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 * Farmworker

2. Workers Needed *	a. Total	b. H-2A	Period of Intended Employment	
	6	6	3. Begin Date * 1/15/2022	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**	7	c. Monday	7	e. Wednesday	7	g. Friday
0	b. Sunday	7	d. Tuesday	7	f. Thursday	5	h. Saturday

7. Hourly work schedule *
a. 7 : 00 ☑ AM ☐ PM
b. 4 : 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.)

Operate tractors, tractor-drawn machinery, and self-propelled machinery to plow, harrow, fertilize soil, or to plant, cultivate, spray and harvest hay crops. Make and repair stock ponds, feeding and caring for small herd of cattle. May also construct or repair fences and participate irrigation activities. 3 months experience in related job required. Workers will drive and operate employer vehicles, drivers' license is required. Workers will work with cattle and hay crops.

Operan tractores, maquinaria de tractores y maquinaria autopropulsada para arar, harrow, fertilizar el suelo o plantar, cultivar, pulverizar y cosechar cultivos de heno. Hacer y reparar estanques de almacenamiento, alimentando y cuidando pequeños rebaños de ganado. También pueden construir o reparar vallas y participar en actividades de riego. Se requiere 3 meses de experiencia en trabajos relacionados. Los trabajadores conducirán y operarán vehículos empleadores, se requiere licencia de conducir. Los trabajadores trabajarán con cultivos de ganado y heno.

8b. Wage Offer *	8c. Per *	8d. Piece Rate Offer §	8e. Piece Rate Units/Special Pay Information §
$ 13 . 03	☑ HOUR ☐ MONTH	$ 00 . 00	See Addendum C/Véase la adición C.

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/Véase la adición C.

H-2A Case Number: H-300-21305-678443 Case Status: Full Certification Determination Date: 11/17/2021 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)* *

See Addendum C

C. Place of Employment Information

1. Address/Location *
18568 Hwy 187

2. City *	3. State *	4. Postal Code *	5. County *
Utopia	Texas	78884	Uvalde

6. Additional Place of Employment Information *(If no additional information, enter "**NONE**" below)* *

From the main post office in Utopia TX at 700 N. Main St., Uvalde, TX, head south on RM 187 and go 1.8 miles, turn right onto Waresville Cemetery Rd., go .2 miles, turn left to stay on Waresville Cemetery Rd. and work site is in .3 miles. Work site is owned and operated by Lewis Energy/Glacier Cap.

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 *
18568 Hwy 187

2. City *	3. State *	4. Postal Code *	5. County *
Utopia	Texas	78884	Uvalde

6. Type of Housing *	7. Total Units *	8. Total Occupancy *
Mobile Home	1	6

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)* *

Housing is a Gray sided, 1200 Sqft, mobile home fully furnished with kitchen and laundry facilities. Housing is owned and operated by Lewis Energy/Glacier Cap.
From the main post office in Utopia TX at 700 N. Main St., Uvalde, TX, head south on RM 187 and go 1.8 miles, turn right onto Waresville Cemetery Rd., go .2 miles, turn left to stay on Waresville Cemetery Rd. and work site is in .3 miles.

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 furnish free and convenient cooking and kitchen facilities so that workers may prepare their own meals, this includes basic appliances, pots, pans, utensils, plates, bowls etc. The employer will also provide (on a regular weekly basis) transportation to assure workers access to stores where they can purchase groceries.

El empleador proporcionará instalaciones de cocina y cocina gratuitas y convenientes para que los trabajadores puedan preparar sus propias comidas, esto incluye electrodomésticos básicos, ollas, sartenes, utensilios, platos, tazones, etc. El empleador también proporcionará transporte (semanalmente) a asegurar a los trabajadores el acceso a las tiendas donde puedan comprar alimentos.

2. If meals are provided, the employer: *	☑ **WILL NOT** charge workers for such meals.		
	☐ **WILL** charge workers for such meals at	$ _____ . _____	per day per worker.

F. Transportation and Daily Subsistence

1. Describe the terms and arrangement for daily transportation the employer will provide to workers. *
(Please begin response on this form and use Addendum C if additional space is needed.)

See Addendum C/Véase la adición C

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

See Addendum C/Véase la adición C

3. During the travel described in Item 2, the employer will pay for or reimburse daily meals by providing each worker *	a. no less than	$ 13 . 17	per day *
	b. no more than	$ 55 . 00	per day with receipts

H-2A Case Number: H-300-21305-678443 Case Status: Full Certification Determination Date: 11/17/2021 Validity Period: _____ to _____

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.)

Interested applicants are encouraged to contact their nearest Local State Workforce Agency to inquire about this job opportunity and learn about the terms and conditions. SWAs may only refer for employment individuals who have been apprised of all material terms and conditions of
employment and have indicated, by accepting referral to the job opportunity, that he or she is qualified, able, willing, and available for employment. Applicants may also contact the employer for a phone interview between 8:00am and 4:00pm, Monday thru Friday or by mail at:

Glacier Cap Management LLC
c/o Erin Albritton
10101 Reunion Place, Suite 1000
San Antonio, TX 78216

Se alienta a los solicitantes interesados a que se comuniquen con la Oficina de la Fuerza Laboral del Estado ms cercana para consultar sobre esta oportunidad de trabajo y conocer los trminos y condiciones. Los SWA solo pueden referirse a personas de empleo que hayan sido informadas de todos los trminos y condiciones materiales de
empleo y ha indicado, al aceptar la remisin a la oportunidad de trabajo, que l o ella est calificado, capaz, dispuesto y disponible para el empleo.
Los solicitantes tambin pueden comunicarse con el empleador para una entrevista telefnica entre las 8:00 am y las 4:00 pm, de lunes a viernes o por correo a la direccin anterior.

2. Telephone Number to Apply *	3. Email Address to Apply *
+1 (956) 728-5978	ealbritton@glaciercap.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 §
Albritton	Erin	
4. Title *		
Administrative Manager		
5. Signature (or digital signature) *		6. Date signed *
Digital Signature Verified and Retained By Certifying Officer		11/2/2021

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.

H. Additional Material Terms and Conditions of the Job Offer

a. Job Offer Information 1

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 (*up to 3,500 characters*) *

Hours listed in Section A.6 are the anticipated hours to be worked. These hours could increase or decrease based on weather conditions, crop delay, pests or disease, crop yield, available labor, and or productivity. See additional information in Addendum C.

Las horas enumeradas en la Seccin A.6 son las horas previstas para trabajar. Estas horas podran aumentar o disminuir segn las condiciones climticas, el retraso de la cosecha, las plagas o enfermedades, el rendimiento de la cosecha, la mano de obra disponible o la productividad. Ver informacin adicional en el Anexo C.

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 - F.2.

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

F.2. The employer will reimburse the worker for transportation costs and subsistence to the employer's work site from the place of which they have come, when the worker completes 50% of the work period. At the end of the contract the worker will be advanced the cost for their return trip home.

F.2. El empleador reembolsará al trabajador los costos de transporte y subsistencia al lugar de trabajo del empleador desde el lugar de donde ha venido, cuando el trabajador complete el 50% del período de trabajo. Al finalizar el contrato, se le adelantará al trabajador el costo de su viaje de regreso a casa.

H. Additional Material Terms and Conditions of the Job Offer

c. Job Offer Information 3

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

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

F.1. Workers will be transported to and from the work site and housing daily via a company vehicle, if workers are housed on the same property as the worksite, workers can walk to the work site if with proximity. Weekly workers will be transported via a company vehicle to a local area with store(s) where they can purchase groceries, etc.

F.1. Los trabajadores serán transportados hacia y desde el lugar de trabajo y la vivienda diariamente a través de un vehículo de la empresa, si los trabajadores se alojan en la misma propiedad que el lugar de trabajo, los trabajadores pueden caminar hasta el lugar de trabajo si están con proximidad. Los trabajadores semanales serán transportados a través de un vehículo de la empresa a un área local con tiendas donde pueden comprar comestibles, etc.

d. Job Offer Information 4

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Special Pay Information/Información de pago especial

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

A worker can make more depending on merit, experience and if bonuses are earned. Bonuses are based on performance and are at the sole discretion of the employer.

Un trabajador puede ganar más dependiendo del mérito, la experiencia y si obtiene bonificaciones. Las bonificaciones se basan en el desempeño y quedan a la entera discreción del empleador.

H. Additional Material Terms and Conditions of the Job Offer

e. Job Offer Information 5

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Pay Deductions - Información especial de pagos y deducciones

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

The employer will only make deductions from the workers' pay in accordance with federal, state and local laws. Domestic workers will have Social Security and Federal Taxes deducted as per the local, state and federal laws. Foreign workers are exempt from these taxes and will not have them deducted, unless otherwise designated in writing by the worker. All workers are subject to reasonable repair cost of damage, other than that caused by normal wear and tear, may be charged to worker found to have been responsible for damage to housing or furnishings.

El empleador solo hará deducciones del salario de los trabajadores de acuerdo con las leyes federales, estatales y locales. A las trabajadoras del hogar se les deducirán los impuestos federales y del Seguro Social de acuerdo con las leyes locales, estatales y federales. Los trabajadores extranjeros están exentos de estos impuestos y no se les deducirán, a menos que el trabajador indique lo contrario por escrito. Todos los trabajadores están sujetos a un costo de reparación razonable de los daños, que no sean los causados por el desgaste normal, que se pueden cobrar al trabajador que haya sido responsable de los daños a la vivienda o al mobiliario.

f. Job Offer Information 6

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties -Información adicional sobre el trabajo

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

The background and drug screen are put in place to ensure that we are protecting and mitigating risk for our company, team members and landowners in the area that we operate in related to ongoing efforts to combat theft and fraud, as well as heightened concerns about workplace violence and potential liability for negligent hiring all associated with federal laws as well as state and local laws. Drug screens and background checks will be conducted at the employers expense.
Our Adjudication guidelines follow the guidelines associated with the" FCRA – Federal Credit Reporting Act" and follow closely those in the "Consideration of Arrest and Conviction Records in Employment Decisions Under Title VII of the Civil Rights Act of 1964" by the EEOC. This helps us mitigate unlawful discrimination in employment screening, for hiring or retention by the Director of Human Resources.

Guidelines Followed for Hiring:

§ Type of Background and Drug screen are based on Job Type
- Ex. Financial or Money handling jobs will require a credit check
- Ex. DOT Drivers will required appropriate DOT Screening and MVR

§ Arrest records are not considered, only convictions are only reviewed

§ ALL JOBS:
- Felony type of Acts of theft, fraud, embezzlement and other related crimes are not considered within the past 7 years
- Misdemeanor type of Acts of theft, fraud, embezzlement and other related crimes are not considered within the past 4 years
- Felony type of Acts associated with violent crime are not considered Murder, Assault, Armed Robbery, Rape and other related acts are not considered within the past 7 years
- Misdemeanor type of Acts associated with violent crime are not considered Simple Assault, Terroristic Threats, Domestic Violence and other related acts are not considered within the past 4 years
- Felony type of drug, drug distribution, drug manufacture, drug sells and other related crimes are not considered within the past 7 years.
- Two or more Misdemeanor type of Acts associated with drug crimes, possession and other related crimes are not considered within the past 4 years.
- Moving violations are not considered

§ Driving or DOT Jobs
- All of the above with the exception of Moving Violations.
- All drivers must have an active driver's license or DOT license in good standings
- Multiple moving violations within the past 2 years are not considered

§ Financial or Money Handling Jobs
- All of the Above for All Jobs
- Must have a credit score over 499 and not filed for bankruptcy within the past 2 years

H. Additional Material Terms and Conditions of the Job Offer

g. Job Offer Information 7

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Additional-Información adicional sobre el trabajo

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

Los antecedentes y la detección de drogas se implementan para garantizar que estamos protegiendo y mitigando el riesgo para nuestra empresa, los miembros del equipo y los propietarios de tierras en el área en la que operamos en relación con los esfuerzos continuos para combatir el robo y el fraude, así como las crecientes preocupaciones sobre el lugar de trabajo violencia y posible responsabilidad por la contratación negligente, todos asociados con las leyes federales, así como las leyes estatales y locales. Las pruebas de detección de drogas y las verificaciones de antecedentes se llevarán a cabo a expensas de los empleadores.
Nuestras pautas de adjudicación siguen las pautas asociadas con la "FCRA - Ley Federal de Informes de Crédito" y siguen de cerca las de la "Consideración de Registros de Arresto y Convicción en las Decisiones de Empleo en virtud del Título VII de la Ley de Derechos Civiles de 1964" por la EEOC. Esto nos ayuda a mitigar la discriminación ilegal en la selección de empleo, para la contratación o retención por parte del Director de Recursos Humanos.
Pautas seguidas para la contratación:
§ El tipo de fondo y la pantalla de drogas se basan en el tipo de trabajo
· Ej. Los trabajos financieros o de manejo de dinero requerirán una verificación de crédito
· Ej. Los controladores DOT requerirán una evaluación DOT y MVR apropiadas
§ No se consideran los registros de arrestos, solo se revisan las condenas.
§ TODOS LOS TRABAJOS:
· Tipo de delito de actos de robo, fraude, malversación de fondos y otros delitos relacionados no se consideran en los últimos 7 años
· Los delitos menores, actos de robo, fraude, malversación de fondos y otros delitos relacionados no se consideran en los últimos 4 años.
· Los actos de tipo grave asociados con delitos violentos no se consideran asesinato, asalto, robo a mano armada, violación y otros actos relacionados no se consideran en los últimos 7 años.
· No se consideran actos de tipo menor de actos asociados con delitos violentos Asalto simple, amenazas terroristas, violencia doméstica y otros actos relacionados en los últimos 4 años
· Tipo de delito grave de drogas, distribución de drogas, fabricación de drogas, venta de drogas y otros delitos relacionados no se consideran en los últimos 7 años.
· Dos o más Actos de tipo delito menor asociados con delitos de drogas, posesión y otros delitos relacionados no se consideran en los últimos 4 años.
· No se consideran infracciones móviles
§ Conducción o trabajos DOT
· Todo lo anterior con la excepción de Violaciones en movimiento.
· Todos los conductores deben tener una licencia de conducir activa o una licencia DOT en buen estado
· No se consideran múltiples violaciones de movimiento en los últimos 2 años.
§ Trabajos financieros o de manejo de dinero
· Todo lo anterior para todos los trabajos
· Debe tener un puntaje de crédito superior a 499 y no haberse declarado en quiebra en los últimos 2 años

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 (*up to 3,500 characters*) *