



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

A. Job Offer Information

1. Job Title * Field Worker							
2. Workers Needed *		a. Total		b. H-2A		Period of Intended Employment	
		108		108			
3. Begin Date * 10/21/2022						4. End Date * 4/15/2023	
5. Will this job generally require the worker to be on-call 24 hours a day and 7 days a week? * If "Yes", proceed to question 8. If "No", complete questions 6 and 7 below.							<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
6. Anticipated days and hours of work per week *							7. Hourly work schedule *
35		a. Total Hours		7		c. Monday 7	
0		b. Sunday		7		d. Tuesday 7	
						e. Wednesday 7	
						f. Thursday 0	
						g. Friday	
						h. Saturday	
							a. 8 : 00 <input type="checkbox"/> AM <input checked="" type="checkbox"/> PM b. 5 : 00 <input checked="" type="checkbox"/> AM <input type="checkbox"/> 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 \$	
\$ 14.79		<input checked="" type="checkbox"/> HOUR <input type="checkbox"/> MONTH		\$			
9. Is a completed Addendum A providing additional information on the crops or agricultural activities and wage offers attached to this job offer? *							<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
10. Frequency of Pay. * <input checked="" type="checkbox"/> Weekly <input type="checkbox"/> Biweekly <input type="checkbox"/> Monthly <input type="checkbox"/> Other (specify): 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							



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B. Minimum Job Qualifications/Requirements

1. Education: minimum U.S. diploma/degree required. *			
<input checked="" type="checkbox"/> None <input type="checkbox"/> High School/GED <input type="checkbox"/> Associate's <input type="checkbox"/> Bachelor's <input type="checkbox"/> Master's or Higher <input type="checkbox"/> Other degree (JD, MD, etc.)			
2. Work Experience: number of <u>months</u> required. *	1	3. Training: number of <u>months</u> required. *	0
4. Basic Job Requirements (check all that apply) *			
<input type="checkbox"/> a. Certification/license requirements		<input checked="" type="checkbox"/> g. Exposure to extreme temperatures	
<input type="checkbox"/> b. Driver requirements		<input checked="" type="checkbox"/> h. Extensive pushing or pulling	
<input type="checkbox"/> c. Criminal background check		<input checked="" type="checkbox"/> i. Extensive sitting or walking	
<input checked="" type="checkbox"/> d. Drug screen		<input checked="" type="checkbox"/> j. Frequent stooping or bending over	
<input checked="" type="checkbox"/> e. Lifting requirement <u>50</u> lbs.		<input checked="" type="checkbox"/> k. Repetitive movements	
5a. Supervision: does this position supervise the work of other employees? *	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> 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 *			
Adkinson 1-4, County 12th St & Avenue G			
2. City *	3. State *	4. Postal Code *	5. County *
Yuma	Arizona	85364	Yuma
6. Additional Place of Employment Information (If no additional information, enter " NONE " below) *			
Harvesting work will be performed in the fields in and around Imperial County, CA and Yuma County, Arizona and consists of one area of intended employment as defined in 20 CFR §655.103(b). Specifically, the harvesting will be completed at locations which are owned or operated by Fresh Foods Inc. (Grower), Grower Contact: Oscar Montes, 831-902-6228.			
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? *			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

D. Housing Information

1. Housing Address/Location *			
Microtel Inn and Suites – 28784 Commerce Way			
2. City *	3. State *	4. Postal Code *	5. County *
Wellton	Arizona	85356	Yuma
6. Type of Housing *		7. Total Units *	8. Total Occupancy *
Motel		27	108
9. Housing complies or will comply with the following applicable standards: *		<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal	
10. Additional Housing Information. (If no additional information, enter " NONE " below) *			
108 workers. Each worker will have their own bed. Coin-operated laundry facilities on-site. Housing will have central and room cooking facilities.			
11. Is a completed Addendum B providing additional information on housing that will be provided to workers attached to this job order? *			<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No



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E. Provision of Meals

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.)
Workers occupying employer-provided housing in which full kitchen facilities are available will be responsible for preparing their own meals. Workers will purchase food at their own expense and prepare their own meals. Kitchen and eating facilities will be shared with other workers occupying the Company-provided housing facilities. Employer will provide workers with cooking and eating utensils. No kitchen facilities or meals are provided to workers not occupying Company-provided housing. The employer will facilitate transportation to local grocery store once per week.

2. If meals are provided, the employer: *	<input checked="" type="checkbox"/> WILL NOT charge workers for such meals.
	<input type="checkbox"/> WILL charge workers for such meals at \$ <u> </u> . <u> </u> 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.)

Company will offer transportation at no cost to workers occupying Company-provided housing to the work site and return on a daily basis. The Company will offer transportation at no cost to workers who commute to work on a daily basis and workers who elect not to occupy the Company-provided housing from one or more pre-designated pick up points to and from the daily work site.

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.)

Inbound and Return Transportation: The following provisions pertaining to provision or reimbursement for inbound and return transportation and subsistence apply only to persons recruited from outside normal commuting distance:

3. During the travel described in Item 2, the employer will pay for or reimburse daily meals by providing each worker *	a. no less than	\$ <u>14</u> . <u>00</u>	per day *
	b. no more than	\$ <u>59</u> . <u>00</u>	per day with receipts

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G. Referral and Hiring Instructions

1. Explain how prospective applicants may be considered for employment under this job order, including verifiable contact information for the employer, or the employer's authorized hiring representative, methods of contact, and the days and hours applicants will be considered for the job opportunity. *

(Please begin response on this form and use Addendum C if additional space is needed.)

See Addendum C

2. Telephone Number to Apply *

+1 (831) 676-3833

3. Email Address to Apply *

selina@elkhornpacking.com

4. Website address (URL) to Apply *

N/A

H. Additional Material Terms and Conditions of the Job Offer

1. Is a completed **Addendum C** providing additional information about the material terms, conditions, and benefits (monetary and non-monetary) that will be provided by the employer attached to this job order? *

☒ Yes ☐ No



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I. Conditions of Employment and Assurances for H-2A Agricultural Clearance Orders

By virtue of my signature below, I **HEREBY CERTIFY** my knowledge of and compliance with applicable Federal, State, and local employment-related laws and regulations, including employment-related health and safety laws, and certify the following conditions of employment:

1. **JOB OPPORTUNITY:** Employer assures that the job opportunity identified in this clearance order (hereinafter also referred to as the "job order") is a full-time temporary position being placed with the SWA in connection with an H-2A *Application for Temporary Employment Certification* for H-2A workers and this clearance order satisfies the requirements for agricultural clearance orders in 20 CFR 653, subpart F and the requirements set forth in 20 CFR 655.122. This job opportunity offers U.S. workers no less than the same benefits, wages, and working conditions that the employer is offering, intends to offer, or will provide to H-2A workers and complies with the requirements at 20 CFR 655, Subpart B. The job opportunity is open to any qualified U.S. worker regardless of race, color, national origin, age, sex, religion, handicap, or citizenship.
2. **NO STRIKE, LOCKOUT, OR WORK STOPPAGE:** Employer assures that this job opportunity, including all worksites for which the employer is requesting H-2A labor certification does not currently have workers on strike or being locked out in the course of a labor dispute. 20 CFR 655.135(b).
3. **HOUSING FOR WORKERS:** Employer agrees to provide for or secure housing for H-2A workers and those workers in corresponding employment who are not reasonably able to return to their residence at the end of the work day. That housing complies with the applicable local, State, or Federal standards and is sufficient to house the specified number of workers requested through the clearance system. The employer will provide the housing without charge to the worker. Any charges for rental housing will be paid directly by the employer to the owner or operator of the housing. If public accommodations are provided to workers, the employer agrees to pay all housing-related charges directly to the housing's management. The employer agrees that charges in the form of deposits for bedding or other similar incidentals related to housing (e.g., utilities) must not be levied upon workers. However, the employer may require workers to reimburse them for damage caused to housing by the individual worker(s) found to have been responsible for damage which is not the result of normal wear and tear related to habitation. When it is the prevailing practice in the area of intended employment and the occupation to provide family housing, the employer agrees to provide family housing at no cost to workers with families who request it. 20 CFR 655.122(d), 653.501(c)(3)(vi).

Request for Conditional Access to Intrastate or Interstate Clearance System: Employer assures that the housing disclosed on this clearance order will be in full compliance with all applicable local, State, or Federal standards at least 20 calendar days before the housing is to be occupied. 20 CFR 653.502(a)(3). The Certifying Officer will not certify the application until the housing has been inspected and approved.

4. **WORKERS' COMPENSATION COVERAGE:** Employer agrees to provide workers' compensation insurance coverage in compliance with State law covering injury and disease arising out of and in the course of the worker's employment. If the type of employment for which the certification is sought is not covered by or is exempt from the State's workers' compensation law, the employer agrees to provide, at no cost to the worker, insurance covering injury and disease arising out of and in the course of the worker's employment that will provide benefits at least equal to those provided under the State workers' compensation law for other comparable employment. 20 CFR 655.122(e).
5. **EMPLOYER-PROVIDED TOOLS AND EQUIPMENT:** Employer agrees to provide to the worker, without charge or deposit charge, all tools, supplies, and equipment required to perform the duties assigned. 20 CFR 655.122(f).
6. **MEALS:** Employer agrees to provide each worker with three meals a day or furnish free and convenient cooking and kitchen facilities to the workers that will enable the workers to prepare their own meals. Where the employer provides the meals, the job offer will state the charge, if any, to the worker for such meals. The amount of meal charges is governed by 20 CFR 655.173. 20 CFR 655.122(g).

For workers engaged in the herding or production of livestock on the range, the employer agrees to provide each worker, without charge or deposit charge, (1) either three sufficient meals a day, or free and convenient cooking facilities and adequate provision of food to enable the worker to prepare his own meals. To be sufficient or adequate, the meals or food provided must include a daily source of protein, vitamins, and minerals; and (2) adequate potable water, or water that can be easily rendered potable and the means to do so. 20 CFR 655.210(e).

7. **TRANSPORTATION AND DAILY SUBSISTENCE:** Employer agrees to provide the following transportation and daily subsistence benefits to eligible workers.

A. Transportation to Place of Employment (Inbound)

If the worker completes 50 percent of the work contract period, and the employer did not directly provide such transportation or subsistence or otherwise has not yet paid the worker for such transportation or subsistence costs, the employer agrees to reimburse the worker for reasonable costs incurred by the worker for transportation and daily subsistence from the place from which the worker has come to work for the employer, whether in the U.S. or abroad to the place of employment. The amount of the transportation payment must be no less (and is not required to be more) than the most economical and reasonable common carrier transportation charges for the distances involved. The amount the employer will pay for daily subsistence expenses are those amounts disclosed in this clearance order, which are at least as much as the employer would charge the worker for providing the worker with three meals a day during employment (if applicable), but in no event will less than the amount permitted under 20 CFR 655.173(a). The employer understands that the Fair Labor Standards Act applies independently of the H-2A requirements and imposes obligations on employers regarding payment of wages. 20 CFR 655.122(h)(1).

B. Transportation from Place of Employment (Outbound)

If the worker completes the work contract period, or is terminated without cause, and the worker has no immediate subsequent H-2A employment, the employer agrees to provide or pay for the worker's transportation and daily subsistence from the place of employment to the place from which the worker, disregarding intervening employment, departed to work for the employer. Return transportation will not be provided to workers who voluntarily abandon employment before the end of the work contract period, or who are terminated for cause, if the employer follows the notification requirements in 20 CFR 655.122(n).



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If the worker has contracted with a subsequent employer who has not agreed in such work contract to provide or pay for the worker's transportation and daily subsistence expenses from the employer's worksite to such subsequent employer's worksite, the employer must provide for such expenses. If the worker has contracted with a subsequent employer who has agreed in such work contract to provide or pay for the worker's transportation and daily subsistence expenses from the employer's worksite to such subsequent employer's worksite, the subsequent employer must provide or pay for such expenses.

The employer is not relieved of its obligation to provide or pay for return transportation and subsistence if an H-2A worker is displaced as a result of the employer's compliance with the 50 percent rule as described in sec. 655.135(d) of this subpart with respect to the referrals made after the employer's date of need. 20 CFR 655.122(h)(2).

C. *Daily Transportation*

Employer agrees to provide transportation between housing provided or secured by the employer and the employer's worksite(s) at no cost to the worker. 20 CFR 655.122(h)(3).

D. *Compliance with Transportation Standards*

Employer assures that all employer-provided transportation will comply with all applicable Federal, State, or local laws and regulations. Employer agrees to provide, at a minimum, the same transportation safety standards, driver licensure, and vehicle insurance as required under 29 U.S.C. 1841 and 29 CFR 500.105 and 29 CFR 500.120 to 500.128. If workers' compensation is used to cover transportation, in lieu of vehicle insurance, the employer will ensure that such workers' compensation covers all travel or that vehicle insurance exists to provide coverage for travel not covered by workers' compensation. Employer agrees to have property damage insurance. 20 CFR 655.122(h)(4).

8. **THREE-FOURTHS GUARANTEE:** Employer agrees to offer the worker employment for a total number of work hours equal to at least three-fourths of the workdays of the total period beginning with the first workday after the arrival of the worker at the place of employment or the advertised contractual first date of need, whichever is later, and ending on the expiration date specified in the work contract or in its extensions, if any. 20 CFR 655.122(i).

The employer may offer the worker more than the specified hours of work on a single workday. For purposes of meeting the three-fourths guarantee, the worker will not be required to work for more than the number of hours specified in the job order for a workday, or on the worker's Sabbath or Federal holidays. If, during the total work contract period, the employer affords the U.S. or H-2A worker less employment than that required under this guarantee, the employer will pay such worker the amount the worker would have earned had the worker, in fact, worked for the guaranteed number of days. An employer will not be considered to have met the work guarantee if the employer has merely offered work on three-fourths of the workdays if each workday did not consist of a full number of hours of work time as specified in the job order. All hours of work actually performed may be counted by the employer in calculating whether the period of guaranteed employment has been met. Any hours the worker fails to work, up to a maximum of the number of hours specified in the job order for a workday, when the worker has been offered an opportunity to work, and all hours of work actually performed (including voluntary work over 8 hours in a workday or on the worker's Sabbath or Federal holidays), may be counted by the employer in calculating whether the period of guaranteed employment has been met. 20 CFR 655.122(i).

If the worker is paid on a piece rate basis, the employer agrees to use the worker's average hourly piece rate earnings or the required hourly wage rate, whichever is higher, to calculate the amount due under the three-fourths guarantee. 20 CFR 655.122(i).

If the worker voluntarily abandons employment before the end of the period of employment set forth in the job order, or is terminated for cause, and the employer follows the notification requirements in 20 CFR 655.122(n), the worker is not entitled to the three-fourths guarantee. The employer is not liable for payment of the three-fourths guarantee to an H-2A worker whom the Department of Labor certifies is displaced due to the employer's requirement to hire qualified and available U.S. workers during the recruitment period set out in 20 CFR 655.135(d), which lasts until 50 percent of the period of the work contract has elapsed (50 percent rule). 20 CFR 655.122(i).

Important Note: In circumstances where the work contract is terminated due to contract impossibility under 20 CFR 655.122(o), the three-fourths guarantee period ends on the date of termination.

9. **EARNINGS RECORDS:** Employer agrees to keep accurate and adequate records with respect to the workers' earnings at the place or places of employment, or at one or more established central recordkeeping offices where such records are customarily maintained. All records must be available for inspection and transcription by the Department of Labor or a duly authorized and designated representative, and by the worker and representatives designated by the worker as evidenced by appropriate documentation. Where the records are maintained at a central recordkeeping office, other than in the place or places of employment, such records must be made available for inspection and copying within 72 hours following notice from the Department of Labor, or a duly authorized and designated representative, and by the worker and designated representatives. The content of earnings records must meet all regulatory requirements and be retained by the employer for a period of not less than 3 years after the date of certification by the Department of Labor. 20 CFR 655.122(j).
10. **HOURS AND EARNINGS STATEMENTS:** Employer agrees to furnish to the worker on or before each payday in one or more written statements the following information: (1) the worker's total earnings for the pay period; (2) the worker's hourly rate and/or piece rate of pay; (3) the hours of employment offered to the worker (showing offers in accordance with the three-fourths guarantee as determined in 20 CFR 655.122(i), separate from any hours offered over and above the guarantee); (4) the hours actually worked by the worker; (5) an itemization of all deductions made from the worker's wages; (6) If piece rates are used, the units produced daily; (7) beginning and ending dates of the pay period; and (8) the employer's name, address and FEIN. 20 CFR 655.122(k).

For workers engaged in the herding or production of livestock on the range, the employer is exempt from recording and furnishing the hours actually worked each day, the time the worker begins and ends each workday, as well as the nature and amount of work performed, but otherwise must comply with the earnings records and hours and earnings statement requirements set out in 20 CFR 655.122(j) and (k). The employer agrees to keep daily records indicating whether the site of the employee's work was on the range or off the range. If the employer prorates a worker's wage because of the worker's voluntary absence for personal reasons, it must also keep a record of the reason for the worker's absence. 20 CFR 655.210(f).



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11. **RATES OF PAY:** The employer agrees that it will offer, advertise in its recruitment, and pay at least the Adverse Effect Wage Rate (AEWR), the prevailing hourly wage rate, the prevailing piece rate, the agreed-upon collective bargaining rate, or the Federal or State minimum wage rate, in effect at the time work is performed, whichever is highest. If the worker is paid by the hour, the employer must pay this rate for every hour or portion thereof worked during a pay period. If the offered wage(s) disclosed in this clearance order is/are based on commission, bonuses, or other incentives, the employer guarantees the wage paid on a weekly, semi-monthly, or monthly basis will equal or exceed the AEWR, prevailing hourly wage or piece rate, the legal Federal or State minimum wage, or any agreed-upon collective bargaining rate, whichever is highest.
- If the worker is paid on a piece rate basis and at the end of the pay period the piece rate does not result in average hourly piece rate earnings during the pay period at least equal to the amount the worker would have earned had the worker been paid at the appropriate hourly rate of pay, the employer agrees to supplement the worker's pay at that time so that the worker's earnings are at least as much as the worker would have earned during the pay period if the worker had instead been paid at the appropriate hourly wage rate for each hour worked. 20 CFR 655.120, 655.122(l).
- For workers engaged in the herding or production of livestock on the range, the employer agrees to pay the worker at least the monthly AEWR, the agreed-upon collective bargaining wage, or the applicable minimum wage imposed by Federal or State law or judicial action, in effect at the time work is performed, whichever is highest, for every month of the job order period or portion thereof. If the offered wage disclosed in this clearance order is based on commissions, bonuses, or other incentives, the employer assures that the wage paid will equal or exceed the monthly AEWR, the agreed-upon collective bargaining wage, or the applicable minimum wage imposed by Federal or State law or judicial action, whichever is highest, and will be paid to each worker free and clear without any unauthorized deductions. The employer may prorate the wage for the initial and final pay periods of the job order period if its pay period does not match the beginning or ending dates of the job order. The employer also may prorate the wage if an employee is voluntarily unavailable to work for personal reasons. 20 CFR 655.210(g).
12. **FREQUENCY OF PAY:** Employer agrees to pay workers when due based on the frequency disclosed in this clearance order. 20 CFR 655.122(m).
13. **ABANDONMENT OF EMPLOYMENT OR TERMINATION FOR CAUSE:** If a worker voluntarily abandons employment before the end of the contract period, or is terminated for cause, employer is not responsible for providing or paying for the subsequent transportation and subsistence expenses of that worker, and that worker is not entitled to the three-fourths guarantee, if the employer notifies the Department of Labor and, if applicable, the Department of Homeland Security, in writing or by any other method specified by the Department of Labor or the Department of Homeland Security in the Federal Register, not later than 2 working days after the abandonment or termination occurs. A worker will be deemed to have abandoned the work contract if the worker fails to show up for work at the regularly scheduled time and place for 5 consecutive work days without the consent of the employer. 20 CFR 655.122(n).
14. **CONTRACT IMPOSSIBILITY:** The work contract may be terminated before the end date of work specified in the work contract if the services of the workers are no longer required for reasons beyond the control of the employer due to fire, weather, or other Act of God that makes fulfillment of the contract impossible, as determined by the U.S. Department of Labor. In the event that the work contract is terminated, the employer agrees to fulfill the three-fourths guarantee for the time that has elapsed from the start date of work specified in the work contract to the date of termination. The employer also agrees that it will make efforts to transfer the worker to other comparable employment acceptable to the worker and consistent with existing immigration laws. In situations where a transfer is not affected, the employer agrees to return the worker at the employer's expense to the place from which the worker, disregarding intervening employment, came to work for the employer, or transport the worker to his/her next certified H-2A employer, whichever the worker prefers. The employer will also reimburse the worker the full amount of any deductions made by the employer from the worker's pay for transportation and subsistence expenses to the place of employment. The employer will also pay the worker for any transportation and subsistence expenses incurred by the worker to that employer's place of employment. The amounts the employer will pay for subsistence expenses per day are those amounts disclosed in this clearance order. The amount of the transportation payment must not be less (and is not required to be more) than the most economical and reasonable common carrier transportation charges for the distances involved. 20 CFR 655.122(o).
- The employer is not required to pay for transportation and daily subsistence from the place of employment to a subsequent employer's worksite if the worker has contracted with a subsequent employer who has agreed to provide or pay for the worker's transportation and subsistence expenses from the present employer's worksite to the subsequent employer's worksite. 20 CFR 655.122(h)(2).
15. **DEDUCTIONS FROM WORKER'S PAY:** Employer agrees to make all deductions from the worker's paycheck required by law. This job offer discloses all deductions not required by law which the employer will make from the worker's paycheck and all such deductions are reasonable, in accordance with 20 CFR 655.122(p) and 29 CFR part 531. The wage requirements of 20 CFR 655.120 will not be met where undisclosed or unauthorized deductions, rebates, or refunds reduce the wage payment made to the employee below the minimum amounts required under 20 CFR part 655, subpart B, or where the employee fails to receive such amounts free and clear because the employee kicks back directly or indirectly to the employer or to another person for the employer's benefit the whole or part of the wage delivered to the employee. 20 CFR 655.122(p).
16. **DISCLOSURE OF WORK CONTRACT:** Employer agrees to provide a copy of the work contract to an H-2A worker no later than the time at which the worker applies for the visa, or to a worker in corresponding employment no later than on the day work commences. For an H-2A worker coming to the employer from another H-2A employer, the employer agrees to provide a copy of the work contract no later than the time an offer of employment is made to the H-2A worker. A copy of the work contract will be provided to each worker in a language understood by the worker, as necessary or reasonable. In the absence of a separate, written work contract entered into between the employer and the worker, the required terms of this clearance order, including all Addendums, and the certified *H-2A Application for Temporary Employment Certification* will be the work contract. 20 CFR 655.122(q).



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17. ADDITIONAL ASSURANCES FOR CLEARANCE ORDERS:

- A. Employer agrees to provide to workers referred through the clearance system the number of hours of work disclosed in this clearance order for the week beginning with the anticipated date of need, unless the employer has amended the date of need at least 10 business days before the original date of need by so notifying the Order-Holding Office (OHO) in writing (e.g., e-mail notification). The employer understands that it is the responsibility of the SWA to make a record of all notifications and attempt to inform referred workers of the amended date of need expeditiously. 20 CFR 653.501(c)(3)(i).
- If there is a change to the anticipated date of need, and the employer fails to notify the OHO at least 10 business days before the original date of need, the employer agrees that it will pay eligible workers referred through the clearance system the specified rate of pay disclosed in this clearance order for the first week starting with the originally anticipated date of need or will provide alternative work if such alternative work is stated on the clearance order. 20 CFR 653.501(c)(5).
- B. Employer agrees that no extension of employment beyond the period of employment specified in the clearance order will relieve it from paying the wages already earned, or if specified in the clearance order as a term of employment, providing transportation from the place of employment, as described in paragraph 7.B above. 20 CFR 653.501(c)(3)(ii).
- C. Employer assures that all working conditions comply with applicable Federal and State minimum wage, child labor, social security, health and safety, farm labor contractor registration, and other employment-related laws. 20 CFR 653.501(c)(3)(iii).
- D. Employer agrees to expeditiously notify the OHO or SWA by emailing and telephoning immediately upon learning that a crop is maturing earlier or later, or that weather conditions, over-recruitment, or other factors have changed the terms and conditions of employment. 20 CFR 653.501(c)(3)(iv).
- E. If acting as a farm labor contractor (FLC) or farm labor contractor employee (FLCE) on this clearance order, the employer assures that it has a valid Federal FLC certificate or Federal FLCE identification card and when appropriate, any required State FLC certificate. 20 CFR 653.501(c)(3)(v).
- F. Employer assures that outreach workers will have reasonable access to the workers in the conduct of outreach activities pursuant to 20 CFR 653.107. 20 CFR 653.501(c)(3)(vii).

I declare under penalty of perjury that I have read and reviewed this clearance order, including every page of this Form ETA-790A and all supporting addendums, and that to the best of my knowledge, the information contained therein is true and accurate. This clearance order describes the actual terms and conditions of the employment being offered by me and contains all the material terms and conditions of the job. 20 CFR 653.501(c)(3)(viii). I understand that to knowingly furnish materially false information in the preparation of this form and any supplement thereto or to aid, abet, or counsel another to do so is a federal offense punishable by fines, imprisonment, or both. 18 U.S.C. 2, 1001.

1. Last (family) name *	2. First (given) name *	3. Middle initial \$
Arreola	Selina	
4. Title *		
Office Manager		
5. Signature (or digital signature) *		6. Date signed *
Digital Signature Verified and Retained By <i>Certifying Officer</i>		9/6/2022

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.

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

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units/Special Pay Information
	CA Work	\$ 17 . 51	Hour	For work performed in CA
		\$.		
		\$.		
		\$.		
		\$.		
		\$.		
		\$.		
		\$.		
		\$.		
		\$.		



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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Fresh Foods Inc.	Adkinson 1-4 , County 12th St & Avenue G Yuma, Arizona 85364 YUMA		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Adkinson 5-7, County 20th St & Hwy 95 Yuma, Arizona 85336 YUMA		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Adkinson, Clark, Hunter, State Lease, Hwy 95 & County 21st St Yuma, Arizona 85336 YUMA		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Bates, County 15th St & Avenue F/ Cesar Chavez Yuma, Arizona 85350 YUMA		10/21/2022	4/15/2023	108
Fresh Foods Inc.	OSC Hwy 95 and Ave F/Cesar Chavez Yuma, Arizona 85350 YUMA		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Rava 05, County 10th St & Avenue C Yuma, Arizona 85364 YUMA		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Higby 5-9 , County 10th St & Avenue C Yuma, Arizona 85364 YUMA		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Otondo 65, County 9th St & Ave 30E Wellton, Arizona 85347 YUMA		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Dunn 941 Hwy 95 & Ave 9E-10E Yuma, Arizona 85365 YUMA		10/21/2022	4/15/2023	108
Fresh Foods Inc.	BCF 347,348,405,450,451, Ave 7E & County 5th Yuma, Arizona 85365 YUMA		10/21/2022	4/15/2023	108



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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Fresh Foods Inc.	Broise 133-134, County 19th st & Ave 31E Wellton, Arizona 85356 YUMA		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Rava 01-04, 06 County 19th St & Somerton Avenue Yuma, Arizona 85350 YUMA		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Bates 01-04, County 15th & Ave F Yuma , Arizona 85350 YUMA		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Otondo 64, County 9th St & Ave 30E Wellton, Arizona 85347 YUMA		10/21/2022	4/15/2023	108
Fresh Foods Inc.	South Hartman 45-52, Hwy 95 & Ave 10E Yuma, Arizona 85365 YUMA		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Harvey 01-11, Hwy 95 & Ave 10E Yuma, Arizona 85365 YUMA		10/21/2022	4/15/2023	108
Fresh Foods Inc.	BCF 400 & 500 Blocks, Avenue 7 E & E County 5th St Yuma, Arizona 85365 YUMA		10/21/2022	4/15/2023	108
Fresh Foods Inc.	BCF 400 & 500 Blocks Avenue 7 E & E County 5th St Yuma , Arizona 85365 YUMA		10/21/2022	4/15/2023	108
Fresh Foods Inc.	BCF 600, Ave 7E & County 6th Yuma, Arizona 85365 YUMA		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Beck 1-4 County 19th St & Avenue H Yuma, Arizona 85350 YUMA		10/21/2022	4/15/2023	108



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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Fresh Foods Inc.	Brosie 101-104 County 9th St & Ave 28E Wellton , Arizona 85356 YUMA		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Brosie 101-110, County 9th St & Ave 28E Wellton, Arizona 85356 YUMA		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Brosie 105-110, Avenue 28E & County 9th St Wellton , Arizona 85356 YUMA		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Brosie 111-132, County 9th St & Ave 29E Wellton, Arizona 85356 YUMA		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Brosie 125/Otondo 64,65, County 9th St & Ave 30E Wellton, Arizona 85347 YUMA		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Clark, County 21st St& Hwy 95 Yuma, Arizona 85336 YUMA		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Curtis, County 15th St & Avenue F/ Cesar Chavez Yuma, Arizona 85350 YUMA		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Dunn & Loma Vista, Hwy 95 & Ave 9E Yuma, Arizona 85365 YUMA		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Dunn 912 & 934, Hwy 95 & Ave 10E Yuma, Arizona 85365 YUMA		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Dunn, Loma Vista, Weerts, Hwy 95 & Ave 9E Yuma , Arizona 85365 YUMA		10/21/2022	4/15/2023	108



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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Fresh Foods Inc.	Fortuna, County 11th St & Fortuna Ave Yuma, Arizona 85364 YUMA		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Gila Valley, Hwy 95 & Ave 9E Yuma, Arizona 85365 YUMA		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Grout & Brosie 129-134, County 9th St & Ave 31E Wellton, Arizona 85347 YUMA		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Grout & Brosie 132 & 134, County 9th St & Ave 31E Wellton, Arizona 85356 YUMA		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Hall Ranch, County 10th St & Avenue C Yuma, Arizona 85364 YUMA		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Harvey & S Hartman, Hwy 95 & Ave 10E Yuma, Arizona 85365 YUMA		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Higby, Ave G & County 13th St Yuma, Arizona 85365 YUMA		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Hunter, County 21st St & Hwy 95 Yuma, Arizona 85336 YUMA		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Kelly, Ave G & County 13th St Yuma, Arizona 85365 YUMA		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Kelly & Higby, Ave G & County 13th St Yuma, Arizona 85365 YUMA		10/21/2022	4/15/2023	108



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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Fresh Foods Inc.	Kelly 5-22, County 14th St & Avenue F Yuma, Arizona 85365 YUMA		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Linton, Somerton Ave & County 15th St Somerton, Arizona 85350 YUMA		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Mason 405, Hwy 95 & County 20st St Yuma, Arizona 85336 YUMA		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Otondo 1-19 , County 9th St & Avenue 32E Wellton , Arizona 85356 YUMA		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Otondo 37-45, Avenue 32E & County 9th St Wellton, Arizona 85356 YUMA		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Otondo 46-63, County 9th St & Ave 32E Wellton , Arizona 85356 YUMA		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Perricone, County 15th St & Avenue F/ Cesar Chavez Yuma, Arizona 85350 YUMA		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Rava, County 19th St & Avenue F Yuma , Arizona 85350 YUMA		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Reed, County 8th St & Ave 32E Wellton , Arizona 85347 YUMA		10/21/2022	4/15/2023	108
Fresh Foods Inc.	South Wellton, County 9th St & Ave 29 E Wellton, Arizona 85356 YUMA		10/21/2022	4/15/2023	108



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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Fresh Foods Inc.	State Lease, County 21st St & Hwy 95 Yuma, Arizona 85336 YUMA		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Vanderslice, County 12th St & Somerton Ave Yuma, Arizona 85365 YUMA		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Wellton, County 9th St & Ave 32E Wellton, Arizona 85356 YUMA		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Wellton North, County 9th St & Ave 32E Wellton, Arizona 85356 YUMA		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Dunn 910-912, 930, 932, 934, Hwy 95 & Ave 9-E-10E Yuma, Arizona 85364 YUMA		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Chell, Hunt Rd & Miller Rd Holtville, California 92250 IMPERIAL		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Ehl 10-255 & Ehl 11-265A, Ehl 11 Canal & Miller Rd Holtville, California 92250 IMPERIAL		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Ehl 7-184, Miller Rd & Hunt Rd Holtville, California 92250 IMPERIAL		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Hemlock 7, Vencil Rd & Withcomb Drain Holtville, California 92250 IMPERIAL		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Occident 5, Kendle Rd & Highline Rd Holtville, California 92250 IMPERIAL		10/21/2022	4/15/2023	108



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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Fresh Foods Inc.	Occident 5-7/ Orchid 4&5/Oxalis 5, Noland Rd & Kendle Rd Holtville, California 92250 IMPERIAL		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Occident 6, Kendle Rd & Poore Rd Holtville, California 92250 IMPERIAL		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Orchid 4, Highline Rd & Kendle Road Holtville, California 92250 IMPERIAL		10/21/2022	4/15/2023	108
Fresh Foods Inc.	All American 23-1, Hwy 98 & 7S Holtville, California 92250 IMPERIAL		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Weerts, Hwy 95 & Ave 9E Holtville, California 92250 IMPERIAL		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Pomelo 3A Highline Rd & Blodgett Rd Holtville, California 92250 IMPERIAL		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Pomelo 36 & 37, Harris Road Holtville, California 92250 IMPERIAL		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Pine 26, Wright Rd & Slayton Rd Holtville, California 92250 IMPERIAL		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Pine 25, Wright Rd & Slayton Rd Holtville, California 92250 IMPERIAL		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Pepper 35/ Pomelo 36 & 37 Harris Road Holtville, California 92250 IMPERIAL		10/21/2022	4/15/2023	108



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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Fresh Foods Inc.	Pepper 35, Harris Road Holtville, California 92250 IMPERIAL		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Pear 73, Gowling Rd and Norish Rd Holtville, California 92250 IMPERIAL		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Pear 68, Holt Ave & Pear Canal Holtville, California 92250 IMPERIAL		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Pear 62 & 73 Norrish Rd & Gowling Rd Holtville, California 92250 IMPERIAL		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Pear 62, Kamm Rd & Gowling Rd Holtville, California 92250 IMPERIAL		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Pampas 28, Ferguson Rd & Holt Ave Holtville, California 92250 IMPERIAL		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Pampas 12 Webb & Drain Holtville, California 92250 IMPERIAL		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Palmetto 9 & 10, Pampas 12, Norrish Rd & Webb Rd Holtville, California 92250 IMPERIAL		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Palmetto 29, Norrish Rd & Holt Ave Holtville, California 92250 IMPERIAL		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Oasis 2 & 4/ Oat 1 & 3, Keystone Rd & Highline Road Brawley, California 92227 IMPERIAL		10/21/2022	4/15/2023	108



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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Fresh Foods Inc.	Oasis 4, Keystone Rd & Highline Road Brawley, California 92227 IMPERIAL		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Occident 7, Kendle Rd & Poore Rd Brawley, California 92227 IMPERIAL		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Occident 7/ Orchid 4 & 5/ Oxalis 5, Nolan Rd and Poore Rd Brawley, California 92227 IMPERIAL		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Orchid 4, Kendle Rd & Highline Rd Brawley, California 92227 IMPERIAL		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Ohmar 1, Griffin Road & Gonder Road Brawley, California 92227 IMPERIAL		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Ohmar 1 / Orange 3, Highline Rd & Gonder Rd Brawley, California 92227 IMPERIAL		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Olander 1, 1A, 2 & 2A, East Highline Canal and Streiby Rd Brawley, California 92227 IMPERIAL		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Orange 3, Nolan Road and Highline Road Brawley, California 92227 IMPERIAL		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Orchid 5, Hart Rd & Poore Rd Brawley, California 92227 IMPERIAL		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Orchid/ Occident/ Orient, Poore Rd & Keystone Rd Brawley, California 92227 IMPERIAL		10/21/2022	4/15/2023	108

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Fresh Foods Inc.	Orient 4, Finney Rd & Poore Rd Brawley, California 92227 IMPERIAL		10/21/2022	4/15/2023	108
Fresh Foods Inc.	Oxalis 5 Nolan Rd and Poore Rd Brawley, California 92227 IMPERIAL		10/21/2022	4/15/2023	108



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H. Additional Material Terms and Conditions of the Job Offer

a. Job Offer Information 1

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties
3. Details of Material Term or Condition (up to 3,500 characters) * Field Workers to perform the following duties: Baby Leaf (Spring Mix, Green/Red leaf, Salanova) harvesters fill totes with baby leaf product, load filled totes onto field trailers, stack filled totes onto field trailers, transfer totes from field trailers into reefer trailers using a pallet jack, tractor driver pulling trailers. The process is repeated. Workers are responsible for the cleaning of equipment and maintenance of the yard. Irrigation: Field worker to perform the following duties: Irrigation Flood: Workers walk in uneven furrows. Using a shovel, workers shape and/or remove soil gates within the furrow to give access or obstruct water flow in field. Workers have to manually connect plastic pipes that line into the field. These pipes weigh approximately 5 lbs, are 5 feet in length, and 2 inches in width. Pre-Irrigation: workers walk on wet uneven furrows and across beds. Field workers move within the field looking for any non-working or clogged sprinklers. Under the direction of the field supervisor, workers make sure sprinkles aren't clogged or have any pipe disconnected. Pre-Irrigation is used to water down soil and prepare the field prior to farming. Irrigation: workers walk on uneven furrows. Field workers pick and/or lay sprinklers and irrigation pipes. Employees are grouped in groups of 3 workers. One worker drives tractor, the other two workers walk behind a tractor and a trailer that carries aluminum pipes. Under the direction of the field supervisor, the worker grabs the pipes and sprinklers and by bending at the waist they have to manually unload and/or load pipes into the furrow to set the field up for irrigation following transplanting. Break/move pipes: workers walk on uneven furrows. Field workers pick and/or lay sprinklers and irrigation pipes. After transplanted field is watered down, workers have to move and/or break irrigation pipelines. Under the direction of the field supervisor, field workers have to move and carry aluminum pipes and sprinklers from one furrow into the next as needed to water down the field evenly. Aluminum pipes and sprinklers weight approximately 50 lbs, 30ft in length, 2 1/2 in width.			

b. Job Offer Information 2

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Deductions from Pay
3. Details of Material Term or Condition (up to 3,500 characters) * The following deductions will be made from the worker's pay: FICA (if applicable); federal income tax withholding (if applicable); state and/or local tax withholding (if applicable); recovery of any loss to the Company due to damage or loss of equipment; housing or furnishings (beyond normal wear and tear) caused by the worker as resulting of willful, dishonest, or grossly negligent action (if any) - the employer will not make any deduction from the wage or require any reimbursement from an employee for any cash shortage, breakage, or loss of equipment, unless it can be shown such shortage, breakage or loss is caused by dishonest or willful act or by the gross negligence of the employee; medical insurance payments if applicable; cash advances, if applicable; and deductions expressly authorized by the worker in writing (if any).			



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H. Additional Material Terms and Conditions of the Job Offer

c. Job Offer Information 3

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Additional Information Regarding Job Qualifications/Requirements
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>1 month of experience in harvest of any of the commodities listed, Baby Leaf (Spring Mix, Green/Red leaf, Salanova), Spinach, Cabbage, or Bell Peppers. Specific requirements include lifting up to 50 pounds frequently and able to use hand tools, including cutting knives. Must be able to work under conditions where skin and clothing become heavily soiled with mud, water, grease, etc. Must be able to work outdoors in inclement weather conditions, including rain, cold, high winds, etc. Work involves frequent bending and working in bent or stooped positions. Must be able to walk and stand up extensively. No smoking, alcohol, firearms in the field or residential housing. Work is performed in open fields and may involve exposure to mud, dust, wind, heat, cold, and other natural elements. Temperatures can range from 30 degrees Fahrenheit to over 100 degrees Fahrenheit during the period of employment.</p>			

d. Job Offer Information 4

1. Section/Item Number *	G.1	2. Name of Section or Category of Material Term or Condition *	Referral and Hiring Instructions
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p><small>Applicants should thoroughly familiarize themselves with the job specifications and the terms and conditions of employment in this Clearance Order before contacting the employer or seeking a referral. Only workers meeting all the qualifications for Employment, who are able, willing and qualified to perform the work, with or without reasonable accommodations, who are eligible for employment in the United States, and who are available at the time and place needed should be referred to the employer.</small></p> <p>Applicants will be interviewed in person or by telephone and job offers will be extended to qualified, eligible applicants. Telephone or in-person interviews will be at no cost to workers. The employment application is completed on the first day of work and on that day the crews will receive an orientation/training session.</p> <p>Walk-in applicants whose pre-employment paperwork was completed at the time of hire must have a valid identity document when they report to work. No worker will be considered to have completed the hiring process, nor be permitted to start work, and/or occupy Company-provided housing, without completing the pertinent sections of an I-9 Form and presenting required documentation of identity and employment eligibility within the legally required time frames. Although the job holding office is not required to verify employment authorization documentation, the Employer requests that the Employment Service staff apprise applicants that they will be required to provide documentary proof of work authorization to the Employer.</p> <p>Walk-in applications will be accepted at:</p> <p>Elkhorn Packing: 60 West Market Street, Suite 150, Salinas, CA 93901</p> <p>Elkhorn Packing Referral Contact is Selina Arreola, email address: selina@elkhornpacking.com, phone number (831) 676-3833. Contact hours are Monday through Friday, 9 a.m. to 12 (noon) p.m. Collect telephone calls will not be accepted directly from job applicants and persons inquiring about employment.</p> <p>All referrals from State Workforce Agencies must be sent to the employer by email or telephone and must include referral contact name, phone number, and email address if an email address is available. Collect telephone calls will not be accepted directly from job applicants and persons inquiring about employment.</p> <p>Applicants and referrals will not be considered to have applied until a properly completed and signed application is provided to the employer indicating that the worker has received a copy in writing of the Migrant and Seasonal Agricultural Worker employment disclosures (or Contract containing disclosures) required by law.</p>			



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H. Additional Material Terms and Conditions of the Job Offer

e. Job Offer Information 5

1. Section/Item Number *	E.1	2. Name of Section or Category of Material Term or Condition *	Meal Provision - Additional Housing Information Part I
<p>3. Details of Material Term or Condition (up to 3,500 characters) *</p> <p>The employer will offer housing, bedding (mattresses, blankets, sheets, pillows and pillow cases), storage for personal belongings, and utilities at no cost to workers recruited from beyond normal commuting distances who are unable to return to their place of residence on a daily basis. The employer provides free apartment-style housing which meets local, state, and federal standards. A copy of the housing contract is provided.</p> <p>Employer-provided housing will be clean and in compliance with applicable housing standards when made available for occupancy and will be maintained in compliance with applicable standards during the period of occupancy. The Employer assures that all rental and/or public accommodations will meet local, State or Federal Standards. Workers occupying employer-provided housing will be responsible for maintaining their living areas in a neat, clean manner and in compliance with the employer's "Housing Complex Rules", a copy of which will be provided upon assignment to housing. Specifically, workers must maintain housing in the same conditions as provided by the employer at the time of initial occupancy (i.e., beds may not be moved closer together; mattresses may not be moved onto the floor). Failure to comply with these rules may result in action, up to and including removal from the housing and termination of employment.</p> <p>Family housing:</p> <p>As provided by regulation, housing is to be provided to families who request it and only if it is the prevailing practice in the area of intended employment. It is our understanding that it is not the practice in Yuma County to provide family housing.</p> <p>Workers may be reached at the following address and phone number:</p> <p>ADDRESS: 60 West Market Street, Suite 150, Salinas, CA 93901</p> <p>PHONE: Contact Crispin Bermudez at 831-287-7183</p> <p>Mail intended for workers should be addressed to the worker at the housing address above. In case of emergency only, workers occupying employer-provided housing may be contacted by calling the telephone number above.</p> <p>Workers eligible for employer-provided housing may elect to provide their own housing at the worker's expense. Such election must be in writing. The Company assumes no responsibility whatsoever for housing arranged by workers on their own. The employer will not provide a housing allowance or assistance to workers eligible for employer-provided housing who elect to provide their own housing. Workers who elect to provide their own housing will not be offered daily transportation to and from the work site, the pre-designated pick-up points, and/or from their housing location. Workers who elect to provide their own housing will also not be offered or provided transportation from their elected housing to pre-designated pick-up points (i.e., Workers will not be picked up at their elected housing by the employer). Such workers may decide to provide their own transportation to and from the work site. They may also decide to provide their own transportation to and from the pre-designated pick-up points in order to ride free bus transportation to and from the pre-designated pick-up points to the fields where they will be working.</p>			

f. Job Offer Information 6

1. Section/Item Number *	E.1	2. Name of Section or Category of Material Term or Condition *	Meal Provision - Additional Housing Information Part II
<p>3. Details of Material Term or Condition (up to 3,500 characters) *</p> <p>Workers eligible for employer-provided housing who elect to provide their own housing may withdraw such election at any time during the period of employment, and upon doing so will be provided housing by the employer as set forth in this Clearance Order. A worker who elects to provide his or her own housing and subsequently withdraws such election may not again elect to provide his or her own housing during the same employment season.</p> <p>Housing is offered to workers only. No housing will be provided to non-workers. Female workers will be offered housing with bedroom and bathroom facilities shared only with other female workers. Common areas of the housing may be shared with male workers.</p> <p>No tenancy in employer-provided housing is created by the offer of employer-provided housing. The employer retains possession and control of the housing premises at all time. Workers housed under the terms of this Clearance Order shall vacate the housing promptly upon termination of employment.</p> <p>Reasonable repair costs of damage other than that cause by normal wear and tear will be deducted from the earnings of workers found to have been responsible for willful or negligent damage to housing or furnishings. The employer will not make any deduction from the wage or require any reimbursement from an employee for any cash shortage, breakage, or loss of equipment, unless it can be shown that such shortage, breakage, or loss is caused by a dishonest or willful act, or by the gross negligence of the employee.</p>			



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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 - Anticipated Work Hours
<p>3. Details of Material Term or Condition (up to 3,500 characters) * The normal work week is 7 hours per day, Monday through Friday (35 hours per week). Workers may be requested to work on Saturdays, Sundays or Federal Holidays depending on the conditions of the fields, weather, and maturity of the crop. Overtime may be requested. The employer will abide by the seventh (7) day of rest rules.</p> <p>Our start times may vary between 8 p.m. to 10 p.m. or 5 a.m. to 7 a.m. depending on weather conditions and job description. The end time may vary from 2 a.m. to 6 a.m. or 1 pm to 4 pm depending on weather conditions and demand.</p> <p>This is regular, full-time work for a temporary period of time requiring the worker to be available for work on a daily basis. This is not "day work". Excessive tardiness and/or absences will not be tolerated and will result in disciplinary action in accordance to company policies.</p> <p>The normal work hours are 7:00 a.m. to 3:30 p.m. An unpaid lunch break of 30 minutes and two paid 10-minute work breaks are provided. On workdays of less than 5 hours no lunch break will be provided. Workers are notified of any change in the start time</p> <p>All employees not occupying employer-provided housing must provide the Company with contact information before the worker commences employment. This contact information may be used to notify the worker not to report work due to inclement weather or when work is not available or to notify the workers of any change in the worker's daily schedule, or for any other reason.</p>			

h. Job Offer Information 8

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Additional Job Duties Part I
<p>3. Details of Material Term or Condition (up to 3,500 characters) * Under the direction of the field supervisor, the employee starts, turns on and off the irrigation cycles by adjusting the speed and pressure. Also, when required the employee applies fertilizers to irrigation. Employees will also do rodent control tasks when requested. Field workers will also driver tractors. Transferring of water from reefer to tractor and from tractor to machine and they mix chlorine with water. Build bins on the top of the platform, transport trailer from the lot to the yard and tarp loads. Drives tractor as bins are filled up. Field Workers will drive forklift and operate a pallet jack. Loading, unloading, shipping, and receiving farm materials. Transporting materials to different locations within the field. Optimizing loads to ensure operational efficiency by identifying damages and shortages. Securing loads to the machine before transportation. Operating and managing technical equipment. Picking and wrapping orders for shipment. Must always maintain audit-ready sanitation standards in the work environment in all areas of the warehouse. Identifying workplace safety hazards. Adhering to safety management standards. Adhering to production schedules. Ensure that all Food Safety policies are followed. Ensure that all Safety procedures are followed to reduce the risk of any type of injury to either the employee or others. Reports all safety problems, incidents and injuries to foreperson immediately. Comply with all Company policies. Field Workers will drive machines. (harvesting machines) Rinses machine before, during and after shift. Inspects the machine before, during and after shift, drivers the machine. Opens and closes machine, takes extension in and out and loads the machine on transporting daily. Bell Peppers: Employees will work in an open field following behind the bell pepper belt and picking matured, ripened bell peppers by placing them in a bucket and dumping the peppers onto the harvesting belt. Harvesting bell peppers is a process in which the bell pepper is picked from the vine, leaving the stem attached. Employee must insure that the picked bell peppers are fully matured and ripened. Employee must be able to pick bell peppers; lift plastic bucket; separate, lift and grasp; safely walk on uneven ground in different parts of the field to perform the work. Field worker to harvest cabbage without core in preparation for value added processing. Cutting is done by walking on uneven furrows behind a belt machine. Under the direction of field supervisor, employees determine size and quality of cabbage to be harvested. Using a harvesting knife and bending at the waist, the employee cuts the head from the roots and trims the outer leaves from the cabbage head, places it on a table where a second employee removes the core with an automated core extraction machine. Employee holds it with both hands and places the core part of the cabbage towards the core extraction machine and by pushing the cabbage against the machine, the core will be removed, this is done repeatedly until the core is completely removed. Employee inspects the cabbage for defect. Employee places cabbage head on belt. The process is repeated. The cabbage, with no core, is then carried down the belt to be dropped in bins where employees inspect for quality, remove loose leaves and sorts bins to capacity. Bins are constructed and ordered directly over pallets on the trailers. The bins may weigh up to 50 lbs.</p>			



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i. Job Offer Information 9

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Additional Job Duties Part II
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>The pallets may weigh up to 95 lbs. empty, but are carried between two people.</p> <p>Specific to Naked Cabbage. Field worker to harvest cabbage. Manual cutting is done by walking in uneven furrows behind a harvest machine with tables. Under the direction of the field supervisor, the worker then determines the size and quality of the cabbage to be harvested and using a harvesting knife, the employee bends at the waist and cuts the head from its roots. Employee then trims the outer leaves from the head. Employee inspects the cabbage head for defects if naked then the employee places the naked head onto a table. The packer will place head inside the box. Pack size varies depending on the order. A large bag called a liner may be used inside the box, as requested by customer. The process is repeated. Once the box is full, the closer/box maker will close the boxes and place them either on a machine or a trailer. Boxes may weight from 30-60 lbs. and the box will be loaded by a loader onto a pallet that may weigh up to 95 lbs. empty and carried by two persons.</p> <p>Spinach: Machine harvest, sprinklers, quality/checker, machine operator, box maker, tractor driver, loader, field packers. Under direction of field supervisor, a field work walks in uneven furrows in front of the machine cleaning (cleaning out) beds to ensure quality of product. Field workers (packers) fill up totes with product on top of a harvesting machine, product is moved to a trailer and it is then transported out the field. Process is repeated.</p> <p>Workers may occasionally and/or sporadically perform duties associated with and directly related to the primary duties. Such work will be temporary and unsubstantial agricultural labor.</p> <p>Cal Van Driver Specifications:</p> <ol style="list-style-type: none">1. Employee may drive Cal Vans which are not buses over the road.2. Employee picks up workers from different housing sites/pick up points and takes them to an assigned work site and at the end of the day takes them back to the housing site/pick up point.3. In order to drive a Cal Van, Employees must possess valid driver's license (state issued) and must be able to pass Class B Physical exam and register as an FLCE driver. The employer will be responsible for the cost of the California Driver's License, Class B Physical Exam, and registration as an FLCE driver (if any). <p>All employees in this position (H-2A as well as corresponding domestic workers), will be given the opportunity to obtain a driver's license (DL) and register as an FLCE driver on a voluntary basis. The DL and FLCE Certificate are not a pre-hire job requirement. No job applicant will be denied an employment opportunity due to a lack of a DL or FLCE Certificate at the time of application and/or hiring. Further, no worker (H-2A or corresponding domestic worker) will be terminated for failure to obtain a DL or FLCE Certificate.</p>			

j. Job Offer Information 10

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Additional Job Duties Part III
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>CalVan drivers may be H-2A or corresponding domestic workers. The employer assures that employees who drive the CalVans are compensated for their time driving. CalVan drivers perform MSPA and related paperwork (i.e., logging) as required by law which they are compensated for. The CalVan driving job duty is not a different job and the drivers perform harvesting job duties when not driving. Drivers pick up workers from the housing sites/pick up points and drop them off at the worksite. At the end of the workday, the CalVan driver takes the workers back to the housing sites/pick up points. Drivers are also responsible, during the workday, for filling the vehicle with gasoline and keeping it clean. The employer assures that drivers are paid the AEWR for actual driving time, processing CalVans paperwork, trips to the gas station, and cleaning the vehicle.</p> <p>Crew Leaders Under the direction of the First-Line Supervisor:</p> <p>Harvesting crew leader will arrive to worksite with the crew or before crew. Will keep accurate records of employee hours worked, ranch and lot. Receives from supervisor daily harvesting needs. Assign duties such as harvesting of crops, products or equipment maintenance. Report all issues or concerns to the supervisor. Occasionally, will work with crew doing regular harvesting job. Provide the necessary materials to personnel. Conduct Pre-Inspection reports when necessary and when requested. Reports any observed mechanical problems of machine or equipment to supervisor. Prepare necessary amount of materials needed for the day, i.e. cartons/supplies. When working or moving machines always be observant of safety hazards, obstacles and surroundings.</p> <p>Workers may occasionally and/or sporadically perform duties associated with and directly related to the primary duties. Such work will be temporary and unsubstantial agricultural labor.</p>			



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k. Job Offer Information 11

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Offered Wage Information
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Offered Wage: Workers will be guaranteed not less than the higher of the AEWR in effect at the time work is performed, the prevailing hourly wage or piece rate, the agreed upon collective bargaining wage, or the Federal or State minimum wage for all hours worked. Employer will guarantee the required wage for work performed in Arizona (\$14.79 per hour – unless the wage methodology changes by government or legal action) and the required wage for work performed in California (\$17.51 per hour – unless the wage methodology changes by government or legal action). Higher or different wage rates may apply during contract period based on market conditions and/or crop/job activity, but no less than the required wage rate. Employer assures that the required wage rate will be paid during the entire period of the work contract and at the time that work is performed. Employer guarantees that if the piece rate results in an average hourly wage rate below the required wage, the employer will pay workers no less than the required hourly wage. If the OFLC publishes a lower AEWR during the H-2A period of employment, the employer may pay the lower rate as long as it remains the highest of the AEWR, state or federal minimum wage, prevailing hourly wage, or piece rate, or collective bargaining wage.</p> <p>If the prevailing wage or AEWR (hourly or piece rate) increases during the contract period, the employer will pay any higher rate after written notice is received from the Department of Labor. Notice can be in the form of a written letter or publication in the Federal Register. If such rates decrease or is removed/no finding, Employer may pay the lower rate as long as such rate remains the highest of the required rates at the time that the work is performed.</p> <p>Overtime: For work performed in California, the Employer abides by California Wage Order 14. The overtime rate will be paid at 1.5 times the AEWR (\$17.51) at \$26.27 and \$35.02 for double time: i.e. double the employee's regular rate of pay for all hours worked over eight (8) on the seventh (7th) day of consecutive work in the workweek.</p>			

l. Job Offer Information 12

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Payday Information
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Payday: Workers will be paid on a weekly basis by check. Payday is Thursday of the week following the end of the payroll period.</p>			

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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 - Workers Compensation Information
3. Details of Material Term or Condition (up to 3,500 characters) * Worker's Compensation: All employees are covered by workers' compensation insurance in accordance with California law. This insurance covers injury or disease out of and in the course of the workers employment. Employer assures that its workers' compensation policy will remain valid throughout the contract period. Elkhorn Packing: Insurance coverage is provided by Zenith Insurance Company. The policy number is: M1287202. The Policy is effective beginning 11/01/2021 and expires 11/01/2022 and is timely renewed annually.			

n. Job Offer Information 14

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Terminations
3. Details of Material Term or Condition (up to 3,500 characters) * TERMINATIONS: The employer may terminate the worker if the worker: (a) refuses without justified cause to perform work for which the worker was recruited and hired; (b) commits serious acts of misconduct; (c) fails, after completing any training or break-in period, to reach productions standards when production standards are applicable; or (d) violation of company policies. All employees must respect and follow company policies as stated in the company handbook including any new or changed policies which may be communicated during the course of the season. Employees must work in a safe manner and adhere to all safety training provided by the company. Employees must follow the directions of their supervisors regarding work efficiency and quality—the packs produced by the crews must adhere to the quality standards of the shipper for which they are harvesting.			



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H. Additional Material Terms and Conditions of the Job Offer

o. Job Offer Information 15

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Training and Production Standards
3. Details of Material Term or Condition (up to 3,500 characters) * TRAINING: Training will be provided for 5 days from each worker's initial date of employment. Workers will be allowed 5 days from the initial date of employment to reach the production standards of the activity. PRODUCTION STANDARDS: There is no individual piece rate, thus the average pace of the crew is the standard. Because the average picking rate of a worker varies throughout the season based on weather, fruit/vegetable quantity, size, and variety, and other factors, there is no constant minimum number of cartons or totes that are required to be picked throughout the season. Therefore, workers will be expected to keep up with the pace of the crew which is determined by comparing a worker's hourly productivity to other workers assigned to the same commodity, crop variety, field site and location within a field site and at the time that work is performed. Employer will review workers' productivity at the end of a given pay period and not on a daily basis. If workers fail to keep up with the average minimum standard as defined above, workers may be offered alternate work, if available, or, after notice, workers may be terminated for cause. Because the average picking rate of a worker varies throughout the season based on weather, fruit/vegetable quantity, size, and variety, and other factors, there is no constant minimum number of cartons or totes that are required to be picked throughout the season. Commodity & Production Standard: Spring Mix, Green/Red Leaf, Butter, Spring Mix: 9-13.5 totes or bins per hour. Cabbage: 7-8 totes or bins per hour. Solanova lettuce: 10- 11 totes or bins per hour. Spinach: 15 -16 totes or bins per hour. Totes: 24"x15"x9". Bins: 48"x38"x36".			

p. Job Offer Information 16

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - COVID-19 Precautions
3. Details of Material Term or Condition (up to 3,500 characters) * COVID-19 PRECAUTIONS: To the extent consistent: All federal, state and local COVID 19 requirements and guidelines will be implemented and strictly followed, including but not limited to the CDC, OSHA, EEOC guidelines. Moreover, all company COVID 19 policies are subject to change based on federal, state, and/or local requirements and guidelines. Any employee violating these measures will be subject to disciplinary action up to and including termination. Housing: Isolation/self-quarantine housing will be available. Alternative emergency housing may be coordinated through the county's emergency services at the time of need. There will be no charge for any alternative COVID 19 housing and meals will be brought to the self-quarantined employee three times per day, seven days per week. COVID-19 Testing and Vaccinations: The employer is mandating testing and vaccinations prior to crossing the U.S. border at the company's expense. In the United States, employees will be given an opportunity thru the company's approved providers for vaccinations free of charge. Please note: Time spent on vaccination appointments in the United States will be on employees' personal time and is not counted as compensable time or time worked when vaccines are not required by the Employer. If the vaccine requirement is waived at the border and the employee is required to be vaccinated in the United States, the employee may, at the employer's discretion, be compensated for time spent obtaining the vaccination.			

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q. Job Offer Information 17

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Additional Daily Transportation Information
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * The use of this transportation is voluntary. No worker will be required, as a condition of employment, to utilize any of the transportation offered by the Company. Workers are free to provide their own transportation to and from the daily work site.			

r. Job Offer Information 18

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Itinerary
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Employer will be working at all locations simultaneously throughout the contract period: October 21, 2022 through April 15, 2023			



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s. Job Offer Information 19

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Full Job Title
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Field Workers Baby Leaf (Spring Mix, Green/Red leaf, Salanova), Agriculture Field Irrigators, Bell Peppers, Cabbage, Spinach, Crew Leaders, and CalVan Drivers			

t. Job Offer Information 20

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Additional Job Requirements
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Workers should come prepared with appropriate clothing and footwear for the environmental and working conditions described. The work may entail exposure to plant pollens, insects, snakes, rodents, noxious plants and/or plant materials that have been treated with insect and/or disease control sprays. The Company will comply with all worker protection standards and restrictions applicable to pesticides and other chemicals. Workers are also required to comply with all applicable worker protection standards as communicated by forepersons, supervisors, and managers. Daily individual work assignments will be made by, and at the sole discretion of, the Company as the needs of the irrigating operation dictate. Workers must perform the assigned work, and work at the assigned crew/field site, and may not switch assignments or crew/field site without the specific authorization of a company supervisor. Workers may be re-assigned to a different workstation at various times during the workday and/or on different days. Workers will be expected to comply with all provisions of this Clearance Order and the Company's work rules, policies and procedures, and to perform any and all assigned tasks in a work-person-like and efficient manner. Failure to do so will subject the worker to the employer's disciplinary procedures. Elkhorn Packing endeavors to produce a premium product. This is a demanding, competitive business. A high quality product is expected and demanded by our customers. Sloppy or improper work cannot and will not be tolerated. All safety rules and instructions must be meticulously observed throughout the workday. All Elkhorn Packing rules and policies must be followed, to the extent that they do not conflict with the provisions of this Clearance Order and/or the U.S. Department of Labor's H-2A regulations. Workers need to follow all local, state, and federal rules and guidance regarding COVID-19 compliance. A copy of the applicable rules and policies will be provided to each worker on or before the first day of work, which includes a Dispute Resolution Agreement outlining procedures to follow in raising concerns to seek their prompt resolution with an option to arbitrate unresolved matters. The Dispute Resolution Agreement is Voluntary/Non-Mandatory. Failure to comply with the Company policies and/or meet expectations will result in the applications of disciplinary procedures, up to and including termination. No persons conducting activities prohibited by law are permitted on company premises or in housing. Visitors are not permitted to remain in the housing overnight. Importantly, no non-working children may be present at or adjacent to the worksite, or left in vehicles at or adjacent to the work site, or in Company provided housing during the workday. Workers arriving to work with non-working children or other non-workers will be sent home.			

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H. Additional Material Terms and Conditions of the Job Offer

u. Job Offer Information 21

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Additional Job Requirements Part II
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			
<p>Employees must not report for work, enter the worksite, or perform service while under the influence of or having used alcohol or any illegal controlled substance. Employees must not report for work, or perform services, while under the influence of, or impaired by, prescription drugs, medications or other substances that may in any way adversely affect their alertness, coordination, reaction response or safety. The Company may require the worker to submit to a drug/alcohol test, at the employer's expense, upon the occurrence of a reportable accident, or upon reasonable suspicion, or if the employee's name is randomly drawn in conjunction with the Company's Substance Abuse Policy (e.g., for employees in safety sensitive positions such as forklift and tractor drivers).</p> <p>Drug screening is post offer, post hire, can be random, and is at no cost to the employees.</p>			

v. Job Offer Information 22

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Pay Deductions - Additional Authorized Deduction Information
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			
<p>No deductions except those required or permitted by law will be made which bring the worker's earnings for any pay period below the applicable statutory federal or state minimum wage.</p>			



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w. Job Offer Information 23

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - REQUIRED DEPARTURE:
3. Details of Material Term or Condition (up to 3,500 characters) * H-2A workers must depart the United States at the completion of the work contract period. H-2A workers must also depart the U.S. immediately, upon termination of employment, either voluntarily or involuntarily. If registration upon departure is required, employer will notify such H-2A workers of the required departure registration and the place and manner of such registration.			

x. Job Offer Information 24

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - ARRIVAL/DEPARTURE RECORDS:
3. Details of Material Term or Condition (up to 3,500 characters) * Employees permit the employer and/or employer's agents to access electronically-issued Arrival/Departure Records (Form I-94) issued by the Customs and Border Protections			



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H. Additional Material Terms and Conditions of the Job Offer

y. Job Offer Information 25

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) * Additional Inbound/Outbound Transportation Information <p>For workers who complete 50 percent of the work period, the Employer will reimburse the worker for costs incurred by the worker for transportation and reasonable subsistence from the place from which the worker came to work for the Company which is the place of recruitment which for the H-2A workers is Mexico. For U.S. workers who come to work for the employer from beyond a reasonable commute distance, the Employer will reimburse such costs or advance such costs if the Employer advanced such costs for H-2A workers.</p> <p>Notwithstanding the language in the preceding paragraph (i.e. reimbursement of inbound transportation and subsistence and visa costs at the 50% mark), the employer will reimburse inbound transportation and subsistence and visa costs before the end of the first week, if required by law. (i.e. If an employee (U.S. or H-2A worker) pays for inbound transportation and/or subsistence and such costs reduces the first work week's wage below the required wage rate, the Employer will reimburse the employee before the end of the first work week.)</p> <p>Inbound: Elkhorn Packing provides a bus from the recruitment area to take the employees to the consulate at no charge to employees. We then provide a Elkhorn Packing bus to pick them up from the border to place of destination at no cost to employees. The Employer will reimburse the workers for any additional reasonable travel expenses. For U.S. workers who come to work for the Employer from beyond a reasonable commute distance, the Employer will reimburse inbound transportation and subsistence or advance such costs, when required, from the place of recruitment to the worksite</p> <p>Outbound transportation we provide a Elkhorn Packing bus to take them back to the border and provide employees with outbound transportation money in order for employees to return to recruitment area. The Employer will reimburse the workers for any additional reasonable travel expenses. For U.S. workers who come to work for the Employer from beyond a reasonable commute distance, the Employer will reimburse outbound transportation and subsistence or advance such costs, when required, from the place of employment to the place of recruitment.</p> <p>The subsistence rate during inbound and outbound transportation is \$14.00 per day without receipts and \$59.00 with receipts.</p>			

z. Job Offer Information 26

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) *			