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 * FARMWORKERS AND LABORERS

2. Workers Needed *	a. Total	b. H-2A	Period of Intended Employment	
	70	70	3. Begin Date * 6/15/2022	4. End Date * 8/5/2022

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 *

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

7. Hourly work schedule *
a. 7 : 00 ☑ AM ☐ PM
b. 2 : 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.)

Workers will perform assigned duties as instructed by their supervisor. Detasseling seed corn, remove rogue plants, weeds and volunteer corn plants from seed corn production fields in INDIANA and ILLINOIS. Detassel Corn – Must be able to walk miles per day while pulling all tassels from plants within the designated female rows, including tassels on tiller/sucker plants. Tassels will be pulled as they emerge and before shedding pollen. Rogueing - Workers will remove all rogues or off-type plants from within and between seed cornrows. Clean-up Detasseling -Workers will be required to cleanup all tassels or part tassels that remain from plants after detasseling machines have covered the designated female rows. Workers may also be required to husk, sort during harvest. Workers will perform seed corn receiving, silage, sorting, and dryer load out duties as it pertains to harvest seed corn crop and kernels. OFLC Administrator publishes new AEWR rates yearly and we reserve the right to adjust our job order to the new published rate regardless of rate increases or decreases. Raises and bonuses may be offered to any seasonal worker, at the employer's discretion, based on individual factors including but not limited to, performance, experience, number of hours worked in the season, number of seasons worked with the company, adherence to work rules and ability to follow supervisor's instructions.

8b. Wage Offer *	8c. Per *	8d. Piece Rate Offer §	8e. Piece Rate Units/Special Pay Information §
$ 15 . 89	☑ HOUR ☐ MONTH	$ 00 . 00	N/A

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

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

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

See Addendum C

H-2A Case Number: H-300-22106-076550 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. *	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 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)* *

See Addendum C

C. Place of Employment Information

1. Address/Location *
HUBNER INDUSTRIES, LLC 10458 SR 28

2. City *	3. State *	4. Postal Code *	5. County *
WILLIAMSPORT	Indiana	47991	Warren

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

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 *
ECONO LODGE 1908 N. LINCOLN AVE

2. City *	3. State *	4. Postal Code *	5. County *
URBANA	Illinois	61801	Champaign

6. Type of Housing *	7. Total Units *	8. Total Occupancy *
HOTEL	14	56

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)* *
Gas, electricity, heat is provided; furniture, eating and cooking utensils, bedding, and linen are also provided. Family housing is not available and is not a prevailing practice in the area of intended employment. Housing complies or will comply with the following applicable standards, local, state and federal, if required, for the state of "ILLINOIS".

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 offer three meals per day (Breakfast, Lunch, and Dinner) and will charge the workers $14.00 per day ($98 per week). Subject to change with the publication of new rates by the OFLC in the Federal Register. Workers will be receiving their meals from LA MIXTECA, INC. (catering company). A SOTO SOUTHERN AG, INC. will deliver breakfast and a bagged lunch daily to harvesting locations in INDIANA & ILLINOIS. A SOTO SOUTHERN AG, INC. will deliver dinner at an agreed upon time and location (s). When workers are not working, it is the responsibility of the employer to offer workers three meals per day. Free transportation in an approved vehicle will be provided at least once each week for the workers to purchase non-perishable food items at the grocery store if workers choose to do so.

2. If meals are provided, the employer: *			
	☐ **WILL NOT** charge workers for such meals.		
	☑ **WILL** charge workers for such meals at	$ 14 . 00	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.)

See Addendum 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	$ 14 . 00	per day *
	b. no more than	$ 59 . 00	per day with receipts

H-2A Case Number: H-300-22106-076550 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.)

Apply for this job at the State Workforce/Job Center office in your area, please call for the nearest office in your area. Telephone interviews for this work will be scheduled from 10 a.m. to 4 p.m. (Central Time), Monday - Thursday @ 662-393-4241, ask for Terri Forrester. Resumes and applications can be faxed to 662-393-4284 or e-mailed to jobs@h2acomplete.com.

Prior to referral, each worker should either read or have read to them a copy of the Job Offer and understand all terms and conditions of employment as noted in the order. All workers should also be advised that they are expected to work for the total period of employment as noted in the Job Offer and should be available to work in any one of the listed job activities at the discretion of the employer. A copy of the work contract or the ETA 790 in lieu of a work contract, and any modification, will be provided to the worker on the day the work commences.

- Applicants must be 18 years or older

- The employer may participate in the E-Verify Program

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

2. Telephone Number to Apply *	3. Email Address to Apply *
+1 (662) 393-4241	JOBS@H2ACOMPLETE.COM

4. Website address (URL) to Apply *
WWW.EMPLOYGEORGIA.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 §
SOTO	ADRIAN	
4. Title *		
OWNER		
5. Signature (or digital signature) *		6. Date signed *
Digital Signature Verified and Retained By Certifying Officer		4/22/2022

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
1111	DETASSEL CORN (IN/IL)	$ 15 . 89	Hour	"N/A"
1111	ROGUEING (IN/IL)	$ 15 . 89	Hour	"N/A"
1111	CLEAN - UP DETASSELING (IN/IL)	$ 15 . 89	Hour	"N/A"
		$.		
		$.		
		$.		
		$.		
		$.		
		$.		
		$.		

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 §
HUBNER INDUSTRIES, LLC	10606, 10270, 10277, 10479, 10890 SR 28 WILLIAMSPORT , Indiana 47991 WARREN	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	STATE LINE ROAD Indiana 47991 WARREN	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	WEST 100 SOUTH HEDRICK, Indiana 47993 WARREN	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	30356 STATE LINE ROAD Illinois 60963 VERMILION	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	10911 WEST DIVISION RD Indiana 47993 WARREN	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	8295, 8097 WEST 200 NORTH Indiana 47993 WARREN	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	34930 NORTH 1300 EAST RD Illinois 60963 VERMILION	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	20001 EAST 2800 NORT RD Illinois 61811 VERMILION	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	19862, 19699 IL 119 Illinois 61811 VERMILION	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	7572, 7717 SR 28 Indiana 47991 WARREN	"NONE"	6/15/2022	8/5/2022	70

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 §
HUBNER INDUSTRIES, LLC	SR 71 Indiana 47591 NEWTON	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	3404 SOUTH 800 WEST Indiana 47991 WARREN	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	7892 SR 28 WILLIAMSPORT, Indiana 47991 WARREN	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	5177 NORTH OLD STATE, HWY 41 WILLIAMSPORT, Indiana 47993 WARREN	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	40. 388919, -87.519340 Indiana WARREN	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	NORTH 1000 WEST Indiana 47917 WARREN	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	5999 WEST 300 NORTH ST. STEWART, Indiana 47993 WARREN	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	21798 EAST 3750 N ROAD Illinois 60963 VERMILION	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	NORTH 1170 EAST ROAD Illinois 60963 VERMILION	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	SR 352 Indiana 47917 BENTON	"NONE"	6/15/2022	8/5/2022	70

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 §
HUBNER INDUSTRIES, LLC	1963 EAST 100 NORTH RD HOOPESTON, Illinois 60942 VERMILION	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	8759 SOUTH 1000 WEST Indiana 47932 WARREN	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	8422 SOUTH 900 WEST Indiana 47932 WARREN	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	9323 WEST 950 SOUTH Indiana 47932 WARREN	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	2412 WEST 100 NORTH Indiana 47993 WARREN	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	6803 SOUTH 875 WEST JOHNSONVILLE, Indiana 47993 WARREN	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	EAST 00 NORTH ROAD Illinois 60932 IROQUOIS	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	COUNTY HWY 14 Illinois 60942 IROQUOIS	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	18975, 18668, 51614 IL 119 Illinois 61811 VERMILION	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	18465 EAST 3100 NORTH RD ALVIN, Illinois 60963 VERMILION	"NONE"	6/15/2022	8/5/2022	70

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 §
HUBNER INDUSTRIES, LLC	31905 NORTH 1850 EAST RD ALVIN, Illinois 60963 VERMILION	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	NORTH 500 ROAD EAST Illinois 61857 VERMILION	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	975 STATE ROAD 263 WEST LEBANON, Indiana 47993 WARREN	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	1250 NORTH 1000 WEST PENCE, Indiana 47993 WARREN	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	WEST 100 SOUTH HENDRICK , Indiana WARREN	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	18530 EAST ATTICA RD Illinois 60963 VERMILION	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	504, 1306, 1564, 1020 STATE LINE RD Indiana 47991 WARREN	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	8096, 8438, 8662 WEST 450 SOUTH MARSHFIELD, Indiana 47991 WARREN	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	3498 SOUTH 800 WEST Indiana 47991 WARREN	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	9617 WEST 300 NORTH STEWART, Indiana 47993 WARREN	"NONE"	6/15/2022	8/5/2022	70

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 §
HUBNER INDUSTRIES, LLC	33875 NORTH 2020 EAST RD Illinois 60963 VERMILION	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	20464 EAST ATTICA ROAD Illinois 60963 VERMILION	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	20070 EAST 3300 NORTH RD Illinois 60963 VERMILION	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	19199, 19469 EAST 3000 N RD ALIVIN, Illinois 61811 VERMILION	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	10544, 5300 WEST DIVISION RD Indiana 47993 WARREN	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	35534 NORTH 2150 E RD Illinois 60963 VERMILION	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	21000 EAST 3100 NORTH RD Illinois 60963 VERMILION	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	4332 WEST 100 NORTH Indiana 47993 WARREN	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	4396, 4206 NORTH 900 WEST Indiana 47993 WARREN	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	SOUTH 1000 WEST Indiana 46939 WARREN	"NONE"	6/15/2022	8/5/2022	70

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 §
HUBNER INDUSTRIES, LLC	3589 WEST 100 SOUTH Indiana 47993 WARREN	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	3483 SOUTH 800 WEST Indiana 47991 WARREN	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	37914 NORTH 1650 E RD HOOPESTON, Illinois 60942 VERMILION	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	20659 EAST 2800 N RD Illinois 61811 VERMILION	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	17270 EAST 3650 N RD Illinois 60963 VERMILION	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	ROAD 3000 NORTH ALVIN , Illinois 61811 VERMILION	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	8418 EAST 1980 NORTH RD Illinois 61858 VERMILION	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	17451 EAST 4200 N RD Illinois 60942 VERMILION	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	2994 CR 1400 EAST RANTOUL, Illinois 61866 CHAMPAIGN	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	2849 CR 1300 EAST THOMASBORO, Illinois 61866 CHAMPAIGN	"NONE"	6/15/2022	8/5/2022	70

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 §
HUBNER INDUSTRIES, LLC	2874 CR 1400 EAST THOMASBORO, Illinois 61866 CHAMPAIGN	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	1400 CR 2300 NORTH Illinois 61822 CHAMPAIGN	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	2499 CR 2600 NORTH Illinois 61862 CHAMPAIGN	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	2499 CR 11 DAILEY, Illinois 61878 CHAMPAIGN	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	88 NORTH 1000 E ROAD Illinois 60936 FORD	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	2348 CR 1950 NORTH Illinois 61873 CHAMPAIGN	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	4824 EAST 2950 N ROAD Illinois 61865 VERMILION	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	2827 EAST 2850 N ROAD Illinois 61812 VERMILION	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	N 270 EAST ROAD Illinois 61812 VERMILION	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	3783, 4593 EAST 2700 N RD Illinois 61865 VERMILION	"NONE"	6/15/2022	8/5/2022	70

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 §
HUBNER INDUSTRIES, LLC	NORTH 620 EAST ROAD PILOT TOWNSHIP, Illinois 61844 VERMILION	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	EAST 2800 NORTH ROAD Illinois 61812 VERMILION	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	2501, 2598 CR 2900 NORTH GIFFORD, Illinois 61862 CHAMPAIGN	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	2851 CR 22 DAILEY, Illinois 61862 CHAMPAIGN	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	3118 EAST 2350 N RD HOPE, Illinois 61844 VERMILION	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	3254 EAST 2250 N RD Illinois 61844 VERMILION	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	COUNTY ROAD 9 LUDLOW, Illinois 60960 CHAMPAIGN	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	ROAD 350 EAST Illinois 61844 VERMILION	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	949 EAST 1800 NORTH RD Illinois 61844 VERMILION	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	DIVISION RD Indiana 47906 TIPPECANOE	"NONE"	6/15/2022	8/5/2022	70

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 §
HUBNER INDUSTRIES, LLC	26531 NORTH 470 E RD Illinois 61865 VERMILION	"NONE"	6/15/2022	8/5/2022	70
HUBNER INDUSTRIES, LLC	2607 EAST 2850 N RD Illinois 61812 VERMILION	"NONE"	6/15/2022	8/5/2022	70

H. Additional Material Terms and Conditions of the Job Offer

a. Job Offer Information 1

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

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

- Social Security
- Federal Tax
- State Tax (if required)
- Meals (if required)
- Inadvertent Overpayments (if required)
- Loan/Advance Repayments (if required)
- Court & government ordered garnishments (if required)
- Damage to tools, equipment, or housing (other than normal wear and tear, if required)
-Postage/Wire Fees for checks sent to workers home or bank account (if required)
-Medical Expenses, not related to Workers' Compensation (if required)

b. Job Offer Information 2

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*) *

Must be 18 years or older. The employer may conduct a criminal background checks on all new applicants for employment. Workers must have 3 months experience with detasseling corn. Workers should come prepared wearing appropriate clothing and footwear for the environmental and working conditions described. Cell phone can only be used during breaks, emergencies, and communicated with supervisor when needed. Duties may vary from time to time. Must be able to work with minimum supervision. Must be able to work outdoors in direct sunlight and weather conditions will be hot and humid, raining and be exposed to pollen the entire day while performing their required job duties. Workers must be able to climb, stand, sit, stoop, squat, kneel, crouch, bend (from the waist), push, pull, reach and lift. Lifting requirement is 5-60 lbs. All tools, supplies and equipment will be provided at no cost to the worker. If the employee is unable or unfit to perform the duties listed after a 14-day trial

H. Additional Material Terms and Conditions of the Job Offer

c. Job Offer Information 3

1. Section/Item Number *	C.6	2. Name of Section or Category of Material Term or Condition *	Additional Place of Employment Information

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

BEGIN DATE: 06/15/2022

END DATE: 08/05/2022

TOTAL WORKERS: 55

d. Job Offer Information 4

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*) *

Free transportation will be provided from the employer-provided housing to the work site and return to housing each day. Free transportation is offered to U.S. Domestic workers, who do not reside in employer-provided housing. These workers will be picked up from employer-provided housing or a designated reporting site, to the worksite and return each day. Transportation, at no cost, will be provided to grocery and/or laundry once each week.

H. Additional Material Terms and Conditions of the Job Offer

e. Job Offer Information 5

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

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

Inbound: Employer will provide and pay for lodging in Consulate city, a charter bus/van/public transportation provided to the place of employment from the Consulate. Employer will reimburse the worker for transportation cost from place of recruitment to consulate and daily subsistence (including travel insurance) to the employers' work site from 50 percent of the contract period. Subject to change with the publication of new rates by the Office of Foreign Labor Certification in the Federal

f. Job Offer Information 6

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Terms and Arrangement for Inbound/Outbound Transportation

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

Inbound(continue): Register. Workers who provide receipts for meals and non-alcoholic beverages in excess of $13.17 will be reimbursed up to the maximum amount of $55.00 per 24-hour period of travel per 20 CFR 655.122(h)(1).

**Note: Due to possible Date of Need changes, the worker may be required to purchase travel insurance, if available.

Outbound: Employer will follow all H-2A regulations and assurance 7.B of this clearance order to pay for outbound travel based on the different circumstances that arise.

H. Additional Material Terms and Conditions of the Job Offer

g. Job Offer Information 7

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Additional Information Re: Job Qualifications/Requirements

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

period, the employee will receive warnings, hours may be reduced to the minimum allowed in the certified petition or terminated.

h. Job Offer Information 8

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - B.6. Criminal Background Check

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

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

H. Additional Material Terms and Conditions of the Job Offer

i. Job Offer Information 9

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Pay Deductions - A.6. Anticipated Hours of Work

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

Workers may be offered more than the standard hours of work in a single workday. Workers may volunteer to work additional hours and hours on Sundays when work is available. Hours of work may increase/decrease depending on crop yield and/or weather and can occur at any time throughout the season.

j. Job Offer Information 10

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*) *