020	6/6/2021	45
Premier Citrus Packers, LLC (Citrus)	Sun Pure - South side of SE Betty Dr - .7 miles east of SE Highlands County Rd Arcadia, Florida	Highlands, Hendry	10/5/2020	6/6/2021	45
Premier Citrus Packers, LLC (Citrus)	Tract 1 - 1970 122nd Ave. Vero Beach, Florida INDIAN RIVER	Highlands	10/5/2020	6/6/2021	45
Premier Citrus Packers, LLC (Citrus)	Tract 2 - 1970 122nd Ave Vero Beach, Florida INDIAN RIVER	Highlands	10/5/2020	6/6/2021	45
Premier Citrus Packers, LLC (Citrus)	Tract 4 - 1970 122nd Ave. Vero Beach, Florida INDIAN RIVER	Highlands	10/5/2020	6/6/2021	45

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 §
Premier Citrus Packers, LLC (Citrus)	West 1 - 1970 122nd Ave. Vero Beach, Florida INDIAN RIVER	Highlands	10/5/2020	6/6/2021	45
Premier Citrus Packers, LLC (Citrus)	Wilburn - 17515 Boney Road Lorida, Florida HIGHLANDS	Highlands	10/5/2020	6/6/2021	45
Premier Citrus Packers, LLC (Citrus)	Seibels - 28140 Orange Ave. Fort Pierce, Florida ST LUCIE	Highlands	10/5/2020	6/6/2021	45
Premier Citrus Packers, LLC (Citrus)	Sun Ray - 4101 SR 70 East Lake Placid, Florida HIGHLANDS	Highlands	10/5/2020	6/6/2021	45
Premier Citrus Packers, LLC (Citrus)	Valencia - 3990 NE Four Mile Road Arcadia, Florida DESOTO	Highlands	10/5/2020	6/6/2021	45
Premier Citrus Packers, LLC (Citrus)	Corkscrew Grove - 22500 State Road 82 Fort Myers, Florida 33913 LEE	Highlands	10/5/2020	6/6/2021	45
Premier Citrus Packers, LLC (Citrus)	Church Road Grove - 2990 Church Road Felda, Florida 33935 HENDRY	Highlands	10/5/2020	6/6/2021	45
Alico, Inc. (Citrus)	12010 NE Hwy 70 Arcadia, Florida 34266 DESOTO	Collier, Hendry, Highlands, Polk, Hardee	10/5/2020	6/6/2021	45
Alico, Inc. (Citrus)	15578 NE Hwy 70 Arcadia, Florida 34266 DESOTO	Collier, Hendry, Highlands, Polk, Hardee	10/5/2020	6/6/2021	45
Alico, Inc. (Citrus)	3500 E. Altwater Road Avon Park, Florida 33825 HIGHLANDS	Collier, Hendry, Polk, Desoto, Hardee	10/5/2020	6/6/2021	45

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 §
Alico, Inc. (Citrus)	2100 Golfview Cutoff Road Babson Park, FL 33827, Florida 33827 POLK	Collier, Hendry, Highlands, Desoto, Hardee	10/5/2020	6/6/2021	45
Alico, Inc. (Citrus)	200 Arthur Hammock Road Clewiston, Florida 33440 HENDRY	Collier, Highlands, Polk, Desoto, Hardee	10/5/2020	6/6/2021	45
Alico, Inc. (Citrus)	36200 KT Grove Road Clewiston, Florida 33440 HENDRY	Collier, Highlands, Polk, Desoto, Hardee	10/5/2020	6/6/2021	45
Alico, Inc. (Citrus)	6050 Powerline Road Clewiston, Florida 33440 HENDRY	Collier, Highlands, Polk, Desoto, Hardee	10/5/2020	6/6/2021	45
Alico, Inc. (Citrus)	4029 CR 830 Immokalee, Florida 34142 COLLIER	Hendry, Highlands, Polk, Desoto, Hardee	10/5/2020	6/6/2021	45
Alico, Inc. (Citrus)	Alico Clay Pit Road Frostproof, Florida 33843 POLK	Collier, Hendry, Highlands, Desoto, Hardee	10/5/2020	6/6/2021	45
Alico, Inc. (Citrus)	Old Avon Park Cut Off Road Frostproof, Florida 33843 POLK	Collier, Hendry, Highlands, Desoto, Hardee	10/5/2020	6/6/2021	45
Alico, Inc. (Citrus)	1805 Lost Grove Road Frostproof, Florida 33843 POLK	Collier, Hendry, Highlands, Desoto, Hardee	10/5/2020	6/6/2021	45
Alico, Inc. (Citrus)	Lost Grove Road Frostproof, Florida 33843 POLK	Collier, Hendry, Highlands, Desoto, Hardee	10/5/2020	6/6/2021	45
Alico, Inc. (Citrus)	3681 Oak Island Road Frostproof, Florida 33843 POLK	Collier, Hendry, Highlands, Desoto, Hardee	10/5/2020	6/6/2021	45

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 §
Alico, Inc. (Citrus)	Hwy 630 East Frostproof, Florida 33843 POLK	Collier, Hendry, Highlands, Desoto, Hardee	10/5/2020	6/6/2021	45
Alico, Inc. (Citrus)	Lake Reedy blvd. Frostproof, Florida 33843 POLK	Collier, Hendry, Highland, Desoto, Hardee	10/5/2020	6/6/2021	45
Alico, Inc. (Citrus)	Alico Libby Road Babson Park, Florida 33843 POLK	Collier, Hendry, Highlands, Desoto, Hardee	10/5/2020	6/6/2021	45
Alico, Inc. (Citrus)	Old Avon Park Road Frostproof, Florida 33843 POLK	Collier, Hendry, Highlands, Desoto, Hardee	10/5/2020	6/6/2021	45
Alico, Inc. (Citrus)	Stuart Lawrence Rd Frostproof, Florida 33843 POLK	Collier, Hendry, Highlands, Desoto, Hardee	10/5/2020	6/6/2021	45
Alico, Inc. (Citrus)	David Road Fort Meade, Florida 33841 POLK	Collier, Hendry, Highlands, Desoto, Hardee	10/5/2020	6/6/2021	45
Alico, Inc. (Citrus)	207 Hwy 630 East Frostproof, Florida 33843 POLK	Collier, Hendry, Desoto, Hardee	10/5/2020	6/6/2021	45
Alico, Inc. (Citrus)	4625 CR 850 Immokalee, Florida 34142 COLLIER	Hendry, Highlands, Polk, Desoto, Hardee	10/5/2020	6/6/2021	45
Alico, Inc. (Citrus)	Boy Scout Road Lake Wales, Florida 33898 POLK	Collier, Hendry, Highlands, Desoto, Hardee	10/5/2020	6/6/2021	45
Alico, Inc. (Citrus)	5802 Hwy 665 Ona, Florida 33865 HARDEE	Collier, Hendry, Highlands, Polk, Desoto	10/5/2020	6/6/2021	45

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 §
Alico, Inc. (Citrus)	1451 State Road 31 Punta Gorda, Florida 33982 CHARLOTTE	Collier, Desoto, Hendry, Highlands, Polk, Hardee	10/5/2020	6/6/2021	45
Alico, Inc. (Citrus)	2951 Graham Road Punta Gorda, Florida 33982 CHARLOTTE	Collier, Hendry, Highlands, Polk, Desoto, Hardee	10/5/2020	6/6/2021	45
Alico, Inc. (Citrus)	8420 W. Twitty Road Sebring, Florida 33876 HIGHLANDS	Collier, Hendry, Polk, Desoto, Hardee	10/5/2020	6/6/2021	45
Alico, Inc. (Citrus)	900 Hwy 60 Lake Wales, Florida 34972 OKEECHOBEE	Collier, Hendry, Highlands, Polk, Desoto, Hardee	10/5/2020	6/6/2021	45
Tropicana Products	1001 13th Avenue East Bradenton, Florida 34028 MANATEE	Facility to which produce will be transported	10/5/2020	6/6/2021	45
Tropicana Products	6500 Glades Cut Off Road Fort Pierce, Florida 34987 ST LUCIE	Facility to which produce will be transported	10/5/2020	6/6/2021	45
Peace River Products	4104 NW Hwy 72 Arcadia, Florida 34266 DESOTO	Facility to which produce will be transported	10/5/2020	6/6/2021	45
Peace River Products	2020 Hwy 17 South Bartow, Florida 33830 POLK	Facility to which produce will be transported	10/5/2020	6/6/2021	45
Cutrale	602 McKean St. Auburndale, Florida 33823 POLK	Facility to which produce will be transported	10/5/2020	6/6/2021	45
Florida's Natural	20205 US Hwy 27 North Lake Wales, Florida 33853 POLK	Facility to which produce will be transported	10/5/2020	6/6/2021	45

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 §
Citrosuco	5937 Hwy 60 Lake Wales, Florida 33898 POLK	Facility to which produce will be transported	10/5/2020	6/6/2021	45
Southern Gardens Citrus	1820 County Road 833 Clewiston, Florida 33440 HENDRY	Facility to which produce will be transported	10/5/2020	6/6/2021	45
Hunt Brothers	Hunt Brothers Rd Lake Wales, Florida 33898 POLK	Facility to which produce will be transported	10/5/2020	6/6/2021	45
Dundee CGA	111 N 1st St. Dundee, Florida 33838 POLK	Facility to which produce will be transported	10/5/2020	6/6/2021	45
Indian River Exchange Packers, Inc.	5700 W Midway Rd Fort Pierce, Florida 34981 ST LUCIE	Facility to which produce will be transported	10/5/2020	6/6/2021	45
Quality Fruit Packers	4425 N US Hwy 1 Vero Beach, Florida 32967 INDIAN RIVER	Facility to which produce will be transported	10/5/2020	6/6/2021	45
(PCP) Premier Citrus Packers	625 66th Ave SW Vero Beach, Florida 32868 INDIAN RIVER	Facility to which produce will be transported	10/5/2020	6/6/2021	45
DLF International	150 N Graves Rd Fort Pierce, Florida 34945 ST LUCIE	Facility to which produce will be transported	10/5/2020	6/6/2021	45
Natalie's Orchid Island Juice Co	330 N US Hwy 1 Fort Pierce, Florida 34950 ST LUCIE	Facility to which produce will be transported	10/5/2020	6/6/2021	45
L & M Farms	6118 S Hwy 29 Labelle, Florida 33935 HENDRY	Facility to which produce will be transported	10/5/2020	6/6/2021	45

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 §
Fresh Juice Co.	7350 Futures Dr Ste 2 Orlando, Florida 32819 ORANGE	Facility to which produce will be transported	10/5/2020	6/6/2021	45
L & M Warehouse & Packing	5410 Buckeye Rd. Palmetto, Florida 34221 MANATEE	Facility to which produce will be transported	10/5/2020	6/6/2021	45
Sugar Cane Growers Cooperative of Florida	1500 W Sugar House Rd Belle Glade, Florida 33430 PALM BEACH	Facility to which produce will be transported	10/5/2020	6/6/2021	45
Chapman Fruit Company, Inc.	203 Oak St Immokalee, Florida 34142 COLLIER	Facility to which produce will be transported	10/5/2020	6/6/2021	45
Joshua Citrus, Inc. (Citrus) - Grove 1	4135 SE County Road 760 Arcadia, Florida 34266 DESOTO	Desoto	10/5/2020	6/6/2021	45
Joshua Citrus, Inc. (Citrus) - Grove 2	SE Broadus Drive Arcadia, Florida 34266 DESOTO	Desoto	10/5/2020	6/6/2021	45
Joshua Citrus, Inc. (Citrus) - Grove 3	4309 NW County Road 661 Arcadia, Florida 33825 DESOTO	Desoto	10/5/2020	6/6/2021	45
Joshua Citrus, Inc. (Citrus) - Grove 4	12101 Florida 70 Arcadia, Florida 34266 DESOTO	Desoto	10/5/2020	6/6/2021	45
Joshua Citrus, Inc. (Citrus) - Grove 5	5268 NE Mercer St Arcadia, Florida 34266 DESOTO	Desoto	10/5/2020	6/6/2021	45
Joshua Citrus, Inc. (Citrus) - Grove 6	4167 Sunset Drive Zolfo Springs, Florida 33890 HARDEE	Hardee	10/5/2020	6/6/2021	45

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 §
Joshua Citrus, Inc. (Citrus) - Grove 7	12384 SE Head Avenue Arcadia, Florida 34266 DESOTO	Desoto	10/5/2020	6/6/2021	45
Joshua Citrus, Inc. (Citrus) - Grove 8	NW Jennie Avenue/40th Avenue Arcadia, Florida 34266 DESOTO	Desoto	10/5/2020	6/6/2021	45
Joshua Citrus, Inc. (Citrus) - Grove 9	NE Earnest Street Arcadia, Florida 34266 DESOTO	Desoto	10/5/2020	6/6/2021	45
Joshua Citrus, Inc. (Citrus) - Grove 10	8524 Price Road Zolfo Springs, Florida 33890 HARDEE	Hardee	10/5/2020	6/6/2021	45
Egan Fruits Packing, LLC	7735 County Road 512 Fellsmere, Florida 32948 INDIAN RIVER	Facility to which produce will be transported	10/5/2020	6/6/2021	45
Star Farms Corp.	Southwest Allapatah Road Florida MARTIN	Indiantown Allapatah Rd North of Martin Highway	10/5/2020	6/6/2021	45
Star Farms Corp.	10752 Southwest Allapatah Road Florida MARTIN	Indiantown Allapatah Rd	10/5/2020	6/6/2021	45
Star Farms Corp.	Indiantown Minute Maid Rd Florida MARTIN	Indiantown Minute Maid Rd	10/5/2020	6/6/2021	45
Star Farms Corp.	Hatton Hwy South of SR 700 Florida PALM BEACH	Hatton Hwy South of SR 700	10/5/2020	6/6/2021	45
Star Farms Corp.	East Canal Street South Florida PALM BEACH	Double D	10/5/2020	6/6/2021	45

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 §
Star Farms Corp.	South of Rogers Road Clewiston Florida SEMINOLE	South of Rogers Road Clewiston	10/5/2020	6/6/2021	45
Star Farms Corp.	43006 Old US Hwy 27 Florida PALM BEACH	South Bay South Shore	10/5/2020	6/6/2021	45
Star Farms Corp.	Next to Griffin Sod Florida PALM BEACH	Next to Griffin Sod	10/5/2020	6/6/2021	45
Robert C. Hatton, Inc.	Hole in the Wall Florida PALM BEACH	Hole in the Wall	10/5/2020	6/6/2021	45
Robert C. Hatton, Inc.	Connell Road Florida PALM BEACH	Silver City	10/5/2020	6/6/2021	45
Robert C. Hatton, Inc.	US 27 FL 80 Florida HENDRY	US 27 Crooked Hook Campground	10/5/2020	6/6/2021	45
Robert C. Hatton, Inc.	Old US Highway 27 Florida PALM BEACH	West of Lake Harbor US 27	10/5/2020	6/6/2021	45
Robert C. Hatton, Inc.	Old US Highway 27 Florida PALM BEACH	Zywicki Land	10/5/2020	6/6/2021	45
Robert C. Hatton, Inc.	St Joe Florida PALM BEACH	St. Joe	10/5/2020	6/6/2021	45
Star Ranch Enterprises, Inc.	Osceola Mill East Florida PALM BEACH	Osceola Mill East	10/5/2020	6/6/2021	45

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 §
Star Ranch Enterprises, Inc.	G2 Canal Road Florida PALM BEACH	Tabit Rd	10/5/2020	6/6/2021	45
Star Ranch Enterprises, Inc.	US 27 Florida PALM BEACH	Billy Rogers Cow Pasture	10/5/2020	6/6/2021	45
Star Ranch Enterprises, Inc.	Stokes Florida PALM BEACH	Stokes	10/5/2020	6/6/2021	45
Star Ranch Enterprises, Inc.	Jones Ranch Boondocks Florida PALM BEACH	Jones Ranch Boondocks	10/5/2020	6/6/2021	45
Star Ranch Enterprises, Inc.	Rock Pit West Florida PALM BEACH	Rock Pit West	10/5/2020	6/6/2021	45
Star Ranch Enterprises, Inc.	L-19, Rock Pit East Florida PALM BEACH	Rock Pit East	10/5/2020	6/6/2021	45
Hundley Farms, Inc.	Hundley Bridge Florida PALM BEACH	Hundley Bridge	10/10/2020	6/6/2021	45
Hundley Farms, Inc.	Loxahatchee Hamlin Blvd Florida PALM BEACH	Loxahatchee Hamlin Blvd	10/10/2020	6/6/2021	45
Hundley Farms, Inc.	18206 70th Road North Florida PALM BEACH	Loxahatchee 70th Rd	10/5/2020	6/6/2021	45
Hundley Farms, Inc.	60th Street Florida PALM BEACH	Loxahatchee 60th St N	10/5/2020	6/6/2021	45

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 §
Hundley Farms, Inc.	Double D Florida PALM BEACH	Double D	10/5/2020	6/6/2021	45
Hundley Farms, Inc.	East Canal Street Florida PALM BEACH	Hundley McCabe	10/5/2020	6/6/2021	45
Hundley Farms, Inc.	Hundley Braddock Florida PALM BEACH	Hundley Braddock	10/5/2020	6/6/2021	45
Hundley Farms, Inc.	East of TKM on County Rd Florida PALM BEACH	East of TKM on County Rd	10/5/2020	6/6/2021	45
Hundley Farms, Inc.	Brown's Farm Road Florida PALM BEACH	Brown's Farm Rd	10/5/2020	6/6/2021	45
Hundley Farms, Inc.	Devil's Kitchen Florida PALM BEACH	Devil's Kitchen	10/5/2020	6/6/2021	45

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



D. Additional Housing Information

1. Type of Housing *	2. Physical Location *	3. Additional Housing Information §	4. Total Units *	5. Total Occupancy *	6. Applicable Housing Standards *
Multi-unit	1206 McGee Road Plant City, Florida 33566 HILLSBOROUGH		10	92	<input type="checkbox"/> Local <input type="checkbox"/> State <input checked="" type="checkbox"/> Federal
Mobile	Azteca Camp, Lots 1-30 Labelle, Florida 33935 HENDRY	4426 Turkey Run Lane (10 units, capacity of 90) 4270 Turkey Run Lane (10 units, capacity of 85) 4265 Turkey Run Lane (10 units, capacity of 85)	30	260	<input type="checkbox"/> Local <input type="checkbox"/> State <input checked="" type="checkbox"/> Federal
					<input type="checkbox"/> Local <input type="checkbox"/> State <input type="checkbox"/> Federal
					<input type="checkbox"/> Local <input type="checkbox"/> State <input type="checkbox"/> Federal
					<input type="checkbox"/> Local <input type="checkbox"/> State <input type="checkbox"/> Federal
					<input type="checkbox"/> Local <input type="checkbox"/> State <input type="checkbox"/> Federal
					<input type="checkbox"/> Local <input type="checkbox"/> State <input type="checkbox"/> Federal
					<input type="checkbox"/> Local <input type="checkbox"/> State <input type="checkbox"/> Federal
					<input type="checkbox"/> Local <input type="checkbox"/> State <input type="checkbox"/> Federal
					<input type="checkbox"/> Local <input type="checkbox"/> State <input type="checkbox"/> Federal



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 *	G.1	2. Name of Section or Category of Material Term or Condition *	Referral and Hiring Instructions
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Workers are screened for compliance with the following criteria: a) confirm ability, availability, qualifications and willingness to perform work described and confirm intention to work the entire season; b) local workers confirm availability and reliable daily transportation to and from the job site for the entire season. Non local workers confirm availability of transportation to job site to begin work; c) confirmation of full disclosure of all terms, conditions, and nature of work; d) confirmation of legal qualifications to work in the US. The employer may terminate the worker (foreign and/or domestic) with notification to the employment service if employer discovers a criminal conviction record or status as a registered sex offender that employer reasonably believes, consistent with current law, will impair the safety and living conditions of other workers.</p> <p>All referrals are to be made to Paul Meador at 1331 Commerce Drive, LaBelle, FL 33935; Telephone: 863-675-8500. Collect calls will not be accepted. Walk-in applicants will be accepted. The office hours are Monday through Friday from 9:00 a.m. to 11:00 a.m. and 1:00 p.m. to 3:00 p.m. All local intrastate applicants may apply directly to the employer. All interstate applicants are encouraged but not required to first contact the Job Order holding office prior to contacting the employer for any updated information regarding the job prior to referral. For referrals from beyond normal commuting distance, an application may be sent to the employer or a telephone interview may be requested. The employer will contact all applicants by phone who have submitted an application to conduct an interview.</p> <p>Prior to referral, each worker should either read or have read to them a copy of the Job Offer and that they understand all terms and conditions of employment as noted in the order. All workers should also be advised that they will be expected to work for the total period of employment as noted in the Job Offer and should be available to work in any one of the listed job activities at the discretion of the employer and workers must have transportation to scheduled pickup point.</p> <p>All hired, referred and walk-in applicants must bring with them original documentation and identity and employment eligibility documents (original documents only), sufficient to complete the I-9 Form within 3 days of employment. All workers from within normal commuting distance recruited against this Job Order will not be provided housing and transportation.</p>			

b. Job Offer Information 2

1. Section/Item Number *	F.1	2. Name of Section or Category of Material Term or Condition *	Daily Transportation - null
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>For workers hired from beyond normal commuting distance, after completion of 50 percent of the work contract period, the employer shall reimburse the worker for costs incurred by the worker for transportation and daily subsistence, as required by DOL regulations, from the place from which the worker has come to work for the employer to the place of employment. The daily subsistence while in travel will be no less than \$12.68 per day without receipts and up to \$55.00 per day with receipts as the maximum amount to be reimbursed. If the worker completes the work contract period, the employer will provide or pay for the worker's transportation and daily subsistence from the place of employment to the place from which the worker, disregarding intervening employment, came to work for the employer, or, if the worker has contracted with a subsequent employer who has not agreed in that contract to provide or pay for the worker's transportation and daily subsistence expenses from the employer's worksite to such subsequent employer's worksite, the employer will provide or pay for such expenses; except that, if the worker has contracted for employment with a subsequent employer who, in that contract, has agreed to pay for the worker's transportation and daily subsistence expenses from the employer's worksite, the employer is not required to provide or pay for such expenses. For workers residing in the employer's housing, the employer will provide transportation between the worker's living quarters, and the employer's worksite and return without cost to the worker. The employer assures that all employer provided transportation meets all applicable local, state and federal requirement. Positive drug tests, which will be administered upon hire at the Florida Growers Association's expense, will result in termination, given that the job requires workers to operate heavy machinery, and the operation of motor vehicles while under the influence of a narcotic is illegal in Florida per FL Stat. sec. 316.193.</p>			

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 *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - null
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * For workers hired from beyond normal commuting distance, after completion of 50 percent of the work contract period, the employer shall reimburse the worker for costs incurred by the worker for transportation and daily subsistence, as required by DOL regulations, from the place from which the worker has come to work for the employer to the place of employment. The daily subsistence while in travel will be no less than \$12.68 per day without receipts and up to \$55.00 per day with receipts as the maximum amount to be reimbursed. If the worker completes the work contract period, the employer will provide or pay for the worker's transportation and daily subsistence from the place of employment to the place from which the worker, disregarding intervening employment, came to work for the employer, or, if the worker has contracted with a subsequent employer who has not agreed in that contract to provide or pay for the worker's transportation and daily subsistence expenses from the employer's worksite to such subsequent employer's worksite, the employer will provide or pay for such expenses; except that, if the worker has contracted for employment with a subsequent employer who, in that contract, has agreed to pay for the worker's transportation and daily subsistence expenses from the employer's worksite, the employer is not required to provide or pay for such expenses. For workers residing in the employer's housing, the employer will provide transportation between the worker's living quarters, and the employer's worksite and return without cost to the worker. The employer assures that all employer provided transportation meets all applicable local, state and federal requirement. Positive drug tests, which will be administered upon hire at the Florida Growers Association's expense, will result in termination, given that the job requires workers to operate heavy machinery, and the operation of motor vehicles while under the influence of a narcotic is illegal in Florida per FL Stat. sec. 316.193.			

d. Job Offer Information 4

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - null
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * For workers hired from beyond normal commuting distance, after completion of 50 percent of the work contract period, the employer shall reimburse the worker for costs incurred by the worker for transportation and daily subsistence, as required by DOL regulations, from the place from which the worker has come to work for the employer to the place of employment. The daily subsistence while in travel will be no less than \$12.68 per day without receipts and up to \$55.00 per day with receipts as the maximum amount to be reimbursed. If the worker completes the work contract period, the employer will provide or pay for the worker's transportation and daily subsistence from the place of employment to the place from which the worker, disregarding intervening employment, came to work for the employer, or, if the worker has contracted with a subsequent employer who has not agreed in that contract to provide or pay for the worker's transportation and daily subsistence expenses from the employer's worksite to such subsequent employer's worksite, the employer will provide or pay for such expenses; except that, if the worker has contracted for employment with a subsequent employer who, in that contract, has agreed to pay for the worker's transportation and daily subsistence expenses from the employer's worksite, the employer is not required to provide or pay for such expenses. For workers residing in the employer's housing, the employer will provide transportation between the worker's living quarters, and the employer's worksite and return without cost to the worker. The employer assures that all employer provided transportation meets all applicable local, state and federal requirement. Positive drug tests, which will be administered upon hire at the Florida Growers Association's expense, will result in termination, given that the job requires workers to operate heavy machinery, and the operation of motor vehicles while under the influence of a narcotic is illegal in Florida per FL Stat. sec. 316.193.			

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 Qualifications and Requirements
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * A performance bonus or incentive associated with performing the job duties or services may be awarded at the end of the season in an amount not greater than an additional \$1.00 per hour worked.			

f. Job Offer Information 6

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