



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

**A. Job Offer Information**

1. Job Title * Farmworkers and Laborers							
2. Workers Needed *	a. Total	b. H-2A	Period of Intended Employment				
	23	23	3. Begin Date * 12/20/2021	4. End Date * 5/15/2022			
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 *
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. <u>7</u> : <u>00</u> <input checked="" type="checkbox"/> AM <input type="checkbox"/> PM
							b. <u>1</u> : <u>00</u> <input type="checkbox"/> AM <input checked="" type="checkbox"/> PM
<b>Temporary Agricultural Services and Wage Offer Information</b>							
8a. Job Duties - Description of the specific services or labor to be performed. * (Please begin response on this form and use Addendum C if additional space is needed.) See Addendum C							
8b. Wage Offer *		8c. Per *		8d. Piece Rate Offer \$		8e. Piece Rate Units/Special Pay Information \$	
\$ <u>12</u> <u>08</u>		<input checked="" type="checkbox"/> HOUR <input type="checkbox"/> MONTH		\$ <u>01</u> <u>05</u>		90 lb Field Box (Continued on Addendum A)	
9. Is a completed <b>Addendum A</b> providing additional information on the crops or agricultural activities and wage offers attached to this job offer? *							<input checked="" type="checkbox"/> Yes <input 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.) See Addendum C							



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**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. *		3. Training: number of <u>months</u> required. *	
0		0	
4. Basic Job Requirements (check all that apply) *			
<input type="checkbox"/> a. Certification/license requirements <input checked="" type="checkbox"/> g. Exposure to extreme temperatures			
<input type="checkbox"/> b. Driver requirements <input checked="" type="checkbox"/> h. Extensive pushing or pulling			
<input checked="" type="checkbox"/> c. Criminal background check <input checked="" type="checkbox"/> i. Extensive sitting or walking			
<input checked="" type="checkbox"/> d. Drug screen <input checked="" type="checkbox"/> j. Frequent stooping or bending over			
<input checked="" type="checkbox"/> e. Lifting requirement <u>100</u> lbs. <input checked="" type="checkbox"/> k. Repetitive movements			
5a. Supervision: does this position supervise the work of other employees? *		5b. If "Yes" to question 5a, enter the number of employees worker will supervise. \$	
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
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 " <b>NONE</b> " below) *			
See Addendum C			

**C. Place of Employment Information**

1. Address/Location *			
Premier Citrus Packers, LLC- 9th Street SW 154th Ave.			
2. City *	3. State *	4. Postal Code *	5. County *
Vero Beach	Florida	32966	Indian River
6. Additional Place of Employment Information (If no additional information, enter " <b>NONE</b> " below) *			
Various groves in DeSoto, Indian River, St. Lucie, Highlands, Martin, Okeechobee, and Osceola counties in Florida. Continue on Addendum B for Additional Place of Employment Information. 24 workers for 12/20/2021-5/15/2022			
7. Is a completed <b>Addendum B</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 *			
Roadway Inn- 7050 Okeechobee Road			
2. City *	3. State *	4. Postal Code *	5. County *
Fort Pierce	Florida	34945	St Lucie
6. Type of Housing *		7. Total Units *	8. Total Occupancy *
Motel		6	24
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 " <b>NONE</b> " below) *			
Gas, electricity, heat is provided, furniture, towels, and linens are also provided. Family housing is not available and is not a prevailing practice in the area of intended employment.			
11. Is a completed <b>Addendum B</b> providing additional information on housing that will be provided to workers attached to this job order? *			<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No



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**E. Provision of Meals**

<p>1. Describe <u>how</u> 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.)</p> <p>The employer will offer three meals per day (breakfast, lunch, dinner) and will charge the workers \$13.17 per day. Subject to change with the publication of new rates by the Office of Foreign Labor in the Federal Register. Workers will be receiving their meals from La Placita Grocery. Workers will stop by catering company every morning to pick up their breakfast and lunch. Dinner will be delivered to housing. When workers are not working the catering company will deliver 3 meals a day. Extra food will be available to purchase by the workers at their expense if they choose to do so. Free transportation in an approved vehicle will be provided at least once each week for the workers to purchase nonperishable food items at the grocery store.</p>	
2. If meals are provided, the employer: *	<div><input type="checkbox"/> WILL NOT charge workers for such meals.</div> <div><input checked="" type="checkbox"/> WILL charge workers for such meals at \$ <u>13</u> . <u>17</u> per day per worker.</div>

**F. Transportation and Daily Subsistence**

<p>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.)</p> <p>Free transportation will be provided for ALL workers between the employer-provided housing and the worksite each day. U.S. Domestic workers who do not reside in employer-provided housing can report to housing to ride on employer-provided transportation or establish a designated reporting site, with the employer, to meet at each workday. Transportation, at no cost, will be provided to grocery and/or laundry once each week.</p>		
<p>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.)</p> <p>Inbound: Employer will provide lodging in Consulate city and arrange a charter bus/van or public transportation to the place of employment from the Consulate. Employer will reimburse the worker for transportation cost and subsistence (including travel insurance) to the employer's worksite from the place of recruitment upon completion of 50 percent of the contract period. (See Addendum C for Inbound cont. and Outbound)</p>		
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	\$ <u>13</u> . <u>17</u> per day *
	b. no more than	\$ <u>55</u> . <u>00</u> per day with receipts



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**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.)*

Apply for this job at the State Workforce/Job Center office in your area, please call for the nearest office in your area. Telephone interviews for this work will be scheduled from 10 a.m. to 4 p.m. Central, Monday Thursday @ 662-393-4241, ask for Terri Forrester. Resumes and applications can be faxed to 662-393-4284 or e-mailed to jobs@h2acomplete.com. Prior to referral, each worker should either read or have read to them a copy of the Job Offer and understand all terms and conditions of employment as noted in the order. All workers should also be advised that they are 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. A copy of the work contract or the ETA 790 in lieu of a work contract, and any modification, will be provided to the worker on the day the work commences.

-Applicants must be 18 years or older

-The employer may participate in the E-Verify Program

-Workers should bring with them original documentation (not copies) of identity and employment eligibility to complete the I-9 form.

2. Telephone Number to Apply \*

+1 (662) 393-4241

3. Email Address to Apply \*

jobs@h2acomplete.com

4. Website address (URL) to Apply \*

<https://www.employflorida.com>

**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



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**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).



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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).





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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).



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**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 *	2. First (given) name *	3. Middle initial §
Luna	Francisco	J
4. Title *		
Owner		
5. Signature (or digital signature) *		6. Date signed *
Digital Signature Verified and Retained By <i>Certifying Officer</i>		10/22/2021

**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.





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

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units/Special Pay Information
1320	Mid-Year Oranges Fresh	\$ 12 . 08	Hour	\$1.00/90 lb Field Box
1320	Mid-Year Oranges-Process	\$ 12 . 08	Hour	\$1.00/90 lb Field Box
1320	Grapefruit Fresh and Process	\$ 12 . 08	Hour	\$.70/85 lb Box
1320	Early Oranges Fresh and Process	\$ 12 . 08	Hour	\$1.00/90 lb Box
1320	Navel Oranges Fresh	\$ 12 . 08	Hour	\$1.10/90 lb Box
1320	Navel Oranges Process	\$ 12 . 08	Hour	\$.90/90 lb Box
1320	Tangerine Fresh	\$ 12 . 08	Hour	\$1.10/90 lb Box
1320	Tangerine Process	\$ 12 . 08	Hour	\$.90/95 lb Box
1320	Gleaning	\$ 12 . 08	Hour	"NONE"
1320	Citrus Grove Cleanup	\$ 12 . 08	Hour	"NONE"



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

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units/Special Pay Information
1339	Peaches	\$ 12 . 08	Hour	"NONE"
3820	Operating Agricultural Equipment	\$ 12 . 08	Hour	"NONE"
5115	General Labor	\$ 12 . 08	Hour	"NONE"
1320	Valencia Fresh	\$ 12 . 08	Hour	\$1.05/90 lb Field Box
1113	Harvesting Lemons	\$ 12 . 08	Hour	\$2.00/85lb Box of Fresh Lemons
1320	Valencia Process	\$ 12 . 08	Hour	\$.95/90 lb Field Box
		\$ .		
		\$ .		
		\$ .		
		\$ .		

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**C. Additional Place of Employment Information**

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Premier Citrus Packers, LLC	South Side of 9th Street SW .5 Miles North of 122nd Avenue Vero Beach, Florida 32966 INDIAN RIVER	"NONE"	12/20/2021	5/15/2022	24
Premier Citrus Packers, LLC	8th Street .5 miles West of 154th Avenue Vero Beach, Florida 32966 INDIAN RIVER	"NONE"	12/20/2021	5/15/2022	24
Premier Citrus Packers, LLC	Southern dead end of 122nd Avenue Fort Pierce, Florida 34945 ST LUCIE	"NONE"	12/20/2021	5/15/2022	24
Premier Citrus Packers, LLC	NW Corner of 1st Street SW and 82nd Avenue Vero Beach, Florida 32966 INDIAN RIVER	"NONE"	12/20/2021	5/15/2022	24
Premier Citrus Packers, LLC	28140 Orange Avenue Fort Pierce , Florida 34945 ST LUCIE	"NONE"	12/20/2021	5/15/2022	24
Premier Citrus Packers, LLC	14885 Indrio Road Fort Pierce , Florida 34945 ST LUCIE	"NONE"	12/20/2021	5/15/2022	24
Premier Citrus Packers, LLC	South Side of SE Betty Dr. .7 miles East of SE Highlands County Road DeSoto County, Florida 34266 DESOTO	"NONE"	12/20/2021	5/15/2022	24
Premier Citrus Packers, LLC	5970 SE Knotts Dairy Road Arcadio, Florida 34266 DESOTO	"NONE"	12/20/2021	5/15/2022	24
Premier Citrus Packers, LLC	East Side of SE CR 763 1.5 miles South of SE CR 760 A DeSoto County, Florida 34266 DESOTO	"NONE"	12/20/2021	5/15/2022	24
Premier Citrus Packers, LLC	17992 NW Hwy 70 Arcadia , Florida 34266 DESOTO	"NONE"	12/20/2021	5/15/2022	24



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**C. Additional Place of Employment Information**

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Premier Citrus Packers, LLC	4101 SR 70 East Lake Placid , Florida 33852 HIGHLANDS	"NONE"	12/20/2021	5/15/2022	24
Premier Citrus Packers, LLC	17515 Boney Road Lorida, Florida 33857 HIGHLANDS	"NONE"	12/20/2021	5/15/2022	24
Premier Citrus Packers, LLC	3990 NE Four Mile Road Arcadia, Florida 34266 DESOTO	"NONE"	12/20/2021	5/15/2022	24
IMG Citrus Inc.	9462 SE County Road 763 Arcadia , Florida 35266 DESOTO	"NONE"	12/20/2021	5/15/2022	24
IMG Citrus Inc.	146th Avenue Vero Beach, Florida 32960 INDIAN RIVER	"NONE"	12/20/2021	5/15/2022	24
IMG Citrus Inc.	7501 S. Header Canal Road Fort Pierce , Florida 34954 ST LUCIE	"NONE"	12/20/2021	5/15/2022	24
IMG Citrus Inc.	1595 Sneed Road Fort Pierce , Florida 34954 ST LUCIE	"NONE"	12/20/2021	5/15/2022	24
IMG Citrus Inc.	17th Street SW Vero Beach, Florida 32968 INDIAN RIVER	"NONE"	12/20/2021	5/15/2022	24
IMG Citrus Inc.	9th Street SW (Orange Avenue 1- mile from entrance of Grenada) Vero Beach, Florida 32960 INDIAN RIVER	"NONE"	12/20/2021	5/15/2022	24
Edsall Grove Services	Edsall 15-20134 Glades Cutoff Road Fort Pierce , Florida 34945 ST LUCIE	"NONE"	12/20/2021	5/15/2022	24



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**C. Additional Place of Employment Information**

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Edsall Grove Services	Edsall 19-Orange Avenue Fort Pierce, Florida 34945 ST LUCIE	"NONE"	12/20/2021	5/15/2022	24
Edsall Grove Services	Edsall Durett State Road 60 Vero Beach, Florida 32966 INDIAN RIVER	"NONE"	12/20/2021	5/15/2022	24
Edsall Grove Services	Edsall Lake Placid Jamison Avenue Lake Placid , Florida 33852 HIGHLANDS	"NONE"	12/20/2021	5/15/2022	24
Sun Ag, LLC & Egan Packing, LLC	512 & Hwy 60 Vero Beach, Florida 32966 INDIAN RIVER	"NONE"	12/20/2021	5/15/2022	24
Sun Ag, LLC & Egan Packing, LLC	Indrio Road & I-95 Fort Pierce, Florida 34945 ST LUCIE	"NONE"	12/20/2021	5/15/2022	24
Sun Ag, LLC & Egan Packing, LLC	2800 Orange Avenue Fort Pierce, Florida 34945 ST LUCIE	"NONE"	12/20/2021	5/15/2022	24
Sun Ag, LLC & Egan Packing, LLC	Alden Hogan Grove Orange Avenue Fort Pierce, Florida 34945 ST LUCIE	"NONE"	12/20/2021	5/15/2022	24
Sun Ag, LLC & Egan Packing, LLC	Cow Creek Orange Avenue Fort Pierce , Florida 34945 ST LUCIE	"NONE"	12/20/2021	5/15/2022	24
Sun Ag, LLC & Egan Packing, LLC	Hilo Road Okeechobee, Florida 34973 OKEECHOBEE	"NONE"	12/20/2021	5/15/2022	24
Sun Ag, LLC & Egan Packing, LLC	Fox Brown Road Indiantown, Florida 34956 MARTIN	"NONE"	12/20/2021	5/15/2022	24



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**C. Additional Place of Employment Information**

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Sun Ag, LLC & Egan Packing, LLC	Intersection Orange Avenue and Rim Ditch Fort Pierce, Florida 34945 ST LUCIE	"NONE"	12/20/2021	5/15/2022	24
Sun Ag, LLC & Egan Packing, LLC	Orange Avenue Fort Pierce, Florida 34945 ST LUCIE	"NONE"	12/20/2021	5/15/2022	24
Heller Brothers	Kirchman Grove-15500 Orange Avenue Fort Pierce, Florida 34945 ST LUCIE	"NONE"	12/20/2021	5/15/2022	24
Heller Brothers	Star Grove- 28090 Orange Avenue Fort Pierce, Florida 34945 ST LUCIE	"NONE"	12/20/2021	5/15/2022	24
AgReserves, Inc.	4101-4141 Deer Park Road St. Cloud, Florida 34773 OSCEOLA	"NONE"	12/20/2021	5/15/2022	24
IMG Citrus, Inc.	11920 141st Avenue Fellsmere, Florida 32948 INDIAN RIVER	"NONE"	12/20/2021	5/15/2022	24
Sun Ag, LLC & Egan Packing, LLC	Sun Ag. 512 Fellsmere, Florida 32948 INDIAN RIVER	"NONE"	12/20/2021	5/15/2022	24
Sun Ag, LLC & Egan Packing, LLC	Jack Berry 512 Fellsmere, Florida 32948 INDIAN RIVER	"NONE"	12/20/2021	5/15/2022	24
Sun Ag, LLC & Egan Packing, LLC	Hwy 60 Vero Beach, Florida 32966 INDIAN RIVER	"NONE"	12/20/2021	5/15/2022	24
Sun Ag, LLC & Egan Packing, LLC	122 Avenue & Oslo Vero Beach, Florida 32966 INDIAN RIVER	"NONE"	12/20/2021	5/15/2022	24

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**C. Additional Place of Employment Information**

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Premier Citrus Packers, LLC	10325 12th Street Vero Beach, Florida 32966 INDIAN RIVER	"NONE"	12/20/2021	5/15/2022	24
Premier Citrus Packers, LLC	10401 4th Street Vero Beach , Florida 32966 INDIAN RIVER	"NONE"	12/20/2021	5/15/2022	24
Premier Citrus Packers, LLC	State Road 60 & 130th Avenue Vero Beach , Florida 32966 INDIAN RIVER	"NONE"	12/20/2021	5/15/2022	24
Premier Citrus Packers, LLC	775 130th Avenue Vero Beach , Florida 32966 INDIAN RIVER	"NONE"	12/20/2021	5/15/2022	24
Premier Citrus Packers, LLC	14980 8th Street Vero Beach, Florida 32966 INDIAN RIVER	"NONE"	12/20/2021	5/15/2022	24
Premier Citrus Packers, LLC	8300 1st Street SW Vero Beach, Florida 32966 INDIAN RIVER	"NONE"	12/20/2021	5/15/2022	24
Premier Citrus Packers, LLC	10587 Florida 60 Vero Beach , Florida 32966 INDIAN RIVER	"NONE"	12/20/2021	5/15/2022	24
Premier Citrus Packers, LLC	154th Avenue SR 60 Vero Beach , Florida 32966 INDIAN RIVER	"NONE"	12/20/2021	5/15/2022	24
Premier Citrus Packers, LLC	132nd Avenue SR 60 Vero Beach, Florida 32966 INDIAN RIVER	"NONE"	12/20/2021	5/15/2022	24
Premier Citrus Packers, LLC	27998 Orange Avenue Fort Pierce, Florida 34945 ST LUCIE	"NONE"	12/20/2021	5/15/2022	24

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**C. Additional Place of Employment Information**

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Premier Citrus Packers, LLC	30182 Orange Avenue Fort Pierce, Florida 34945 ST LUCIE	"NONE"	12/20/2021	5/15/2022	24
Premier Citrus Packers, LLC	30180 Orange Avenue Fort Pierce, Florida 34945 ST LUCIE	"NONE"	12/20/2021	5/15/2022	24
Premier Citrus Packers, LLC	33200 Orange Avenue Fort Pierce, Florida 34945 ST LUCIE	"NONE"	12/20/2021	5/15/2022	24
Premier Citrus Packers, LLC	265 Hillside Avenue Lake Placid , Florida 33852 HIGHLANDS	"NONE"	12/20/2021	5/15/2022	24
Premier Citrus Packers, LLC	8300 Holopaw Groves Road Lake Placid , Florida 33852 HIGHLANDS	"NONE"	12/20/2021	5/15/2022	24
Premier Citrus Packers, LLC	32120 Orange Avenue Fort Pierce, Florida 34945 ST LUCIE	"NONE"	12/20/2021	5/15/2022	24
Premier Citrus Packers, LLC	130th Avenue 0.5 miles North of SR 60 Vero Beach , Florida 32966 INDIAN RIVER	"NONE"	12/20/2021	5/15/2022	24
Premier Citrus Packers, LLC	102nd Avenue 0.5 miles South of SR 60 Vero Beach , Florida 32966 INDIAN RIVER	"NONE"	12/20/2021	5/15/2022	24
Premier Citrus Packers, LLC	1959 154th Avenue Vero Beach , Florida 32966 INDIAN RIVER	"NONE"	12/20/2021	5/15/2022	24
Premier Citrus Packers, LLC	1970 122nd Ave. Vero Beach , Florida 32966 INDIAN RIVER	"NONE"	12/20/2021	5/15/2022	24

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**C. Additional Place of Employment Information**

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Premier Citrus Packers, LLC	905 122nd Avenue Vero Beach , Florida 32966 INDIAN RIVER	"NONE"	12/20/2021	5/15/2022	24

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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 *
Mobile Homes	H&F Mobile Home-3495 SE 38th Avenue Okeechobee, Florida 34974 OKEECHOBEE	Gas, electricity, heat is provided, furniture, eating and cooking utensils are also provided. Family housing is not available and is not a prevailing practice in the area of intended employment.	9	52	<input checked="" type="checkbox"/> Local <input checked="" 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
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					<input type="checkbox"/> Local <input type="checkbox"/> State <input type="checkbox"/> Federal





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**H. Additional Material Terms and Conditions of the Job Offer**

a. Job Offer Information 1

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties
3. Details of Material Term or Condition (up to 3,500 characters) *	<p>Citrus: Workers will perform assigned duties as instructed by their supervisor. Duties may vary from time to time. Following the Supervisors instructions, the worker will place a picking sack over their shoulder and carry an 18' to 22' ladder from the field truck to the area of the grove to be harvested. The picking sack is a canvas bag equipped with a shoulder strap for support, an opening for the insertion of fruit, and an opening to remove fruit. A fully loaded sack weighs between approximately 80 and 100 pounds, depending upon the size, condition, and variety of fruit. Worker positions ladder against the tree and within reach of the fruit in a leaning position, taking care not to break limbs, damage the tree, knock off fruit, or interfere with other workers, in a secure position to prevent slipping or falling and possible injury to themselves or other workers. Worker will remove fruit from the tree and place into pick sack. When picking sack is full, take full sack to fruit container located in the grove and drop fruit from pick sack into container. To perform this kind of work, the worker must be physically able to harvest citrus, fill his assigned sacks, and transport it to the tub. The employee must be able to climb ladders with extra weight of the sack. Workers may be asked to operate farm equipment, vehicles and ATVs in groves, water trailer to water plants, and any other equipment related to harvesting crops. **Safety training for use of farm equipment will be provided. Management reserves the right to restrict employees from operational duties who do not show a proficiency to effectively communicate with management and may therefore place other employees safety at risk. Peaches- Peach thinning is done by hand while the tree is still flowering and at early fruit is set. Fruit or flowers are twisted off with a short quick motion leaving an optimal space of 6-9 inches between, in order to set up a crop uniformly distributed that will yield large early fruit. Fruit is also removed that is doubled, damaged by birds, insects or freezes at the time. Harvesting peaches is done completely by hand. Pickers select ripe fruit based on a creamy yellow background color and place them in a bag worn around their shoulders. Once the bag is full, the worker transfers the fruit to a plastic bin. Each bin holds approximately 20 bushels of fruit. Since all the fruit on a tree does not ripen at one time, the same picking group will generally pick a field five times with two to three days between pickings. This is to ensure that fruit is harvested at its peak stage of readiness, not too ripe that it will be unable to make it through the packing process. Workers may work in packinghouse. Packinghouse is part of the farm. Grove Clean-up: Workers may be required to perform miscellaneous grove clean-up work. These activities may include removing ladders, debris, boxes, discarded fruit from fields to clean growing areas, pruning, pulling vines, and weeds by hand or with hoe, painting trees, repair and or replace irrigation equipment, may maintain fence lines. Workers performing grove clean-up work will be paid the adverse effect wage rate, the prevailing rate or the minimum wage rate, the agreed upon collective bargaining wage or the Federal or State minimum wage whichever is higher, except where a special procedure is approved for an occupation or specific class of agricultural employment. Workers should expect little/no work when going from 1 variety of fruit to another depending on the maturation of each fruit. During this slow time, workers may choose to go home at their own expense.</p>		

b. Job Offer Information 2

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Deductions from Pay
3. Details of Material Term or Condition (up to 3,500 characters) *	<p>Social Security Federal Tax State Tax (if required) Only deducted if required: Court &amp; government ordered garnishments Advance/Loan repayments Inadvertent overpayments Meals Damage to tools, equipment, or housing other than normal wear and tear Postage/wire fees for checks sent to workers home or bank account Medical Expenses not related to WC</p>		

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**H. Additional Material Terms and Conditions of the Job Offer**

c. Job Offer Information 3

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Additional Information Regarding Job Qualifications/Requirements
3. Details of Material Term or Condition ( <i>up to 3,500 characters</i> ) * Applicants must be 18 years or older. Employer may conduct a criminal background check on all new applicants for employment. Workers may be asked to help supervise with the harvesting in the fields. There is a lifting requirement of 80-100lbs. Workers must be able to work outside for at least 6 hours a day in all kinds of weather and be in possession of the requisite physical strength and endurance to repeat the picking process rapidly, working quickly and skillfully with their hands. All tools, supplies, and equipment will be provided at no cost to the worker. Proper work attire is required. Workers should come prepared wearing appropriate clothing and footwear for the environmental and working conditions described. Random drug testing may occur post hire at the employers expense. No cell phone usage during working hours. Cell phone can only be used during breaks, emergencies, and to communicate with supervisors when needed.			

d. Job Offer Information 4

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - B.6. Criminal Background Checks
3. Details of Material Term or Condition ( <i>up to 3,500 characters</i> ) * The company may conduct criminal background checks on all new applicants for employment. Seasonal Employees seeking rehire will not be required to submit a new background check. For purposes of this policy, rehires shall be defined consistently with IRCA's employment eligibility re-verification requirements for former hires. As a general rule, absent compelling circumstances, qualified applicants with criminal records will not be considered for employment if any of the following criteria are met: The conviction was for a violent crime against one or more persons or property, (e.g., battery, assault, lewdness, sexual battery, molestation, arson or criminal mischief); The conviction was for any felony committed or which resulted in the applicant's incarceration at any time within the past 5 years (i.e., a crime which subjects the individual convicted to imprisonment for longer than a year); or The conviction was for a crime committed or which resulted in the applicant's incarceration at any time within the past 5 years involving theft or disorderly conduct. Employer has identified these limited categories of recent criminal convictions as those which raise an unnecessary risk of further criminal conduct and the potential of injury to co-workers due to the physically strenuous work being offered with communal temporary living quarters and daily transportation to and from the place of employment which is being provided. For purposes of this policy, a plea of nolo contendere to a disqualifying criminal record as described above shall be deemed to be a disqualifying event for employment purposes, irrespective of whether adjudication was withheld. Employer will pay all fees associated with conducting a criminal background check on any applicants.			

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**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 - B.6. Job Requirements (Continued)
3. Details of Material Term or Condition ( <i>up to 3,500 characters</i> ) * Workers will always be required to keep their housing clean. If the workers choose to use an outside cleaning service or refuses to keep housing clean, the employer will arrange for an outside cleaning service and deduct the cost for cleaning from their wages to cover the cleaning cost. Workers may be offered more than the standard hours of work in a single workday. Raises and end of the season bonuses may be offered to any seasonal worker, at the employers discretions, based on individual factors including but not limited to, performance, experience, number of hours worked in the season, number of seasons worked with the company, adherence to work rules and ability to follow supervisor instructions. Workers may volunteer to work additional hours when work is available. Hours of work may increase/decrease depending on crop yield and or weather and can occur at any time throughout the season.			

f. Job Offer Information 6

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - F.2. Inbound/Outbound
3. Details of Material Term or Condition ( <i>up to 3,500 characters</i> ) * Inbound cont.: Subject to change with the publication of new rates by the Office of Foreign Labor Certification in the Federal Register. Workers who provide receipts for meals and non-alcoholic beverages more than \$13.17 will be reimbursed up to the maximum amount of \$55.00 per 24-hour period of travel per 20 CFR 655.122(h)(1). **Note: Due to possible Date of Need changes, the worker may be required to purchase travel insurance, if available. Outbound: Employer will follow all H-2A regulations and assurance 7.B of this clearance order to pay for outbound travel based on the different circumstances that arise.			

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**H. Additional Material Terms and Conditions of the Job Offer**

g. Job Offer Information 7

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Pay Deductions - A.8B Wage Offer
3. Details of Material Term or Condition ( <i>up to 3,500 characters</i> ) * OFLC Administrator publishes new AEWR rates yearly and we reserve the right to adjust our job order to the new published rate regardless of rate increases or decreases. Raises and end of the season bonuses may be offered to any seasonal worker, at the employer's discretions, based on individual factors including but not limited to, performance, experience, number of hours worked in the season, number of seasons worked with the company, adherence to work rules and ability to follow supervisor instructions.			

h. Job Offer Information 8

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> ) *			