



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

A. Job Offer Information

1. Job Title * General Nursery Worker and Field Crop Worker								
2. Workers Needed *		a. Total	b. H-2A Workers	3. First Date * 3/20/2023				4. Last Date * 10/27/2023
		4	4					
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 (an entry is required for each box below) *							7. Hourly Work Schedule *	
41.5	a. Total Hours	9.5	c. Monday	9.5	e. Wednesday	3.5	g. Friday	a. 7 : 00 <input checked="" type="checkbox"/> AM
0	b. Sunday	9.5	d. Tuesday	9.5	f. Thursday	0	h. Saturday	b. 5 : 00 <input type="checkbox"/> AM
								<input checked="" 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 / Estimated Hourly Rate / Special Pay Information \$		
\$ 14 . 91		<input checked="" type="checkbox"/> HOUR <input type="checkbox"/> MONTH		\$ _____				
9. Is a completed Addendum A providing additional information on the crops or agricultural activities to be performed and wage offers attached to this job offer? *							<input type="checkbox"/> Yes <input checked="" type="checkbox"/> N/A	
10. Frequency of Pay: * <input type="checkbox"/> Weekly <input checked="" type="checkbox"/> Biweekly <input type="checkbox"/> Other (specify): <u>N/A</u>								
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. 0		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"/> f. Exposure to extreme temperatures	
<input type="checkbox"/> b. Driver requirements		<input checked="" type="checkbox"/> g. Extensive pushing or pulling	
<input type="checkbox"/> c. Criminal background check		<input checked="" type="checkbox"/> h. Extensive sitting or walking	
<input checked="" type="checkbox"/> d. Drug screen		<input checked="" type="checkbox"/> i. Frequent stooping or bending over	
<input checked="" type="checkbox"/> e. Lifting requirement <u>50</u> lbs.		<input checked="" type="checkbox"/> j. Repetitive movements	
5a. Supervision: does this position supervise the work of other employees? *		5b. If "Yes" to question 5a, enter the number of employees worker will supervise. §	
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
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. Place of Employment Address/Location *				
20454 Old Orange Road				
2. City *	3. State *	4. Postal Code *	5. County *	
Culpeper	Virginia	22701	Culpeper	
6. Additional Place of Employment Information. (If no additional information, enter " NONE " below) *				
Willow Run Greenhouse Corporation				
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"/> N/A

D. Housing Information

1. Housing Address/Location *				
18219 Ponderosa Court A-11 Jeffersonton, VA 22724				
2. City *	3. State *	4. Postal Code *	5. County *	
Jeffersonton	Virginia	22724	Culpeper	
6. Type of Housing (check only one) *			7. Total Units *	8. Total Occupancy *
<input checked="" type="checkbox"/> Employer-provided (including mobile or range) <input type="checkbox"/> Rental or public			1	4
9. Identify the entity that determined the housing met all applicable standards: *				
<input checked="" type="checkbox"/> Local authority <input type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other (specify): _____				
10. Additional Housing Information. (If no additional information, enter " NONE " below) *				
See Addendum C				
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"/> N/A

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E. Provision of Meals

1. Describe how the employer will provide each worker with three meals per day or furnish free and convenient cooking and kitchen facilities. *
 (Please begin response on this form and use Addendum C if additional space is needed.)
 The employer will furnish free and convenient cooking and dining facilities where workers can prep their own meals. Each housing unit contains a kitchen meeting the requirements of 20 CFR 654.413. The employer will provide free transport to and from the nearest commercial center for groceries and banking once a week for workers for whom housing must be provided.

El empleador proporcionara instalaciones de cocina y comedor gratuitas y convenientes donde los trabajadores pueden preparar sus propias comidas. Casa unidad de vivienda contiene una cocina que cumple con los requisitos de 20 CFR 654.413. El empleador proporcionara transporte gratuito desde y hacia el centro comercial mas cercano para alimentos y actividades bancarias una vez por semana para los trabajadores a quien se les debe proporcionar vivienda.

2. The employer: *	<input checked="" type="checkbox"/> WILL NOT charge workers for meals.
	<input type="checkbox"/> WILL charge each worker for meals at \$. per day, if meals are provided.

F. Transportation and Daily Subsistence

1. Describe the terms and arrangements for daily transportation the employer will provide to workers. *
 (Please begin response on this form and use Addendum C if additional space is needed.)
 We Care Labor Services, Inc. will provide daily transportation to/from work site from/to the provided housing only to those workers who cannot reasonably return home on a daily basis.

We Care Labor Services, Inc. proporcionara transporte diario desde/ hacia el sitio de trabajo desde/a la vivienda provista solamente para aquellos trabajadores que razonablemente no pueden regresar a sus hogares a diario.

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

3. During the travel described in Item 2, the employer will pay for or reimburse daily meals by providing each worker *	a. no less than	\$ 15 . 46	per day *
	b. no more than	\$ 59 . 00	per day with receipts

G. Referral and Hiring Instructions



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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 (540) 399-5055	3. Extension § N/A	4. Email Address to Apply * benny@wecarelabor.com
5. Website Address (URL) to Apply * https://www.vawc.virginia.gov/vosnet/Default.aspx		

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? *	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> 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:

- 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 part 653, subpart F and the requirements set forth in 20 CFR 655, subpart B. 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 part 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.
- NO STRIKE, LOCKOUT, OR WORK STOPPAGE:** Employer assures that this job opportunity, including all places of employment for which the employer is requesting temporary agricultural 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).
- HOUSING FOR WORKERS:** Employer agrees to provide or secure housing for the 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, and/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 or public housing 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, and/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 employer provides evidence that housing has been inspected and approved or, in the case of rental or public accommodations, is otherwise in full compliance.
- 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).
- 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), .210(d), or .302(c).



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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). When a charge or deduction for the cost of meals would bring the worker's wage below the minimum wage set by the FLSA at 29 U.S.C. 206, the charge or deduction must meet the requirements of 29 U.S.C. 203(m) of the FLSA, including the recordkeeping requirements found at 29 CFR 516.27.

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 came to work for the employer to the employer's place of employment, whether in the U.S. or abroad. 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 be less than the amount permitted under 20 CFR 655.173(a). The employer understands that the Fair Labor Standards Act applies independently of the H-2A requirements and imposes obligations on employers regarding payment of wages. 20 CFR 655.122(h)(1).

B. *Transportation from Place of Employment (Outbound)*

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

If the worker has contracted with a subsequent employer who has not agreed in such work contract to provide or pay for the worker's transportation and daily subsistence expenses from the employer's place of employment to such subsequent employer's place of employment, 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 place of employment to such subsequent employer's place of employment, 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 employer's obligation to hire U.S. workers who apply or are referred after the employer's date of need during the recruitment period set out in 20 CFR 655.135(d). 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 place(s) of employment 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 500.104 or 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).



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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. The records must include each worker's permanent address, and, when available, permanent email address, and phone number(s). All records must be available for inspection and transcription by the Department of Labor or a duly authorized and designated representative, and by the worker and representatives designated by the worker as evidenced by appropriate documentation. Where the records are maintained at a central recordkeeping office, other than in the place or places of employment, such records must be made available for inspection and copying within 72 hours following notice from the Department of Labor, or a duly authorized and designated representative, and by the worker and designated representatives. The content of earnings records must meet all regulatory requirements and be retained by the employer for a period of not less than 3 years after the date of certification by the Department of Labor. 20 CFR 655.122(j).

10. **HOURS AND EARNINGS STATEMENTS:** Employer agrees to furnish to the worker on or before each payday in one or more written statements the following information: (1) the worker's total earnings for the pay period; (2) the worker's hourly rate and/or piece rate of pay; (3) the hours of employment offered to the worker (showing offers in accordance with the three-fourths guarantee as determined in 20 CFR 655.122(i), separate from any hours offered over and above the guarantee); (4) the hours actually worked by the worker; (5) an itemization of all deductions made from the worker's wages; (6) if piece rates are used, the units produced daily; (7) beginning and ending dates of the pay period; and (8) the employer's name, address and FEIN. 20 CFR 655.122(k).

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

11. **RATES OF PAY:** The employer agrees that it will offer, advertise in its recruitment, and pay at least the Adverse Effect Wage Rate (AEWR), a prevailing wage rate, the agreed-upon collective bargaining rate, the Federal minimum wage, or the State minimum wage, whichever is highest, 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 wage rate, Federal minimum wage, State minimum wage, or any agreed-upon collective bargaining rate, whichever is highest. If the applicable AEWR or prevailing wage is adjusted during the contract period, and that new rate is higher than the highest of the AEWR, the prevailing wage, the collective bargaining rate, the Federal minimum wage, or the State minimum wage, the employer will increase the pay of all employees in the same occupation to the higher rate no later than the effective date of the adjustment. If the new AEWR or prevailing wage is lower than the rate guaranteed on this job order, the employer will continue to pay at least the rate guaranteed on this job order.

If the worker is paid on a piece rate basis, the piece rate must be no less than the prevailing piece rate for the crop activity or agricultural activity and, if applicable, a distinct work task or tasks performed in that activity in the geographic area, if one has been issued. At the end of the pay period, if 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, 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 guarantees 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, the 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 U.S. 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 after the worker fails to show up for work at the regularly scheduled time 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 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



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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 place of employment 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 place of employment to the subsequent employer's place of employment. 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 or who does not require a visa for entry to the United States, 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 work contract at minimum will be the terms of this clearance order, including all Addenda, the certified *H-2A Application for Temporary Employment Certification* and any obligations required under 8 U.S.C. 1188, 29 CFR part 501, or 20 CFR part 655, subpart B. 20 CFR 655.122(q).
17. **ADDITIONAL ASSURANCES FOR CLEARANCE ORDERS:**
 - A. Employer agrees to provide to workers referred through the clearance system the number of hours of work disclosed in this clearance order for the week beginning with the anticipated first date of need, unless the employer has amended the first date of need at least 10 business days before the original first date of need by so notifying the Order-Holding Office (OHO) in writing (e.g., email 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 first date of need expeditiously. 20 CFR 653.501(c)(3)(i).

If there is a change to the anticipated first date of need, and the employer fails to notify the OHO at least 10 business days before the original first 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 first 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/or 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 * Mims	2. First (given) name * Angie	3. Middle initial §
4. Title * Account Manager		

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5. Signature (or digital signature) * Digital Signature Verified and Retained By <i>Certifying Officer</i>	6. Date signed * 1/18/2023
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For Public Burden Statement, see the Instructions for Form ETA-790/790A.

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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 §
Moerings USA	17416 Germanna Hwy Culpeper, Virginia 22701 CULPEPER	NONE	6/5/2023	10/27/2023	4

D. Additional Housing Information

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H. Additional Material Terms and Conditions of the Job Offer

a. Job Offer Information 1

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Additional Information Regarding Job Qualifications/Requirements
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			
<p>Given the serious risk of injury and loss of life in farming operations, all We Care Labor Services employees are subject to post-hire random drug screening at We Care's expense.</p> <p>---</p> <p>Dado el grave riesgo de lesiones y perdida de vida en las operaciones agricolas, todos los empleados de We Care Labor Services estan sujetos a un examen de deteccion de drogas posterior a la contratacion a la expensa de We Care.</p>			

b. Job Offer Information 2

1. Section/Item Number *	D.10	2. Name of Section or Category of Material Term or Condition *	Additional Housing Information
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			
<p>Unit in fixed migrant labor camp. 2 bed/ 2 bath, kitchen/ dining. (Max occupancy is 6 workers per unit). Laundry facility on site. Utilities included. Workers must abide by posted Housing Rules. Housing provided only during period of employment.</p> <p>Unidad en alojamiento fijo para trabajadores migrantes. 2 dormitorios/2 banos, cocina/comedor. (Maximo 6 trabajadores por unidad). Lavanderia en el sitio. Servicios publicos incluidos. Reglas de vivienda aplican. Vivienda solo para el periodo de empleo</p>			

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H. Additional Material Terms and Conditions of the Job Offer

c. Job Offer Information 3

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Employer to provide or pay for outbound transport
3. Details of Material Term or Condition (up to 3,500 characters) *			
<p>Employer will provide or pay up front for the worker's outbound transportation, bus or air, from the place of employment to the place from which the worker, disregarding intervening employment, departed to work for the employer.</p> <p>El empleador proporcionara o pagara por adelantado el transporte de salida del trabajador, en bus o por aire, desde el lugar de trabajo hasta el lugar desde el cual el trabajador, sin tener en cuenta el empleo intermedio, parti para trabajar para el empleador.</p>			

d. Job Offer Information 4

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Transportation - H-2A Visas, Status & Fees
3. Details of Material Term or Condition (up to 3,500 characters) *			
<p>For H-2A workers, We Care Labor Services, Inc. will directly pay for all visa application, processing and related fees mandated by the government.</p> <p>We Care Labor Services will advise H-2A visa beneficiaries of their responsibility to either depart the United States, or to report to subsequent employment-authorized work, at the end of the period of employment.</p> <p>---</p> <p>Para los trabajadores H-2A, We Care pagara directamente todas las tarifas de solicitud de visa, procesamiento y honorarios relacionados exigidos por el gobierno.</p> <p>We Care Labor Services informara a los beneficiarios de las visas H-2A de su responsabilidad de partir de los Estados Unidos o de presentarse a trabajos posteriores autorizados por el empleo, al final del periodo de empleo.</p>			

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H. Additional Material Terms and Conditions of the Job Offer

e. Job Offer Information 5

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - Reimbursement details
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Employer will reimburse workers at no less than the most economical and reasonable common carrier transportation (air or bus) charges for the distances involved. Each worker will be reimbursed for the actual cost of all airport/bus station transfers.</p> <p>El empleador reembolsara a los trabajadores por lo menos los costos mas economicos y razonables de transporte comun (avion o autobus) por las distancias involucradas.</p> <p>A cada trabajador tambien se le reembolsara el costo actual de todas las transferencias de la estacion de autobus / aeropuerto.</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 - Details regarding meals
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>The facilities and space for food preparation are located in each housing unit. The kitchen in each housing unit contain meal prep space, a refrigerator, two-burner stove and vent-hood, and an adequate sink with hot and cold pressurized water for dishwashing that are in working condition and will be used by workers to sufficiently prepare three (3) meals a day. In addition, the grounds contain grills for outdoor grilling if the workers so desire.</p> <p>The specific vehicle(s) to be used to provide weekly transport to a commercial center with grocery store are the vans and bus listed on the employer's Farm Labor Contractor Certificate of Registration, number FLC-I-NE-VA-39857659-1022. The driver, employed by We Care Labor Services, will handle any and all accidents or breakdowns, and insurance coverage is in place.</p> <p>Las instalaciones y el espacio para la preparacion de alimentos se encuentran en cada unidad de vivienda. La cocina en cada unidad de vivienda contiene espacio para preparar comidas, un refrigerador, una estufa de dos quemadores y una campana de ventilacion, y un fregadero adecuado con agua a presion fria y caliente para lavar los platos que estan en buenas condiciones y seran utilizados por los trabajadores para preparar suficientemente tres (3) comidas al dia. Ademas, los terrenos contienen parrillas para asar al aire libre si los trabajadores as lo desean.</p> <p>Los vehiculos especificos que se utilizaran para proporcionar transporte semanal a un centro comercial con supermercado son las furgonetas y el autobus enumerados en el Certificado de Registro del Contratista de Trabajadores Agricolas del empleador, numero FLC-I-NE-VA-39857659-1022. El conductor, empleado por We Care Labor Services, se encargara de todos y cada uno de los accidentes o averias, y cobertura de seguro existe.</p>			

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H. Additional Material Terms and Conditions of the Job Offer

g. Job Offer Information 7

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Workers subject to Standards of Conduct
<p>3. Details of Material Term or Condition (up to 3,500 characters) *</p> <p><small>Workers may be disciplined or terminated for violations of the company Standards of Conduct. While not intended to list all the forms of behavior that are considered unacceptable, the following are examples of conduct that may result in disciplinary action:</small></p> <ul style="list-style-type: none"> o Theft or inappropriate removal or possession of property o Falsification of records, including timekeeping o Working under the influence of alcohol or illegal drugs o Possession, manufacture, sale, transfer, distribution or use of alcohol or illegal drugs in the workplace, while representing the company, or while operating employer-owned vehicles or equipment o Possession of any dangerous or deadly weapon o Fighting or threatening violence in the workplace o Immoral actions or intimidating others o Boisterous or disruptive activity in the workplace o Negligence or improper conduct leading to damage of company, customer or co-worker's property o Insubordination or other disrespectful conduct o Violation of safety or health rules o Smoking or tobacco use outside of designated areas and/or outside of break times. o Sexual or other unlawful or unwelcome harassment or touching o Excessive absenteeism or any absence without notice o Unauthorized use of telephones or other company equipment o Using company equipment for purposes other than business o Littering in fields, nurseries or work areas and deliberately damaging plants/crops. o Unauthorized disclosure of confidential business information o Violation of personnel policies o Unsatisfactory (i.e. "sloppy") performance <p><small>Trabajadores pueden ser disciplinados o despedidos por violaciones a las Normas de Conducta de la compañía. Aunque no tienen como objetivo enumerar todos los tipos de comportamiento que se consideran inaceptables, los siguientes son ejemplos de las conductas que pueden tener como resultado medidas disciplinarias:</small></p> <ul style="list-style-type: none"> o Robo, sustracción o posesión indebida de bienes o Falsificación de registros de horas trabajadas, incluida la puntualidad o Trabajar bajo la influencia de drogas ilegales o de alcohol o Posesión, fabricación, distribución, venta, transferencia, suministro o consumo de drogas ilegales o alcohol en el lugar de trabajo, mientras se encuentra representando a la compañía o mientras opera vehículos o equipos de propiedad de la compañía o Posesión de cualquier arma peligrosa o mortal o Petasas o amenazas de violencia en el lugar de trabajo o Acciones inmorales o intimidatorias hacia otras personas o Actividades bulliciosas o perturbadoras en el lugar de trabajo 			

h. Job Offer Information 8

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Worker Availability
<p>3. Details of Material Term or Condition (up to 3,500 characters) *</p> <p>Workers must be available, and indicate a willingness to work for the entire period of employment.</p> <p>Los trabajadores deben estar disponible, e deben indicar la voluntad de trabajar durante todo el periodo de empleo.</p>			

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H. Additional Material Terms and Conditions of the Job Offer

i. Job Offer Information 9

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Duties
<p>3. Details of Material Term or Condition (up to 3,500 characters) * Perform various tasks relating to tropical plant greenhouse production, which includes planting, plant care and maintenance including, but not limited to:</p> <p>60% Planting, pruning, irrigating, fertilizing, and preparing plants for orders and shipments by manual cleaning (dead leaf and debris removal), labeling and bagging.</p> <p>30% Loading and unloading trucks, unsleeving, sorting, moving, and placing product in designated areas.</p> <p>10% Nursery and area maintenance sweeping, dumping trash, cutting and loading wood, minor greenhouse repairs.</p> <p>The general nursery workers will use hand tools such as shovels, pruning shears, and scissors.</p> <p>This is physically demanding farm work, including work outdoors in the elements and requires kneeling, standing, balancing, bending, walking, and lifting of up to 50 pounds.</p> <p>The workers will report to supervisor.</p> <p>Work in commercial plant nursery/ field crop operation that grows Sedum, perennials, and ornamental grasses, performing manual and machine tasks associated with production, maintenance, and harvest activities, including, but not limited to:</p> <p>25% - Loading soil into containers (must be able to wear a dust-mask) - Sowing seeds or other plant parts into filled containers, using various sowing/planting equipment - Planting field crops</p> <p>30% - Plant care, pruning, field preparation, watering - Thinning and weeding</p> <p>35% - Harvesting crops - Extracting and packing seedlings or other plant materials into shipping bags, boxes, carts or pallets</p> <p>10%</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 - Time allotted to duties subject to change
<p>3. Details of Material Term or Condition (up to 3,500 characters) * Because agricultural production is unpredictable and can be driven by factors such as weather, crop conditions and market demands, it is difficult to predict what percentage of time will be dedicated to specific tasks. Therefore, the breakdown provided above is subject to the unpredictable factors mentioned herein.</p> <p>Debido a que la produccion agricola es impredecible y puede ser impulsada por factores como el clima, las condiciones de los cultivos y las demandas del mercado, es dificil predecir que porcentaje de tiempo se dedicara a tareas especificas. Por lo tanto, el desglose proporcionado arriba esta sujeto a los factores impredecibles mencionados aqui.</p>			

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H. Additional Material Terms and Conditions of the Job Offer

k. Job Offer Information 11

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Conditions may affect work hours
<p>3. Details of Material Term or Condition (up to 3,500 characters) * Expected work hours between 03/20/2023 - 06/02/2023: Monday - Thursday 7am to 5pm Friday - 7 am to 12 pm</p> <p>Expected work hours between 06/05/2023 - 10/27/2023: Monday - Friday - 7 am to 4 pm</p> <p>The worker may be requested, but not required, to work as much as 12 hours per day and/or on the weekend, depending on weather, season, temperature and crop conditions. These same conditions may also affect working hours.</p> <p>Horas de trabajo previstas entre el 20/03/2023 y el 02/06/2023: Lunes a jueves de 7 am a 5 pm Viernes - 7 am a 12 pm</p> <p>Horas de trabajo previstas entre el 05/06/2023 y el 27/10/2023: Lunes - Viernes - 7 am a 4 pm</p> <p>Se puede solicitar al trabajador, pero no es obligatorio, que trabaje tanto como 12 horas por día y / o el fin de semana, dependiendo del clima, la estación, la temperatura y las condiciones del cultivo. Estas mismas condiciones también pueden afectar las horas de trabajo.</p>			

l. Job Offer Information 12

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 (up to 3 500 characters) * <small>We Care Labor Services, Inc. will accept referrals from any source as directed by the VEC State Workforce Agency and/or the Department of Labor. All referrals should be directed to We Care Labor Services, Inc. at the address and/or telephone number on this form. The contact person is Benny Hidalgo.</small></p> <p>We Care Labor Services, Inc. will be available to interview candidates as follows: - on a walk-in basis: Fridays between 8:00 AM and 1:00 P.M. at 17416 Germanna Hwy, Culpeper, VA 22701, or - by appointment (preferred): Monday through Friday between 8:00 A.M. and 4:00 P.M.</p> <p>If a hiring decision cannot be made at the time of the interview, the decision will be communicated directly to the applicant.</p> <p>Candidate/ persons wishing to provide referrals should telephone or email the number/address listed on this form to make an appointment.</p> <p>Workers must be authorized to work in the United States. Form I-9 will be required of each worker pursuant to U.S. law. Workers must be available and indicate a willingness to work for the entire period of employment.</p> <p>All workers should contact We Care Labor Services no later than five (5) working days prior to the beginning of the period of employment to verify the date of need.</p> <p>We Care Labor Services, Inc. prohibits the payment of recruitment fees by workers. If a worker is asked to pay a fee or has paid a fee, the worker must inform We Care Labor Services immediately.</p> <p>We Care Labor Services, Inc. aceptara referencias de cualquier fuente según lo indicado por el VEC agencia estatal de fuerza laboral y/o Departamento de Labor. Todas referencias deben ser dirigidas a We Care Labor Services, Inc. a la dirección y / o número de teléfono en este formulario. La persona de contacto es Benny Hidalgo.</p> <p>We Care Labor Services, Inc. esta disponible para entrevistar a los candidatos en la siguiente manera: - sin cita previa: viernes de 8:00 am a 1:00 pm a 17416 Germanna Highway, Culpeper, VA 22701, o - con cita previa (preferido): de lunes a viernes entre 8:00 am y 4:00 pm</p> <p>Si no se puede tomar una decisión en el momento del entrevista, la decisión se comunicara directamente al candidato.</p> <p>Los candidatos / personas que deseen proporcionar referencias deben llamar por telefono o por correo electronico al numero y / o dirección que figura en la pagina 1 de este formulario para hacer una cita.</p> <p>Los trabajadores deben estar legalmente autorizados para trabajar en los Estados Unidos. Se requerir el Formulario I-9 de cada trabajador conforme a ley de los Estados Unidos. Los trabajadores deben estar disponible, e deben indicar la voluntad de trabajar durante todo el periodo de empleo.</p> <p>Todos los trabajadores deben comunicarse con We Care Labor Services a mas tardar cinco (5) das habiles antes del inicio del periodo de empleo para verificar la fecha de necesidad.</p> <p><small>We Care Labor Services, Inc. prohíbe el pago de tarifas de contratación por parte de los trabajadores. Si se le pide a un trabajador que pague una tarifa o si un trabajador ha pagado una tarifa, el trabajador debe informar a We Care Labor Services inmediatamente.</small></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.11	2. Name of Section or Category of Material Term or Condition *	Pay Deductions - Deductions from Pay
3. Details of Material Term or Condition (up to 3,500 characters) * - Federal income taxes - State income taxes - Social security/ Medicare (for non-H-2A workers only) --- - Impuestos federales sobre la renta - Impuestos estatales sobre la renta - Seguro social/ Medicare (solamente para trabajadores no H-2A)			

n. Job Offer Information 14

1. Section/Item Number *	F.1	2. Name of Section or Category of Material Term or Condition *	Daily Transportation - Timing/Vehicles/Accidents/Breakdowns
3. Details of Material Term or Condition (up to 3,500 characters) * The employer will provide free transportation from employer-provided or secured housing, and if applicable, centralized pick-up points to the places of employment at the beginning of each workday and back at the end of each workday. This free transportation will not be available to workers who do not reside in employer-provided housing. The modes of transportation that will be used each day is a 2018 Ford Transit, which is a 15-seater van, or a 2011 Jeep Grand Cherokee, which has the capacity of 5 passengers. Copies of Forms WH-514a are attached for more details. El empleador proporcionar transporte gratuito desde la vivienda proporcionada o asegurada por el empleador y, si corresponde, puntos de recogida centralizados a los lugares de trabajo al comienzo de cada jornada laboral y de regreso al final de cada jornada laboral. Este transporte gratuito no estar disponible para los trabajadores que no residan en viviendas proporcionadas por el empleador. Los medios de transporte que se utilizarn cada da son una Ford Transit 2018, que es una camioneta de 15 plazas, o una Jeep Grand Cherokee 2011, que tiene capacidad para 5 pasajeros. Se adjuntan copias de los formularios WH-514a para obtener ms detalles.			

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