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 * Farm Laborer

2. Workers Needed *	a. Total	b. H-2A	Period of Intended Employment	
	60	52	3. Begin Date * 2/12/2022	4. End Date *11/5/2022

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 *

35	**a. Total Hours**	6	c. Monday	6	e. Wednesday	6	g. Friday
0	b. Sunday	6	d. Tuesday	6	f. Thursday	5	h. Saturday

7. Hourly work schedule *
a. 6 : 00 ☑ AM ☐ PM
b. 12 : 30 ☐ 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.)
See Addendum C

8b. Wage Offer *	8c. Per *	8d. Piece Rate Offer §	8e. Piece Rate Units/Special Pay Information §
$ 16 . 34	☑ HOUR ☐ MONTH	$ 24 . 50	See Addendum A for complete Piece Rate schedule.

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-300-21333-730207 Case Status: _____ Determination Date: _____ 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. *	1	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 60 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)* *

This job requires a minimum of one month of prior experience working in tree fruit orchards handling manual tasks associated with fruit production and harvest activities. Work week is Monday through Saturday (Saturday work required); Sunday work may be offered but not required. Must be able to lift/carry 60 lbs. Employer-paid post-hire drug testing is required after a worker has an accident at work and upon reasonable suspicion of use.

C. Place of Employment Information

1. Address/Location *
Bear Mountain - 208 Hesperian Way

2. City *	3. State *	4. Postal Code *	5. County *
Chelan	Washington	98816	Chelan

6. Additional Place of Employment Information *(If no additional information, enter "**NONE**" below)* *
Employer owns and/or controls all worksites.

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 *
Bear Mountain Orchard - 340 Hesperian Way

2. City *	3. State *	4. Postal Code *	5. County *
Chelan	Washington	98816	Chelan

6. Type of Housing *	7. Total Units *	8. Total Occupancy *
Single story wood framed	2	12

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 provided only to non-local workers (i.e. permanent residence outside normal commuting distance). Only workers may occupy housing. Employer provides separate sleeping and bathroom facilities for each gender. Employer possesses and controls premises at all times. Workers must vacate housing promptly at end of contract period or upon termination, in accordance with state law.

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.)*

Employer does not provide meals. Employer-provided housing includes free and convenient cooking and kitchen facilities with appropriate equipment, appliances, cooking accessories, and dishwashing facilities for meal preparation. For workers residing in employer-provided housing, employer also provides free transportation once per week to/from closest town or city for personal errands (e.g., groceries, banking services). Dining, kitchen/cooking facilities and other common areas shared by all workers. In the event that kitchen facilities become unavailable during the contract period, employer will provide three daily meals in accordance with 20 CFR 655.122(g). In such circumstances, employer will deduct the cost of such meals up to the maximum allowable amount published in the Federal Register, or as otherwise approved by the U.S. Department of Labor.

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.)

See Addendum C

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

Employer pays/reimburses foreign workers for all visa-related costs (excluding passport fees) in the first workweek. For non-commuting workers, employer pays/reimburses reasonable travel costs (transportation, daily subsistence, and lodging if applicable) from the place worker departed to the employer's place of employment.

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-300-21333-730207 Case Status: _____ Determination Date: _____ 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.)

Employer accepts referrals and applicants from all sources. Interview required. Employer conducts interviews by phone at time of inquiry or within a reasonable time thereafter. Interviews conducted at no cost to applicants, whether via phone or in-person. Contact Employer during the hours of 9:00 AM - 5:00 PM PST. If unavailable, contact employer's agent during the hours of 8:00 AM - 12:00 PM PST.

Employer Agent:
Fuerza Consulting Solutions, LLC
(360) 812-6482
info@fuerzalabor.com

Referring State Workforce Agency (SWA) responsible for informing applicants of terms and conditions of employment. After coordinating referral with local order holding office, referring SWA should contact employer or employers agent to provide notice of the referral. When possible, SWA should furnish translator services as needed. Employer requests advance notice by the SWA if holding office intends to refer multiple applicants concurrently.

To be eligible for employment, applicants must:
1. Be able, willing, and available to perform the specified job duties for the duration of the contract period.
2. Have been apprised of all material terms and conditions of employment;
3. Agree to abide by all material terms and conditions of employment;
4. Be legally authorized to work in the United States; AND
5. Satisfy all minimum job requirements

2. Telephone Number to Apply *	3. Email Address to Apply *
N/A	ruthr@starranch.com

4. Website address (URL) to Apply *
www.worksourcewa.com

H. Additional Material Terms and Conditions of the Job Offer

1. Is a completed **Addendum C** providing additional information about the material terms, conditions, and benefits (monetary and non-monetary) that will be provided by the employer attached to this job order? *	☑ Yes ☐ No

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 §
Gebers	Kari	
4. Title *		
General Counsel		
5. Signature (or digital signature) *		6. Date signed *
Digital Signature Verified and Retained By Certifying Officer		12/9/2021

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.

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

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units/Special Pay Information
	Cherry Harvest - red	$ 03 . 40	Piece Rate	Red Cherry Harvest: $3.40 per 17 lb. lug minimum
	Cherry Harvest - yellow	$ 06 . 00	Piece Rate	Yellow Cherry Harvest: $6.00 per 20 lb. lug minimum
	Cherry Pruning	$ 00 . 15	Piece Rate	Thinning/pruning All Density: Range of $0.15 cents to $0.50 per tree
	Apple Thinning	$ 16 . 34	Hour	All Density: $16.34 per hour Please see Section A.11. of the ETA 790 that attests workers are guaranteed to be paid no less than the applicable H-2A hourly rate for each hour worked.
	Apple Pruning	$ 16 . 34	Hour	All Density: $16.34 per hour Please see Section A.11. of the ETA 790 that attests workers are guaranteed to be paid no less than the applicable H-2A hourly rate for each hour worked.
	Apple Harvest - all density	$ 24 . 50	Piece Rate	All Varieties - Pink Lady, Braebum, Fuji, Golden, Gala Granny Smith, Ambrosia, Jonagold, Cameo, Juici) All Density: $24.50 per bin (47" x 47" x 24")
	Apple Harvest - high density	$ 16 . 34	Hour	All Varieties - Pink Lady, Braebum, Fuji, Golden, Gala Granny Smith, Ambrosia, Jonagold, Cameo, Juici High Density: $16.34 per hour
	Apple Harvest - color-pick high density	$ 16 . 34	Hour	All Varieties - Pink Lady, Braebum, Fuji, Golden, Gala Granny Smith, Ambrosia, Jonagold, Cameo, Juici Color-pick High Density: $16.34 per hour
	Red Delicious Medium Density Harvesting	$ 20 . 00	Piece Rate	Red Delicious Medium Density Harvesting: $20.00 per bin (47" x 47"x 24 ")
	Apple Harvest - medium density	$ 25 . 00	Piece Rate	Fuji (47x47x24.5)

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

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units/Special Pay Information
	Apple Harvest - low	$ 27 . 00	Piece Rate	Gala (47x47x24.5)
	Apple Harvest - high	$ 26 . 00	Piece Rate	Gala (47x47x24.5)
		$ _____ . _____		
		$ _____ . _____		
		$ _____ . _____		
		$ _____ . _____		
		$ _____ . _____		
		$ _____ . _____		
		$ _____ . _____		
		$ _____ . _____		

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

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Custom Orchards, Inc.	Custom 1: Highway 97 a Mile S of Brewster Brewster, Washington 98812 OKANOGAN	Employer owns and/or controls all worksites.From I-90 E, take Exit 85 for WA-970 N toward Wenatchee. Turn left onto WA-10/WA-970. Turn right to stay on WA-10/WA-970. Continue to follow WA-970. Slight left onto US-97 N. Merge onto US-2 E/US-97 N via the ramp to Wenatchee. Slight right to merge onto US-2 E/US-97 N toward Okanogan/Spokane. Turn left onto US-2 E/US-97 N/Sunset Hwy. Continue to follow US-97 N. Destination will be on left.	2/12/2022	11/5/2022	52
Custom Orchards, Inc.	Thomas-Braker: Mile W of Brewster Bridge Brewster, Washington 98812 DOUGLAS	From I-90 E, take Exit 85 for WA-970 N toward Wenatchee. Left onto WA-10/WA-970.Turn right to stay on WA-10/WA-970. Follow WA-970. Slight left onto US-97 N.Merge onto US-2 E/US-97 N via the ramp to Wenatchee. Slight right to merge onto US-2 E/US-97 N toward Okanogan/Spokane. Left onto US-2 E/US-97 N/Sunset Hwy.follow US-97 N. Right onto WA-173 E Bridge St. N (Washington 173). Follow WA-173 E. Right onto Cranes Rd NW.Keep left to stay on Cranes Rd NW.Take the 1st right onto Crane Orchard Rd.	2/12/2022	11/5/2022	52
Custom Orchards, Inc.	Custom 2: 250 Diagonal Street Brewster, Washington 98812 DOUGLAS	From I-90 E, take Exit 85 for WA-970 N toward Wenatchee. Turn left onto WA-10/WA-970.Turn right to stay on WA-10/WA-970.follow WA-970.Slight left onto US-97 N. Merge onto US-2 E/US-97 N via the ramp to Wenatchee. Slight right to merge onto US-2 E/US-97 N toward Okanogan/Spokane.Turn left onto US-2 E/US-97 N/Sunset Hwy.Continue to follow US-97 N.Turn right onto WA-173 E/Bridge St. N (signs for Washington 173).Continue to follow WA-173 E.Turn right onto Diagonal St NE	2/12/2022	11/5/2022	52
Custom Orchards, Inc.	Troutman: 775 Highland Orchard Road Bridgeport, Washington 98813 DOUGLAS	Employer owns/controls all worksites. From I-90 E, take Exit 85 for WA-970 N toward Wenatchee. Left onto WA-10/WA-970.Right to stay on WA-10/WA-970. Continue to follow WA-970. Slight left onto US-97 N. Merge onto US-2 E/US-97 N via the ramp to Wenatchee. Slight right to merge onto US-2 E/US-97 N toward Okanogan/Spokane.Left onto US-2 E/US-97 N/Sunset Hwy.Follow US-97 N. Right onto WA-17 S (signs for Washington 17).Left onto Pearl Hill Rd. NE.Right onto Holland Orchard Rd.	2/12/2022	11/5/2022	52
Custom Orchards, Inc.	Custom 3: Crane Orchard Road Brewster, Washington 98812 DOUGLAS	From I-90 E, take Exit 85 for WA-970 N toward Wenatchee.Left onto WA-10/WA-970 Right to stay on WA-10/WA-970.Follow WA-970.Slight left onto US-97 N.Merge onto US-2 E/US-97 N to Wenatchee.Right to merge onto US-2 E/US-97 N toward Okanogan/Spokane.Turn left onto US-2 E/US-97 N/Sunset Hwy.Follow US-97 N. Right onto WA-173 E/Bridge St. N (signs for Washington 173).Follow WA-173 E. Right onto Cranes Rd NW.Keep left to stay on Cranes Road NW.Then 1st right onto Crane Orchard Rd.will be on the right.	2/12/2022	11/5/2022	52
Bear Mountain:	208 Hesperian Way, Chelan, WA 98816 Chelan, Washington 98816 CHELAN	Employer owns and/or controls all worksites.From I-90 E, take Exit 85 for WA-970 N toward Wenatchee. Turn left onto WA-10/WA-970. Turn right to stay on WA-10/WA-970. Continue to follow WA-970. Slight left onto US-97 N. Merge onto US-2 E/US-97 N via the ramp to Wenatchee. Slight right to merge onto US-2 E/US-978 N toward Okanogan/Spokane. Take the exit toward Euclid Ave. Turn left onto Euclid Ave. Continue onto US-97 ALT N. Destination will be on right.	2/12/2022	11/5/2022	52

Form ETA-790A Addendum B **FOR DEPARTMENT OF LABOR USE ONLY**

H-2A Case Number: H-300-21333-730207 Case Status: _____ Determination Date: _____ Validity Period: _____ to _____

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 *
2-story wood frame house	Custom Orchard #1 - 25847 Hwy 97 Brewster, Washington 98812 OKANOGAN		2	42	☑ Local ☑ State ☑ Federal
Single level building	Custom Orchard #2 - 250 Diagonal Street Brewster, Washington 98812 DOUGLAS		8	30	☑ Local ☑ State ☑ Federal
Single story wood house	Custom Orchard #3 - 238 Crane Orchard Rd Brewster, Washington 98812 DOUGLAS		1	20	☑ Local ☑ State ☑ Federal
Single story wood house	Bear Mtn Ranch - 365 Hesperian Way Chelan, Washington 98816 CHELAN		4	16	☑ Local ☑ State ☑ Federal
Single level building	Thomas-Braker- 41 Crane Orchard Rd Brewster, Washington 98812 DOUGLAS		6	18	☑ Local ☑ State ☑ Federal
					❑ Local ❑ State ❑ Federal
					❑ Local ❑ State ❑ Federal
					❑ Local ❑ State ❑ Federal
					❑ Local ❑ State ❑ Federal
					❑ Local ❑ State ❑ Federal

FOR DEPARTMENT OF LABOR USE ONLY

H-2A Case Number: H-300-21333-730207 Case Status: _____ Determination Date: _____ Validity Period: _____ to _____

H. Additional Material Terms and Conditions of the Job Offer

a. Job Offer Information 1

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

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

For workers residing in employer-provided housing, employer provides, at no cost to workers, daily transportation to and from the worksite. Use of employer-provided transportation is voluntary. Daily transportation to/from the worksite not available to workers who do not reside in employer-provided housing. Local workers and workers who decline employer-provided housing responsible for own daily transportation. Employer provides, at no cost, incidental transportation between worksites.

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 - null

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

Unless paid in advance, inbound travel costs reimbursed with pay for the first workweek to the extent that worker's out-of-pocket expenses reduce earnings below FLSA minimum wage; remainder of travel costs reimbursed upon completion of 50% of the contract period, per 20 CFR 655.122(h)(1). Employer provides or pays outbound travel costs to workers who complete the contract period or are dismissed early. Employer will not pay or reimburse travel costs to any worker who voluntarily resigns, abandons employment, or is terminated for cause. All travel reimbursements are based on worker's actual cost but shall not exceed the least-cost economy rate.

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 - null

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

Transportation from employer housing to worksites and back will be offered at no expense to the worker. Workers will be compensated the hourly rate listed in this agreement while in transit from housing to the worksites were worker is needed for time spent in transit beyond the first 50 miles of commute to and from the worksite to the housing.

d. Job Offer Information 4

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

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

DEDUCTIONS. Employer will make all deductions required by law (e.g., FICA, federal/state tax withholdings, court-ordered child support, etc.). Workers must pre-authorize voluntary deductions, which may include repayment of advances and/or loans, health insurance premiums, retirement plan contributions, and/or payment of cell phone, cable/satellite TV, internet or other service(s) for worker's convenience and benefit. All deductions will comply with the Fair Labor Standards Act (FLSA) and applicable state law. Employer may deduct the worker's portion of workers' compensation premiums and/or Paid Family and Medical Leave premiums, up to the maximum allowable amounts under Washington State law. Workers must obtain employer's permission to make personal long distance phone calls on employer's phone. Making a personal long distance phone call constitutes consent by the worker for employer to deduct the cost of such call from worker's pay.

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 - null

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

The employer may, in its sole discretion, raise or suspend the piece rate scheme in favor of hourly pay at the applicable H-2A hourly rate in order to assure fair earnings. See Addendum A for piece rate schedule.

Work performed under the contract is exempt from federal overtime pay requirements under the Fair Labor Standards Act (FLSA). Workers are only eligible for overtime pay if required by state law. Effective January 1, 2022, overtime pay will apply at 1.5 times the regular rate of pay for all hours worked in excess of 55 hours in a workweek.

f. Job Offer Information 6

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

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

Worker must promptly confirm such authorization in writing. Workers may be subject to disciplinary action for failing to obtain employer's permission for a personal long-distance call or to repay the cost of such call within a reasonable time. Employer may charge worker reasonable repair costs for damage to housing beyond normal wear and tear, if worker is found to have been responsible for such damage. Employer may charge worker for reasonable cost of damages and/or replacement of tools and/or equipment if such damage is found to have been the result of worker's willful misconduct or gross negligence.

In accordance with 8 CFR 214.2(h)(5)(xi)(A) and 20 CFR 655.135(j)?(k), employer prohibits the solicitation and payment of recruitment fees by workers. Workers who pay or are solicited to pay such a fee must inform the employer immediately. Employer will investigate all claims of illegal fees and take immediate remedial action as appropriate.

FIRST WEEK'S PAY. Failure to contact the respective SWA office within the timeframe specified in 20 CFR 653.501(c)(3)(i) shall disqualify any applicant from the assurances set forth therein.

ADDITIONAL PAY DETAILS. In the event that the applicable H-2A wage rate decreases for any reason during the employer's positive recruitment or H-2A contract period in the instant job order, the employer reserves the right to decrease its offered/paid hourly wage to the new, lower wage rate, as long as the new lower wage rate remains the highest of the AEWR, the prevailing hourly wage or piece rate, an agreed-upon collective bargaining wage, and the federal and state minimum wages in effect at the time work subject to the provisions of this job order is performed.

Employer will pay each worker by check on Friday. The payroll period is bi-weekly.

Workers shall receive a paid 10 minute rest break for every four (4) hours worked. Rest breaks will be paid at the regular rate of pay. If workers are paid by a piece rate (see above), the regular rate of pay shall be determined by dividing the total piece rate earnings for the pay period by the total hours worked in that period, exclusive of rest breaks, or the minimum hourly rate required by law, whichever is greater. Workers shall accrue one (1) hour of paid sick leave for every 40 hours worked. Sick leave will be paid at regular rate of pay. Workers are entitled to use paid sick leave beginning on the 90th calendar day after the contract start date. Unused sick leave of 40 hours or less will be carried over to the following year.

ADDITIONAL TERMS, CONDITIONS, AND ASSURANCES.

DEPARTURE ACKNOWLEDGEMENT. Employer will advise all foreign H-2A beneficiaries of their responsibility to depart the United States upon separation of employment or completion of the H-2A contract period, unless the beneficiary obtains an extension of status.

All work is compensated at the hourly rate specified in the job order with the exception of any specified piece rates. No piece rate compensation will be lower than the prevailing piece rates in the area of intended employment. In the event that the SWA/DOL promulgates new prevailing piece rate(s) lower than the piece rates stated above, the employer reserves the right to pay the new, lower piece rate(s) for the applicable crop(s). When work is performed according to the stated piece rate schedule, workers are guaranteed that they will be paid no less than the applicable H-2A hourly rate for each hour worked.

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 *	Job Duties - Termination

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

TERMINATION. Employer may terminate a worker for lawful job-related reasons and notify the Job Service local office if the worker: (1) abandons employment (five consecutive workdays of unexcused absence); (2) malingers or otherwise refuses, without cause, to perform the work as directed; (3) commits serious act(s) of misconduct or repeatedly violates the Work Rules; (4) fails, after completing the allowable three day training period or five day trial period (whichever is applicable), to perform in a competent and skillful manner that enables the employer to produce and sell a premium quality product; and/or (5) provides other lawful job-related reasons for termination, including termination of a non-US worker because a US worker becomes available for the job under the DOL 50% rule. Regardless of whether the employer requires a background check as a condition of employment, the employer may terminate for cause, in accordance with applicable laws and regulations, any worker found during the period of employment to have a criminal conviction record or status as a registered sex offender that the employer reasonably believes will endanger the safety or welfare of other workers, company staff, customers, or the public at large.

h. Job Offer Information 8

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Work Rules

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

These Work Rules provide guidance to workers regarding acceptable conduct standards and general expectations. This document is not intended to be comprehensive. Violation of any lawful, job-related employer requirements, including these Work Rules, are grounds for immediate termination. Other policies and/or disciplinary measures may apply at employer's discretion.

1. Workers must comply with all rules relating to discipline, attendance, work quality and effort, and the care and maintenance of all employer-provided property.
2. Workers must perform work carefully and in accordance with employer's instructions. Workers performing sloppy work may be suspended without pay for the remainder of a workday or for up to three days, depending on the degree of infraction, the worker?s prior record, and other relevant factors. Employer may discharge worker for subsequent offenses.
3. Workers may not use or possess alcohol, marijuana or illegal drugs during work time or during any workday before work is completed for the day (e.g., during meals). Workers may not report for work under the influence of alcohol, marijuana or illegal drugs. Employer may terminate workers for excessive alcohol use or drunk/disorderly conduct in housing after hours. Workers may not use, possess, sell, or manufacture marijuana or illegal drugs on any employer premises, including housing.
4. Workers must be present, able, and willing to perform every scheduled workday at the scheduled time unless excused by employer. Employer does not permit excessive absences and/or tardiness. Workers must report any absence from work by 7:00 AM. Employer may terminate any worker who abandons employment (five consecutive workdays of unexcused absence).
5. Workers must keep employer-provided living quarters and common areas neat, clean, and in good repair, except for normal wear and tear. Workers must cooperate in maintaining common kitchen and living areas. Employer does not permit pets of any kind. Workers must occupy housing that employer assigns to them.
6. Workers may not remove, deface, or alter any employer notices or posters required by federal and state law. Workers may request copies of posters.
7. Workers living in employer-provided housing must lock the housing and turn off all lights, electronics, and unnecessary heat before leaving for work each morning. Workers must close all doors and windows while using heat and during adverse weather conditions.
8. Workers assigned to bunk beds in employer-provided housing may not separate bunk beds.
9. Workers may not cook in living quarters or any other non-kitchen areas in employer-provided housing. Employer furnishes cooking facilities and equipment.
10. Workers may not leave paper, cans, bottles and other trash in fields, work areas, or on housing premises. Workers must properly use trash and waste receptacles.
11. Workers may not take unauthorized breaks from work.
12. Workers may not sleep, waste time, or loiter during working hours.
13. Workers may not leave the field or other assigned work area without permission of employer or supervisor.
14. Workers may not enter employer?s premises without authorization.
15. Workers must be present at their assigned worksite at the scheduled start time. Workers may not begin work prior to scheduled starting time or continue working after stopping time.

H. Additional Material Terms and Conditions of the Job Offer

i. Job Offer Information 9

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Work Rules Continued

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

16. Workers may not entertain guests in employer-provided housing premises after 9:00 PM, except on Saturdays when guest hours end at 10:30 PM. No persons, other than workers assigned by employer, may sleep in housing.
17. Workers may not deliberately restrict production or damage products/commodities.
18. Workers may not physically threaten other workers, the employer, supervisors, or members of the public with any tool or weapon. Workers who violate this rule may be subject to immediate termination.
19. Workers are prohibited from harassing others and engaging in abusive behavior of any kind. Workers who physically, sexually, or verbally harass other workers, the employer, supervisors, or members of the public may be subject to immediate termination.
20. Workers may not fight on employer's premises, including housing, at any time. Workers who violate this rule may be subject to immediate termination.
21. Workers may not carry, possess, or use any dangerous or deadly weapon. Workers who violate this rule may be subject to immediate termination.
22. Workers may not steal from other workers or the employer. Workers who violate this rule may be subject to immediate termination.
23. Workers may not falsify identification, personnel, medical, production or other work-related records.
24. Workers may not drive any vehicles on employer's property without proper licensing, if required.
25. Workers may not abuse or destroy any machinery, truck or other vehicle, equipment, tools, or other property belonging to the employer or to other workers.
26. Workers must report any damage or breakdown to equipment, tools, or other property belonging to the employer.
27. Workers may not use or operate trucks or other vehicles, machines, tools or other equipment and property that has not been specifically assigned to worker by the employer or supervisor. Workers may not use or operate trucks or other vehicles, tools or other equipment or property for personal use unless expressly authorized by the employer.
28. Workers may not misuse or remove from the farm premises without authorization any employer-owned property.
29. Workers may not accept personal gifts from employer's vendors or customers without employer's authorization.
30. Workers must obey all safety rules and common safety practices. Workers must report any injuries or accidents promptly to the employer or immediate supervisor.
31. Workers must follow supervisor's instructions. Insubordination is cause for termination.
32. Workers may not reveal confidential or proprietary business information to any third-party. Confidential information includes, but is not limited to, worker lists, customer lists, financial information, or other business records.
33. Workers must obtain employer's permission to make long distance telephone calls on employer's telephone line. Employer will charge worker for the costs of any unauthorized long distance calls.
34. Except as otherwise noted above, employees who violate any of these Work Rules will be disciplined according to the following schedule:
First Offense: Oral warning and correction.
Second Offense: Written warning and unpaid leave for balance of day.
Third Offense: Immediate termination. Worker will be asked to sign written fact statement.

j. Job Offer Information 10

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - General Conditions

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

Crops/Commodities:

Apples and Cherries

General Conditions:

Field work begins at assigned time shortly after daylight. Worker must possess requisite physical strength and endurance to repeat the harvest process throughout the workday. Workers must work at a sustained, vigorous pace and make bona-fide efforts to work efficiently and consistently that are reasonable under the climatic and all other working conditions, consistent with applicable industry standards for all workers.

Work is to be done for long periods of time. Workers are expected to perform duties including boxing, weighing and loading of product. Workers will assist in loading trucks with product weighing up to and including 60 pounds and lifting to a height of 5 feet for long periods of time. Workers should be able to work on their feet in bent positions for long periods of time. Work requires repetitive movements and extensive walking. Allergies to ragweed, goldenrod, insect spray, related chemicals, etc. may affect workers ability to perform the job. Worker may be required to work in orchard when trees are wet with dew/rain and should have suitable clothing for variable weather conditions. Work may be performed during light rain and in high humidity and in temperatures up to 105 degrees F. Workers should be physically able to do the work required with or without reasonable accommodations. Work week is Monday through Saturday (Saturday work required); Sunday work may be offered but not required. Must be able to lift/carry 60 lbs. Employer-paid post-hire drug testing is required after a worker has an accident at work and upon reasonable suspicion of use.

Worker may never ride on agricultural equipment not designed for work related riding purposes or any other non-passenger intended equipment unless instructed and authorized by the employer or supervisor to do so. All work related injuries must be immediately reported to crew leader, foreman or supervisor, if requested.

Training: There will be a demonstration period to familiarize workers with job specifications and to demonstrate proper harvest methods and other crop specific issues such as particular grading specifications.

General Job Specifications:

1. Must be able to perform all duties within this job description in what can be considered a safe manner adhering to all established orchard safety guidelines, practices and procedures.

2. Must wear all required and assigned personal protective equipment at all times when required to do so. Employee must wear proper clothing and footwear depending on the season. All footwear must be closed due to safety precautions.

3. The employer or designated employee will provide instructions and general supervision. Employees will be expected to conform to the specific instructions given for each days work.

4. Employees will be required to attend an orientation on workplace rules, policies and safety information.

5. All worksites and all facilities of the employer are drug free work places. Employees must not report for work, enter employers property or perform service while under the influence of or having used illegal controlled substances. Employees must not report for work or perform service while under the influence of or impaired by prescription drugs, medications, alcohol or other substances that may in any way adversely affect their alertness, coordination, reaction response or safety.

H. Additional Material Terms and Conditions of the Job Offer

k. Job Offer Information 11

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - General Conditions Continued

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

6. No non-employees will be permitted in or adjacent to the worksite. In particular, no non-working children may be present at or adjacent to worksites or left in vehicles during the workday. Employees arriving at work with non-working children or other non-employees will be sent home.

7. Employees who are not entitled to employer provided housing must have transportation to worksite.

Cherry Harvest: Worker will hand harvest cherries. Worker will attach harness, bucket or bag and pick low hanging fruit while standing or on a ladder. Worker will pick according to grade, color and size by grasping fruit with the hands and removing from the tree in a motion so as not to harm adjacent buds on the tree branches. Worker will carry harness, bucket or bag of up to 20 lbs. and will place fruit into plastic lugs which hold approximately 30 pounds of fruit. Care must be exercised at all times to prevent bruising of fruit or breaking of branches.

Apple Harvest: Worker will hand harvest apples. Worker will attach harness, bucket or bag and pick low hanging fruit while standing on the ground and higher branches while standing on a ladder. Worker will pick according to grade, color and size by grasping fruit with the hands and removing from the tree in a motion so as not to harm adjacent buds on the tree branches. Worker will carry harness, bucket or bag of up to 60 lbs. and will place fruit into wooden bins, 47x47x24 which hold approximately 25 bushels of fruit. Care must be exercised at all times to prevent bruising of fruit or breaking of branches. Some workers may be required to examine harvested fruit in bins and sort out any fruit not meeting the grade, color and size specifications.

Thinning: Thinning is a manual process used to control the size and quality of grown fruit. Must possess ability to pick up, handle a 10 foot orchard ladder weighing 40 pounds. This process requires the employee to remove, in some cases not limited to the smallest fruit blossom, bud and/or identifiable fruit from within a cluster of other fruits. Workers will be expected to be able to identify and remove fruit that is misshapen, damaged and/or with other quality problems as directed by supervisors.

Pruning: Pruning numerous varieties of apple trees according to established company procedures based on the difference4 in the treatment of different varieties. Work will be performed on trees for long periods of time using a variety of pruning equipment including hand shears, hand loppers, hand saws and 12-foot ladders. Pruning and thinning may be done from the ground or a ladder up to 12 feet in height or from a motorized platform. Workers may be required to selectively prune only trees of a certain size and color as instructed by the crew boss.

Workers are expected to possess or acquire pruning skills in order to identify and remove stubs or broken branches, downward-growing branches, branches which rub against each other, shaded interior branches, dead wood and shoots-suckers with hand pruning saws and clippers, mechanized equipment in pruning activities.

l. Job Offer Information 12

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Specifications

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

Checking: Workers may perform the following duties: make a daily list with all workers; make sure pickers are following safety rules; complete picker and bin ticket information; inspect the fruit for brusing, limb rub, stem pokes, sun burn, green fruit and check that fruit is picked to fruit quality; make sure the bin is full and attach the bin ticket to the bin; perform a bin count at the end of the day; make sure there is no fruit left in the trees.

Other Job Specifications Include:
1. Worker will care for young non-producing fruit trees including weeding, hoeing, trunk painting, hand fertilizing and growth selection by hand and clipping.
2. Hand thinning of apple and cherry trees to ensure proper fruit load on trees.
3. Pruning of apple and cherry trees.
4. Training of apple and cherry trees to trellis, including clipping and tying limbs and shoots to wire.
5. Training and limb positioning of apple and cherry trees.
6. Provide general labor to assist in the establishment of new orchard properties by clearing property, planting trees, building trellis, repair and spreading of composted material and any other labor considered necessary for the efficient structure of new orchard properties.
7. Cares for trees during growth process, recognize tree disease such as blighted branches in apples and gummosis in cherries.
8. Harvest preparation including spreading liners in bins, rolling bins into blocks by hand.
9. Propping and tying of apple and cherry tree limbs.
10. Pruning and thinning may be done from the ground or ladder up to 12 feet in height, or from a motorized platform.
11. Repair sprinklers on overhead cooling system. Install, maintain and operate irrigation system.
12. Load and unload empty bins by hand and place in orchard.
13. Picking numerous varieties of apples, cherries and according to established company procedures accounting for differences in the treatment of different varieties.
14. Hand harvesters may be required to selectively pick only fruit of a certain color and/or size as instructed by the supervisor.
15. Hand harvesters will be required to handle fruit carefully and not bruise or damage fruit when it is placed in the bin.
16. Observation of bruised, damaged or cull fruit by the supervisor will result in a bad bin mark and after three bad bin marks, the employee will receive disciplinary action up to and including termination. A bad bin mark occurs when a bin is inspected and a significant number of culls, bruised or damaged fruit are found by the supervisors.
17. The prevailing practice in the industry is to pay on a piece rate basis for hand harvesting of apples and cherries.
18. Farm clean up tasks to include picking up garbage around the orchard, removing old string and wire from trellis and orchard blocks and other hand tasks.
19. Safely sets and uses ladders. Much of the picking will be done from an aluminum ladder up to 12 feet in height.
20. Hand tools, such as pruning hooks, shears and/or picking bags will be utilized.
21. Workers may drive/operate tractors and four-wheelers (quads) and assist with equipment/mechanical maintenance. Workers will be instructed in safety and operation of the tractor/quad before driving. Tractors/quads should be driven in a manner to protect operator, other workers, products, trees, crops and equipment. Repeated failure to obey safety requirements and operating instructions may result in termination.

H. Additional Material Terms and Conditions of the Job Offer

m. Job Offer Information 13

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Specifications Continued

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

Apply pesticides, herbicides, fungicides, and other crop protectants. Mix and apply fertilizers, plant growth chemicals, conditioners, and other plant related treatments at the correct times depending on plant type, growth, climate and crop conditions. Must successfully complete and pass a pesticide training course.

Workers with a clean driving record (no major moving violations such as but not limited to Driving While Intoxicated or Reckless Driving) and able to obtain an insurable driver's license may be required to drive company vehicles.

Employees who do not produce a sufficient number of piece rate units to earn the Adverse Effect Wage Rate (AEWR) for all hours worked during a pay period will instead be paid on an hourly basis at the Adverse Effect Wage Rate for the pay period. Workers paid on an hourly basis who fail to perform their duties in a timely and proficient manner will be provided up to three warnings, and will be coached/instructed regarding how to work faster and more efficiently. Upon issuance of the third warning the employee may be terminated.

Workers injured on the job and unable to perform the full range of duties may be offered light duty, if available. Light duty tasks may vary depending on availability of task, nature of worker's injury, and instructions from worker's physician. Light duty tasks may include any combination of the following:

Blight checking - Check fruit trees for blight from seated position. Mark trees.

Fruit checking - Check fruit in bins to ensure proper levels. Ensure optimal level for stacking. Check tickets for placement.

Light picking - Pick fruit by one or two hands from ground level. Use hand shears to cut fruit as needed.

Light sorting - Sort unmarketable or damaged fruit from bin.

Light thinning - Thin fruit trees. Break up fruit clusters. Cup fruit in hand, and drop fruit to ground. Requires standing.

Tree counting - Walk through orchard and count number of trees in row. Requires standing.

Equipment washing - Wash equipment with hose and other cleaning tools.

Clean office and shop facilities - Perform light tasks as needed, including paper shredding, filing, and other general office tasks; clean the shops, organize tools, irrigation equipment, etc..

Property cleaning - Use trash grabber and plastic bag to pick up and collect debris from farm property. Empty trash as needed.

Restroom cleaning - Clean/organize bathroom facilities. Empty trash as needed.

Restroom attending - Sit or stand near restroom doorway and ensure paper towels, toilet paper, and soap are properly stocked.

Security monitoring - Observe traffic and personnel and document activity for report to supervisor/management.

Read and review safety training materials - May lay down and/or stretch as needed.

Unless otherwise noted, job duties may be performed sitting or standing as needed, may be performed with use of one hand, and do not require use of dominant hand. If lifting is involved, weight will not exceed lifting amount approved by worker's physician.

n. Job Offer Information 14

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Policies

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

Employer has a strict policy banning use, possession, transfer, offer, sale or manufacture of controlled substances or marijuana. All work sites and all facilities of the employer are drug free work places. Workers may not report for work, enter the employer's property or perform service while under the influence of or having used illegal controlled substances or marijuana. Workers may not report for work or perform service while under the influence of or impaired by prescription drugs, medications, alcohol, marijuana or other substances that may in any way adversely affect their alertness, coordination, reaction or safety. Employer-paid post-hire drug testing is required after a worker has an accident at work and upon reasonable suspicion of use. Refusal to take a required drug/alcohol test will result in termination of employment.

Employer assures that workers will be provided transportation from living quarters to work site every day (for workers who must be provided housing under the applicable regulations.)

Persons seeking employment in this position must be available for the entire period requested by the employer. Successful applicants will be subject to a trial period of up to five days during which their performance of required tasks will be evaluated. If the performance during the trial period is not acceptable to the employer the worker's employment will be terminated.

Raises and/or bonuses may be offered to any seasonal worker employed pursuant to this job order, at the company's sole discretion, based on individual factors including work performance, skill, and tenure.

Employer retains the right to discharge an obviously unqualified worker, malingerer, recalcitrant or indolent worker who is physically able but does not demonstrate the willingness to perform the work necessary for the employer to grow a premium quality product, or for any other lawful reason.

All terms and conditions included in the job order will apply equally to all workers, both U.S. workers and H-2A workers, employed in the occupation described.

Employer may request, but not require, workers to work more than 6 hours per day and/or on a worker's Sabbath or federal holidays. Workers will have an unpaid lunch break. Worker must report to work at designated time and place each day. Work schedule may vary due to weather, sunlight, temperature, crop conditions, and other factors. Employer will notify workers in advance of any change to start time.