OMB Approval: 1205-0466
Expiration Date: 8/31/2022

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

A. Job Offer Information

1. Job Title * Beekeeper Helper

2. Workers Needed *	a. Total	b. H-2A	Period of Intended Employment	
	15	15	3. Begin Date * 1/1/2022	4. End Date *10/31/2022

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. ☐ Yes ☑ No

6. Anticipated days and hours of work per week *

40	**a. Total Hours**	8	c. Monday	8	e. Wednesday	8	g. Friday
0	b. Sunday	8	d. Tuesday	8	f. Thursday	0	h. Saturday

7. Hourly work schedule *
a. 8 : 00 ☑ AM ☐ PM
b. 5 : 00 ☐ AM ☑ PM

Temporary Agricultural Services and Wage Offer Information

8a. Job Duties - Description of the specific services or labor to be performed. *
(Please begin response on this form and use Addendum C if additional space is needed.)
All aspects of commercial beekeeping. Monitor bee colonies. Maintain healthy bee colonies. Feed and medicate bees, as necessary. Load and unload beehives onto trucks. Transport bees to and from different field and orchard locations to pollinate crops. Build and repair bee boxes using basic hand tools. Clean up jobsites.

8b. Wage Offer *	8c. Per *	8d. Piece Rate Offer §	8e. Piece Rate Units/Special Pay Information §
$ 16 . 05	☑ HOUR ☐ MONTH	$ 00 . 00	N/A

9. Is a completed **Addendum A** providing additional information on the crops or agricultural activities and wage offers attached to this job offer? * ☐ Yes ☑ No

10. Frequency of Pay. * ☐ Weekly ☑ Biweekly ☐ Monthly ☐ Other (specify): N/A

11. State all deduction(s) from pay and, if known, the amount(s). *
(Please begin response on this form and use Addendum C if additional space is needed.)
See Addendum C

H-2A Case Number: H-300-21302-677118 Case Status: Full Certification Determination Date: 12/13/2021 Validity Period: _____ to _____

B. Minimum Job Qualifications/Requirements

1. Education: minimum U.S. diploma/degree required. *

☑ None ☐ High School/GED ☐ Associate's ☐ Bachelor's ☐ Master's or Higher ☐ Other degree (JD, MD, etc.)

2. Work Experience: number of months required. *	3	3. Training: number of months required. *	0

4. Basic Job Requirements (check all that apply) *

- ☐ a. Certification/license requirements
- ☐ b. Driver requirements
- ☐ c. Criminal background check
- ☐ d. Drug screen
- ☑ e. Lifting requirement 50 lbs.
- ☐ g. Exposure to extreme temperatures
- ☐ h. Extensive pushing or pulling
- ☐ i. Extensive sitting or walking
- ☐ j. Frequent stooping or bending over
- ☐ k. Repetitive movements

5a. Supervision: does this position supervise the work of other employees? *	☐ Yes ☑ No	5b. If "Yes" to question 5a, enter the number of employees worker will supervise. §	

6. Additional Information Regarding Job Qualifications/Requirements.
*(Please begin response on this form and use Addendum C if additional space is needed. If no additional skills or requirements, enter "**NONE**" below)* *

Must be able to provide references to verify experience. Must be able to work for the entire itinerary and join the employer at any one of the locations that the employer has a crew located at that time. No fear of/non-allergic to bees/pollen. Able to lift up to 50 lbs. repetitively.

C. Place of Employment Information

1. Address/Location *
10673 Banana Ave

2. City *	3. State *	4. Postal Code *	5. County *
Fontana	California	92337	San Bernardino

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? *	☑ Yes ☐ No

D. Housing Information

1. Housing Address/Location *
10673 Banana Ave

2. City *	3. State *	4. Postal Code *	5. County *
Fontana	California	92337	San Bernardino

6. Type of Housing *	7. Total Units *	8. Total Occupancy *
Fully furnished employer-owned house	1	10

9. Housing complies or will comply with the following applicable standards: *	☑ Local ☑ State ☑ Federal

10. Additional Housing Information. *(If no additional information, enter "**NONE**" below)* *
None.

11. Is a completed **Addendum B** providing additional information on housing that will be provided to workers attached to this job order? *	☑ Yes ☐ No

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.)*

The employer will provide 3 square meals daily at the charge of $13.17 per day or a free and convenient fully furnished kitchen to workers that are staying in the employer provided housing, depending upon housing/jobsite location. When kitchens are provided, the employer will provide workers with access to grocery stores at least once per week by directly providing free weekly transportation to local grocery stores. When providing 3 square meals daily, the employer will provide the meals by taking the workers to restaurants, or by preparing all meals in-house for workers to consume. The employer assures that all meals will be nutritionally adequate per USDA guidelines, and that food will be properly refrigerated to prevent spoilage.

2. If meals are provided, the employer: *	☐ **WILL NOT** charge workers for such meals.		
	☑ **WILL** charge workers for such meals at	$ 13 . 17	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.)

The employer will provide free daily transportation from the housing location to the work site and return each day.

2. Describe the terms and arrangements for providing workers with transportation (a) to the place of employment (i.e., inbound) and (b) from the place of employment (i.e., outbound). *
(Please begin response on this form and use Addendum C if additional space is needed.)

The employer will provide advance transportation for reasonable (most economical) common carrier or other transportation which conforms to the Interstate Commerce Commission (ICC) in bound transportation (if it is the prevailing practice). If not the prevailing practice, the employer will reimburse the worker for transportation costs and subsistence to the employer's work site when the worker completes 50% of the work period.

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	$ 13 . 17	per day *
	b. no more than	$ 55 . 00	per day with receipts

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.)

Contact Ron Spears, 5981 Layton Street, Alta Loma, California 91737, Phone: 909-754-2555. Employer will remain available for pre-determined interview appointments on Monday - Friday, 7 AM-5 PM.

CA Tax ID: 311-3766-4

2. Telephone Number to Apply *	3. Email Address to Apply *
+1 (909) 754-2555	mountainavebees@yahoo.com

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

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).

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 CPR 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).

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).

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 §
Spears	Ron	
4. Title *		
Owner		
5. Signature (or digital signature) *		6. Date signed *
Digital Signature Verified and Retained By Certifying Officer		11/17/2021

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.

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 §
Pacific Ag Management	29341 Kimberlina Road Wasco, California 93280 KERN	King & Gardiner Farms	1/1/2021	10/31/2021	15
Wilson Ag	29736 Fresno Ave Shafter, California 93263 KERN		1/1/2021	10/31/2021	15
Wayne Kirschenman/KEI	13665 Di Giorgio Rd Arvin, California 93203 KERN		1/1/2021	10/31/2021	15
Pacific Ag Management	29341 Kimberlina Road Wasco, California 93280 KERN	King & Gardiner Farms	1/1/2021	10/31/2021	15
Pacific Ag Management	29341 Kimberlina Road Wasco, California 93280 KERN	Keith Gardiner Farms	1/1/2021	10/31/2021	15
Pacific Ag Management	29341 Kimberlina Road Wasco, California 93280 KERN	Gardiner Farms	1/1/2021	10/31/2021	15
Pacific Ag Management	29341 Kimberlina Road Wasco, California 93280 KERN	WRP II	1/1/2021	10/31/2021	15
Pacific Ag Management	29341 Kimberlina Road Wasco, California 93280 KERN	WRP I	1/1/2021	10/31/2021	15
AgWise	8147 CA-166 Bakersfield, California 93313 KERN	Fanucchi Family (Kenmar	1/1/2021	10/31/2021	15
BloemMas McKibben	Highway 43 & McKibben Wasco, California 93280 KERN		1/1/2021	10/31/2021	15

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 §
Four Way Farms	28947 Jackson Ave Wasco, California 93280 KERN		1/1/2021	10/31/2021	15
Aulakh	14663 W Olive Ave Kerman, California 93630 FRESNO		1/1/2021	10/31/2021	15
Scroggs Consulting, LLC	28999 Merced Ave. Shafter, California 93263 KERN	A&P Poso-Poso I	1/1/2021	10/31/2021	15
Woolf Farming & Processing-Tipton Ranch	18036 Gale Ave Huron, California 93234 FRESNO		1/1/2021	10/31/2021	15
Mosley Farms	Poplar Ave. & San Diego Street Shafter, California 92331 KERN		1/1/2021	10/31/2021	15
Pacific Ag Management	29341 Kimberlina Road Wasco, California 93280 KERN	Palla Rosa Dairy BV Dairy, Inc.	1/1/2022	10/31/2022	15
Crabco Farms	6404 Shafter Rd. Bakersfield, California 93313 KERN	H10, C21-C24	1/1/2022	10/31/2022	15
FamAg Farms	11721 Stine Rd. Bakersfield, California 93313 KERN	H8,H9E,H12 & H9W	1/1/2022	10/31/2022	15
Bender Enterprises	7040 Avenida Encinas Carlsbad, California 92011 SAN DIEGO	BR1, BR2, BR4	1/1/2022	10/31/2022	15
Vignolo Farms	33342 Dresser Ave Bakersfield, California 93308 KERN	Shafter	1/1/2022	10/31/2022	15

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 §
Vignolo Farms	33342 Dresser Ave Bakersfield, California 93308 KERN	North Earliment	1/1/2022	10/31/2022	15
Vignolo Farms	33342 Dresser Ave Bakersfield, California 93308 KERN	K-18	1/1/2022	10/31/2022	15
Vignolo Farms	33342 Dresser Ave Bakersfield, California 93308 KERN	K-17	1/1/2022	10/31/2022	15
Brar Family Farms	5505 Sicily CT, Bakersfield, California 93308 Bakersfield, California 93308 KERN	SW Corner of Ave 8 & Rd 180	1/1/2022	10/31/2022	15
Rob Fannuchi	7908 Camino Media Bakersfield, California 93309 KERN		1/1/2022	10/31/2022	15
AgWise	Palm Ave. & Shuster Wasco, California 93280 KERN	The Almond Branch	1/1/2022	10/31/2022	15
AgWise	Palm Ave. & Shuster Wasco, California 93280 KERN	ACA-Port	1/1/2022	10/31/2022	15
AgWise	Palm Ave. & Shuster Wasco, California 93280 KERN	Stine Partners	1/1/2022	10/31/2022	15
AgWise	20229 Old River Road Bakersfield, California 93311 KERN	Echeverria	1/1/2022	10/31/2022	15
Ron Spears	10673 Banana Ave Fontana, California 92337 SAN BERNARDINO		1/1/2022	10/31/2022	15

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 §
Crettol Farms	27580 Merced, Ave Wasco, California 93280 KERN		1/1/2022	10/31/2022	15
Diamond M Farms	Bear Mtn. & Ashe Rd. Bakersfield, California 93309 KERN		1/1/2022	10/31/2022	15
Diamond M Farms	Stockdale Hwy. & Hwy. 43 Bakersfield, California 93309 KERN		1/1/2022	10/31/2022	15
Curutchague Farms	Smith & 7th St. & Western. Bakersfield, California 93307 KERN		1/1/2022	10/31/2022	15
Curutchague Farms	Zachary & 7th St. & Western. Bakersfield, California 93307 KERN		1/1/2022	10/31/2022	15
Curutchague Farms	7th St. N. & South Bakersfield, California 93307 KERN		1/1/2022	10/31/2022	15
Curutchague Farms	McCombs & 7th St. & Western. Bakersfield, California 93307 KERN		1/1/2022	10/31/2022	15
J.B. Curutchague & Son Farms	Gromer S. Bakersfield, California 93307 KERN		1/1/2022	10/31/2022	15
Crabco Properties	6404 Shafter Rd. Bakersfield, California 93313 KERN	H11	1/1/2022	10/31/2022	15
William DeBoer	14799 Ave. 168 Tulare, California 93274 TULARE		1/1/2022	10/31/2022	15

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 §
Torigiani Farms	289 Main St. Buttonwillow, California 93206 KERN		1/1/2022	10/31/2022	15
Tammy Harris	23304 W. Oakland Ave. Coalinga, California 93210 FRESNO		1/1/2022	10/31/2022	15
L & R Palla Stock Farm	117321 Stine Rd. Bakersfield, California 93313 KERN	H6/7	1/1/2022	10/31/2022	15
Family Tree Farms, LLC	41646 Rd. 62 Reedley, California 93654 FRESNO	H1 & H2, H5, MR1-1, MR1-2, MR 1-3, MR 1-4	1/1/2022	10/31/2022	15
AgWise	Ave. 276 & Road 80 Terra Bella, California 93270 TULARE	Alta Robles	1/1/2022	10/31/2022	15
AgWise	Famosa Hwy & Pond Ave McFarland, California 93250 KERN	Amaretto Orchards	1/1/2022	10/31/2022	15
AgWise	5100 California Ave Bakersfield, California 93309 KERN	Befra Ranch	1/1/2022	10/31/2022	15
AgWise	Palm Ave. & Shuster Wasco, California 93280 KERN	Orinda	1/1/2022	10/31/2022	15
AgWise	Palm Ave. & Shuster Wasco, California 93280 KERN	Bear 5	1/1/2022	10/31/2022	15
AgWise	20400 Old River Road Bakersfield, California 93311 KERN	Bidart Dairy II	1/1/2022	10/31/2022	15

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 §
AgWise	Palm Ave. & Shuster Wasco, California 93280 KERN	Palm	1/1/2022	10/31/2022	15
AgWise	Palm Ave. & Shuster Wasco, California 93280 KERN	Red E	1/1/2022	10/31/2022	15
AgWise	Palm Ave. & Shuster Wasco , California 93280 KERN	Red Herring	1/1/2022	10/31/2022	15
AgWise	Palm Ave. & Shuster Wasco, California 93280 KERN	ACA-Tenstar	1/1/2022	10/31/2022	15
AgWise	Shafter & Stine Wasco, California 93280 KERN	Eyraud	1/1/2022	10/31/2022	15
AgWise	Palm Ave. & Shuster Wasco, California 93280 KERN	Wildwood	1/1/2022	10/31/2022	15
Crettol Farms	27580 Merced Ave. Wasco, California 93280 KERN	Griffith	1/1/2022	10/31/2022	15
Crettol Farms	27580 Merced Ave. Wasco, California 93280 KERN	Albert	1/1/2022	10/31/2022	15
J.B. Curutchague & Son Farms	Gromer N. Bakersfield, California 93307 KERN		1/1/2022	10/31/2022	15
J.B. Curutchague & Son Farms	7858 Stine Rd. Bakersfield, California 93307 KERN	Western	1/1/2022	10/31/2022	15

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 §
Curutchague Farms	Sherwood & 7th St. & Western. Bakersfield, California 93307 KERN		1/1/2022	10/31/2022	15
Westside Farm Management	28999 Merced Ave. Shafter, California 93263 KERN	Panama Kern Ranch	1/1/2022	10/31/2022	15
Westside Farm Management	28999 Merced Ave. Shafter, California 93263 KERN	Keyvan	1/1/2022	10/31/2022	15
Garazi Properties, LLC	Ashe Rd. & Engle Rd Bakersfield, California 93313 KERN		1/1/2022	10/31/2022	15
Jess Visser, VB Ranch, LLC	1701 Westwind Drive Bakersfield, California 93301 KERN		1/1/2022	10/31/2022	15
Randy Bloemhof-G.F. Orchards	16897 Hwy 43 Wasco, California 93280 KERN		1/1/2022	10/31/2022	15
Joseph Eyraud & Sons, Inc.	5300 Shafter Rd Bakersfield , California 93313 KERN		1/1/2022	10/31/2022	15
I&C Almonds, LLC	1231 G Street Wasco, California 93280 KERN		1/1/2022	10/31/2022	15
Palla Rosa Ranch	18904 Bear Mountain Blvd Bakersfield, California 93311 KERN		1/1/2022	10/31/2022	15
Westside Farm Management	28999 Merced Ave. Shafter, California 93263 KERN	Mustang Almonds	1/1/2022	10/31/2022	15

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 §
Westside Farm Management	28999 Merced Ave. Shafter, California 93263 KERN	Kern Wildwood	1/1/2022	10/31/2022	15
J.B. Curutchague & Son Farms	Rosedale & Greeley Rd Bakersfield, California 93307 KERN		1/1/2022	10/31/2022	15
Scroggs Consulting, LLC	28999 Merced Ave. Shafter, California 93263 KERN	Yellow Pine	1/1/2022	10/31/2022	15
Kuhn McKibben	Hwy 46 & McKibben Wasco, California 93280 KERN		1/1/2022	10/31/2022	15
Bloemas -Jackson	Highway 43 & Jackson Wasco, California 93280 KERN		1/1/2022	10/31/2022	15
Pacific Ag Management	29341 Kimberlina Road Wasco, California 93280 KERN	Sierra Land & Farming	1/1/2022	10/31/2022	15
AgWise	Palm Ave. & Shuster Wasco, California 93280 KERN	ACA (15,16,17,18)	1/1/2022	10/31/2022	15

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 *
furnished employer-owned	22515 Ave 208 Lindsay, California 93247 TULARE		1	5	☑ Local ☑ State ☑ Federal
motel accommodation	Best Western Plus Wasco Inn & Suites, 1704 Hwy 46 Wasco, California 93280 KERN	None.	1	15	☑ Local ☑ State ☑ Federal
employer-owned house	3112 Lytle Creek Road Fontana, California 92336 SAN BERNARDINO	Fully furnished	1	7	☑ Local ☑ State ☑ Federal
employer-owned house	2828 Lytle Creek Road Fontana, California 92336 SAN BERNARDINO	Fully furnished	1	6	☑ Local ☑ State ☑ Federal
					❑ Local ❑ State ❑ Federal
					❑ Local ❑ State ❑ Federal
					❑ Local ❑ State ❑ Federal
					❑ Local ❑ State ❑ Federal
					❑ Local ❑ State ❑ Federal
					❑ Local ❑ State ❑ Federal

H. Additional Material Terms and Conditions of the Job Offer

a. Job Offer Information 1

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Deductions from Pay

3. Details of Material Term or Condition (*up to 3,500 characters*) *

The following deduction will be made:
Taxes, if applicable under Federal, State, and local law from U.S. Workers, FICA Taxes, & Federal Income Tax Withholding.
Willful destruction of property (No employer shall make any deduction from the wage or require any reimbursement from an employee for any cash shortage, breakage, or loss of equipment, unless it can be shown that the shortage, breakage, or loss is caused by a dishonest or willful act, or by the gross negligence of the employee.)
No deductions will be made which would bring the employee's hourly wage below the Federal Minimum Wage.

b. Job Offer Information 2

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - Inbound/Outbound Transportation

3. Details of Material Term or Condition (*up to 3,500 characters*) *

Inbound/Outbound Transportation - Transportation Arrangements

The employer will provide advance transportation for reasonable (most economical) common carrier or other transportation which conforms to the Interstate Commerce Commission (ICC) in bound transportation (if it is the prevailing practice). If not the prevailing practice, the employer will reimburse the worker for transportation costs and subsistence to the employer's work site when the worker completes 50% of the work period. The employer will also provide advance subsistence at a minimum amount of $0 per 24-hour period of travel from place of recruitment to the place of employment (if it is the prevailing practice). Workers who provide receipts for meals and non-alcoholic beverages in excess of $ N/A will be reimbursed during the first pay period, up to the maximum amount of $ N/A per 24-hour period of travel from place of recruitment to the place of employment (if it is the prevailing practice). Workers who voluntarily quit or are terminated for cause prior to completing 50% of the contract period will be required to reimburse the employer for the full amounts of transportation and subsistence which were advanced and/or reimbursed to the worker. After worker has completed 50% of the work contract period, employer will reimburse worker for the cost of transportation and subsistence from the place of recruitment to the place of employment. Upon completion of the work contract, employer will pay reasonable costs of return transportation and subsistence (travel reimbursement subsistence will be the minimum amount of $13.17 per 24-hour period of travel without receipts and the maximum amount will be $55.00 per day with receipts) from the place of employment to the place of recruitment, except when the worker will not be returning to the place of recruitment due to subsequent employment with another employer who agrees to pay such costs, in which case the employer will only pay for the transportation and subsistence to the next job. The amount of the transportation payment will be equal to the most economical and reasonable similar common carrier transportation charges for the distance involved .

H. Additional Material Terms and Conditions of the Job Offer

c. Job Offer Information 3

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Pay Deductions - Additional Wage Information

3. Details of Material Term or Condition (*up to 3,500 characters*) *

Applicants may be offered higher than the advertised wage range due to experience or merit.

d. Job Offer Information 4

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Additional Hours and Schedule Information

3. Details of Material Term or Condition (*up to 3,500 characters*) *

A general work week is Monday through Friday from 8:00 am to 5:00 pm. However, because of the complexity of the crop conditions workers may be requested to work long days as well as on Saturdays, Sundays or Federal Holidays, depending upon the conditions of the commodities being produced. Therefore, hours above 40 per week may be offered but are not guaranteed.