OMB Approval: 1205-0466
Expiration Date: 11/30/2025

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 Workers	Period of Intended Employment	
	701	701	3. First Date * 3/20/2023	4. Last Date * 11/11/2023

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. ☐ Yes ☑ No

6. Anticipated days and hours of work per week *(an entry is required for each box below)* *

35	**a. Total Hours**	7	c. Monday	7	e. Wednesday	7	g. Friday
0	b. Sunday	7	d. Tuesday	7	f. Thursday	0	h. Saturday

7. Hourly Work Schedule *
a. 5 : 00 ☑ AM ☐ PM
b. 12 : 30 ☐ AM ☑ PM

Temporary Agricultural Services and Wage Offer Information

8a. Job Duties - Description of the specific services or labor to be performed. *
(Please begin response on this form and use Addendum C if additional space is needed.)
See Addendum C

8b. Wage Offer *	8c. Per *	8d. Piece Rate Offer §	8e. Piece Rate Units / Estimated Hourly Rate / Special Pay Information §
$ 18.65	☑ HOUR ☐ 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? * ☑ Yes ☐ N/A

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

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

H-2A Case Number: H-300-23019-715083 Case Status: Full Certification Determination Date: 03/03/2023 Validity Period: _____ to _____

B. Minimum Job Qualifications/Requirements

1. Education: minimum U.S. diploma/degree required. *
☑ None ☐ High School/GED ☐ Associate's ☐ Bachelor's ☐ Master's or higher ☐ Other degree (JD, MD, etc.)

2. Work Experience: number of months required. *	1	3. Training: number of months required. *	0

4. Basic Job Requirements (check all that apply) §

- ☐ a. Certification/license requirements
- ☐ b. Driver requirements
- ☐ c. Criminal background check
- ☑ d. Drug screen
- ☑ e. Lifting requirement 50 lbs.
- ☑ f. Exposure to extreme temperatures
- ☑ g. Extensive pushing or pulling
- ☑ h. Extensive sitting or walking
- ☑ i. Frequent stooping or bending over
- ☑ j. Repetitive movements

5a. Supervision: does this position supervise the work of other employees? *	❑ Yes ☑ No	5b. If "Yes" to question 5a, enter the number of employees worker will supervise. §	

6. Additional Information Regarding Job Qualifications/Requirements. *
*(Please begin response on this form and use Addendum C if additional space is needed. If no additional skills or requirements, enter "**NONE**" below)*
See Addendum C

C. Place of Employment Information

1. Place of Employment Address/Location *
West of Abbott Street on Harris Rd

2. City *	3. State *	4. Postal Code *	5. County *
Salinas	California	93901	Monterey

6. Additional Place of Employment Information. *(If no additional information, enter "**NONE**" below)* *
Harvesting will take place in various fields in and around Monterey County, California and consists of one area of intended employment as defined in 20 CFR §655.103(b). Specifically, the harvesting will be completed at the following locations which are owned or operated by D'Arrigo Bros.Co., of California (Grower): Corporate office is located at 21777 Harris Rd, Salinas, CA 93908. Stephen de Lorimier – 831- 455-4501

7. Is a completed **Addendum B** providing additional information on the places of employment and/or agricultural businesses who will employ workers, or to whom the employer will be providing workers, attached to this job order? *	☑ Yes ❑ N/A

D. Housing Information

1. Housing Address/Location *
Greenfield Housing – 525 3rd Street,

2. City *	3. State *	4. Postal Code *	5. County *
Greenfield	California	93927	Monterey

6. Type of Housing *(check only one)* *	7. Total Units *	8. Total Occupancy *
☑ Employer-provided (including mobile or range) ❑ Rental or public	1	240

9. Identify the entity that determined the housing met all applicable standards: *
❑ Local authority ❑ SWA ☑ Other State authority ❑ Federal authority ❑ Other (specify): _____

10. Additional Housing Information. *(If no additional information, enter "**NONE**" below)* *
Capacity for this location is for 240 workers. Full Kitchens, Laundry On Site

11. Is a completed **Addendum B** providing additional information on housing that will be provided to workers attached to this job order? *	☑ Yes ❑ N/A

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.)

Workers living in employer provided housing without kitchen facilities will receive three meals per day. A deduction of $$18.50 for three meals per day (or higher when the Department of Labor publishes the new maximum meal deduction rate and/or approves a higher meal charge of $18.50 at the employer's request) for caterer-provided meals from Crown Property Management for workers living at Airport Inn. Caterer company: Crown Property Management, contact: Tom Salcedo – 831 596 3027. Deductions will be made from the paychecks of all workers occupying employer-provided housing without kitchen facilities. This deduction applies to employees who are offered meals beginning on the first day the worker occupies the employer-provided housing.

2. The employer: *	☐ **WILL NOT** charge workers for meals.		
	☑ **WILL** charge each worker for meals at	$ 18 . 50	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.)

Transportation: 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 also 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	$ 15 . 46	per day *
	b. no more than	$ 59 . 00	per day with receipts

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 *	3. Extension §	4. Email Address to Apply *
+1 (831) 676-3833	N/A	selina@elkhornpacking.com

5. Website Address (URL) to Apply *
N/A

H. Additional Material Terms and Conditions of the Job Offer

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

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

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

1. **JOB OPPORTUNITY**: Employer assures that the job opportunity identified in this clearance order (hereinafter also referred to as the "job order") is a full-time temporary position being placed with the SWA in connection with an *H-2A Application for Temporary Employment Certification* for H-2A workers and this clearance order satisfies the requirements for agricultural clearance orders in 20 CFR 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.

2. **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).

3. **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.

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), .210(d), or .302(c).

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).

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

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 *	2. First (given) name *	3. Middle initial §
Arreola	Selina	
4. Title *		
Office Manager		

H-2A Case Number: H-300-23019-715083 Case Status: Full Certification Determination Date: 03/03/2023 Validity Period: _____ to _____

5. Signature (or digital signature) *	6. Date signed *
Digital Signature Verified and Retained By Certifying Officer	2/3/2023

For Public Burden Statement, see the Instructions for Form ETA-790/790A.

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

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	ROMAINE HEARTS CUT/PACK LOOSE	$ 02 . 30	Piece Rate	ROMAINE HEARTS CUT/PACK LOOSE, Hourly Pay Rate, $18.65, Harvest Bonus Pay Rate, $2.304.
	ROMAINE HEARTS CUT/PACK 40/42/48	$ 02 . 59	Piece Rate	ROMAINE HEARTS CUT/PACK 40/42/48, Hourly Pay Rate, $18.65, Harvest Bonus Pay Rate, $2.593.
	ROMAINE HEARTS COSTCO 7X6	$ 02 . 71	Piece Rate	ROMAINE HEARTS COSTCO 7X6, Hourly Pay Rate, $18.65, Harvest Bonus Pay Rate,$2.718
	ROMAINE HEARTS 12X4	$ 02 . 71	Piece	ROMAINE HEARTS 12X4, Hourly Pay Rate, $18.65, Harvest Bonus Pay Rate, $2.718.
	ROMAINE HEARTS 18X2	$ 02 . 37	Piece Rate	ROMAINE HEARTS 18X2, Hourly Pay Rate, $18.65, Harvest Bonus Pay Rate, $2.375.
	ROMAINE HEARTS 3X12, 5X7	$ 02 . 30	Piece Rate	ROMAINE HEARTS 3X12, 5X7, Hourly Pay Rate,$18.65, Harvest Bonus Pay Rate, $2.304.
	ROMAINE HEARTS 3X15	$ 02 . 75	Piece Rate	ROMAINE HEARTS 3X15, Hourly Pay Rate, $18.65, Harvest Bonus Pay Rate, $2.752
	ROMAINE HEARTS 2X20	$ 02 . 48	Piece Rate	ROMAINE HEARTS 2X20, Hourly Pay Rate, $18.65, Harvest Bonus Pay Rate, $2.486.
	MIX LETTUCE CUT/PACK 1X6	$ 00 . 52	Piece Rate	MIX LETTUCE CUT/PACK 1X6, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 0.529.
	MIX LETTUCE CUT/PACK RPC 12	$ 00 . 48	Piece Rate	MIX LETTUCE CUT/PACK RPC 12, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 0.482.

For Public Burden Statement, see the Instructions for Form ETA-790/790A.

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

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	MIX LETTUCE CUT/PACK RPC 18	$ 00 . 73	Piece Rate	MIX LETTUCE CUT/PACK RPC 18, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 0.738.
	MIX LETTUCE CUT/PACK RPC 20	$ 00 . 81	Piece Rate	MIX LETTUCE CUT/PACK RPC 20, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 0.811.
	MIX LETTUCE CUT/PACK 24	$ 01 . 02	Piece Rate	MIX LETTUCE CUT/PACK 24, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 1.025.
	MIX LETTUCE CUT/PACK 30	$ 01 . 12	Piece	MIX LETTUCE CUT/PACK 30, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 1.126.
	MIX LETTUCE CUT/PACK 36	$ 01 . 32	Piece Rate	MIX LETTUCE CUT/PACK 36, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 1.326.
	MIX LETTUCE LINERS 12,	$ 00 . 67	Piece Rate	MIX LETTUCE LINERS 12, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 0.676.
	MIX LETTUCE LINERS 20	$ 00 . 99	Piece Rate	MIX LETTUCE LINERS 20, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 0.992.
	MIX LETTUCE LINERS RPC 20	$ 00 . 93	Piece Rate	MIX LETTUCE LINERS RPC 20, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 0.931.
	MIX LETTUCE LINERS 24	$ 01 . 22	Piece Rate	MIX LETTUCE LINERS 24, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 1.227.
	MIX LETTUCE LINERS 30	$ 01 . 31	Piece Rate	MIX LETTUCE LINERS 30, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 1.313.

For Public Burden Statement, see the Instructions for Form ETA-790/790A.

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

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	MIX LETTUCE LINERS 48	$ 01 . 87	Piece Rate	MIX LETTUCE LINERS 48, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 1.875.
	MIX LETTUCE SLEEVED OR SCANNED OR 4X6	$ 01 . 40	Piece Rate	MIX LETTUCE SLEEVED OR SCANNED OR 4X6, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 1.401.
	MIX LETTUCE CUT/PACK SCANNED 12	$ 00 . 70	Piece Rate	MIX LETTUCE CUT/PACK SCANNED 12, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 0.705.
	MIX LETTUCE CUT/PACK WRAPPED 18	$ 01 . 92	Piece	MIX LETTUCE CUT/PACK WRAPPED 18, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 1.923.
	MIX CUT/PACK 12 SLEEVED RPC	$ 00 . 68	Piece Rate	MIX CUT/PACK 12 SLEEVED RPC, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 0.68.
	MIX CUT/PACK 18 SLEEVED RPC	$ 01 . 03	Piece Rate	MIX CUT/PACK 18 SLEEVED RPC, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 1.036.
	MIX LETTUCE CUT/PACK RPC 20 LID	$ 00 . 93	Piece Rate	MIX LETTUCE CUT/PACK RPC 20 LID, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 0.931.
	ROMAINE CUT/PACK 1X6	$ 00 . 52	Piece Rate	ROMAINE CUT/PACK 1X6, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 0.529.
	ROMAINE CUT/PACK 12	$ 00 . 48	Piece Rate	ROMAINE CUT/PACK 12, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 0.482.
	ROMAINE CUT/PACK RPC 15	$ 00 . 72	Piece Rate	ROMAINE CUT/PACK RPC 15, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 0.722.

For Public Burden Statement, see the Instructions for Form ETA-790/790A.

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

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	ROMAINE CUT/PACK RPC 16	$ 00 . 72	Piece Rate	ROMAINE CUT/PACK RPC 16, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 0.722.
	ROMAINE CUT/PACK 18	$ 00 . 73	Piece Rate	ROMAINE CUT/PACK 18, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 0.738.
	ROMAINE CUT/PACK 24	$ 01 . 02	Piece Rate	ROMAINE CUT/PACK 24, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 1.025.
	ROMAINE CUT/PACK 30,	$ 01 . 12	Piece	ROMAINE CUT/PACK 30, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 1.126.
	ROMAINE CUT/PACK 36	$ 01 . 32	Piece Rate	ROMAINE CUT/PACK 36, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 1.326.
	ROMAINE LINERS 12	$ 00 . 67	Piece Rate	ROMAINE LINERS 12, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 0.676.
	ROMAINE LINERS 24	$ 01 . 22	Piece Rate	ROMAINE LINERS 24, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 1.227.
	ROMAINE LINERS 30	$ 01 . 31	Piece Rate	ROMAINE LINERS 30, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 1.313.
	ROMAINE LINERS 48	$ 01 . 87	Piece Rate	ROMAINE LINERS 48, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 1.875.
	ROMAINE SLEEVED OR SCANNED OR 4X6	$ 01 . 40	Piece Rate	ROMAINE SLEEVED OR SCANNED OR 4X6, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 1.401.

For Public Burden Statement, see the Instructions for Form ETA-790/790A.

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

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	ROMAINE CUT/PACK SCANNED 12	$ 00 . 70	Piece Rate	ROMAINE CUT/PACK SCANNED 12, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 0.705.
	ROMAINE CUT/PACK WRAPPED 18	$ 01 . 92	Piece Rate	ROMAINE CUT/PACK WRAPPED 18, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 1.923.
	ROMAINE CUT/PACK 15 SLEEVED RPC	$ 00 . 96	Piece Rate	ROMAINE CUT/PACK 15 SLEEVED RPC, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 0.966.
		$ _____ . _____		
		$ _____ . _____		
		$ _____ . _____		
		$ _____ . _____		
		$ _____ . _____		
		$ _____ . _____		
		$ _____ . _____		

For Public Burden Statement, see the Instructions for Form ETA-790/790A.

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 §
D'Arrigo Bros.Co., of California	West of Abbott Street on Harris Rd Salinas, California 93901 MONTEREY		3/20/2023	11/11/2023	701
D'Arrigo Bros.Co., of California	Alta Street and Gonzales River Rd Gonzales, California 93926 MONTEREY		3/20/2023	11/11/2023	701
D'Arrigo Bros.Co., of California	Alta Street and Gonzales River Rd Gonzales, California 93926 MONTEREY		3/20/2023	11/11/2023	701
D'Arrigo Bros.Co., of California	Castroville Highway and San Jon Rd Salinas, California 93907 MONTEREY		3/20/2023	11/11/2023	701
D'Arrigo Bros.Co., of California	River Rd and Chualar River Gonzales, California 93926 MONTEREY		3/20/2023	11/11/2023	701
D'Arrigo Bros.Co., of California	Johnson Canyon Rd and Iverson Rd Gonzales, California 93926 MONTEREY		3/20/2023	11/11/2023	701
D'Arrigo Bros.Co., of California	Old Stage Rd and Iverson Rd Gonzales, California 93926 MONTEREY		3/20/2023	11/11/2023	701
D'Arrigo Bros.Co., of California	39720 Los Coches Rd Soledad, California 93960 MONTEREY		3/20/2023	11/11/2023	701
D'Arrigo Bros.Co., of California	Mission Soledad District. East Side of the River Rd, 6.3 miles south of the Gonzales River Bridge Soledad, California 93960 MONTEREY		3/20/2023	11/11/2023	701
D'Arrigo Bros.Co., of California	Armstrong Rd and Blanco Rd Salinas, California 93901 MONTEREY		3/20/2023	11/11/2023	701

D. Additional Housing Information

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 §
D'Arrigo Bros.Co., of California	Potter Rd and Somavia Rd Salinas, California 93908 MONTEREY		3/20/2023	11/11/2023	701
D'Arrigo Bros.Co., of California	Airport Blvd Salinas, California 93901 MONTEREY		3/20/2023	11/11/2023	701
D'Arrigo Bros.Co., of California	El Camino Real and Harris Rd Salinas, California 93907 MONTEREY		3/20/2023	11/11/2023	701
D'Arrigo Bros.Co., of California	Iverson and Jacks Rd, left side of Old Stage Rd Chualar, California 93925 MONTEREY		3/20/2023	11/11/2023	701
D'Arrigo Bros.Co., of California	Molera Rd and Highway 1 Castroville, California 95012 MONTEREY		3/20/2023	11/11/2023	701
D'Arrigo Bros.Co., of California	Zavala Rd and Old Stage Rd Salinas, California 93906 MONTEREY		3/20/2023	11/11/2023	701
D'Arrigo Bros.Co., of California	Camphora Rd and Gloria Rd Gonzales, California 93926 MONTEREY		3/20/2023	11/11/2023	701
D'Arrigo Bros.Co., of California	South 1st Street and Bitterwater Rd King City, California 93030 MONTEREY		3/20/2023	11/11/2023	701
D'Arrigo Bros.Co., of California	-South 1st Street and Bitterwater Rd King City, California 93030 MONTEREY		3/20/2023	11/11/2023	701
D'Arrigo Bros.Co., of California	Highway 183 near San Jon Rd Salinas, California 93907 MONTEREY		3/20/2023	11/11/2023	701

D. Additional Housing Information

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 §
D'Arrigo Bros.Co., of California	Romie Rd Soledad, California 93960 MONTEREY		3/20/2023	11/11/2023	701
D'Arrigo Bros.Co., of California	Thorne Rd and Highway 101 Soledad, California 93960 MONTEREY		3/20/2023	11/11/2023	701

D. Additional Housing Information

OMB Approval: 1205-0466
Expiration Date: 11/30/2025

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

1. Type of Housing *	2. Physical Location *	3. Additional Housing Information §	4. Total Units *	5. Total Occupancy *	6. Inspection Entity *
❑ Employer-provided ☑ Rental or public accommodations	Airport Inn – 1226 De La Torres Salinas, California 93905 MONTEREY	Airport Inn – 1226 De La Torres, Salinas, CA 93905 – Capacity for this location is 129. Laundry on Site – Caterer: El Sandillon Boss Inc, with a meal deduction of $15.46	1	129	❑ Local authority ❑ SWA ☑ Other State authority ❑ Federal authority ❑ Other _____
❑ Employer-provided ☑ Rental or public accommodations	King City Lonoak – 375 H2A Beds,48449 Lonoak Rd King City, California 93930 MONTEREY	King City Lonoak – 48449 Lonoak Rd, King City, CA 93930. Capacity for this location is: 375 H2A Beds - Laundry on Site – Caterer will be Crown Property Management with a meal deduction of $18.50.	1	375	❑ Local authority ❑ SWA ☑ Other State authority ❑ Federal authority ❑ Other _____
❑ Employer-provided ❑ Rental or public accommodations					❑ Local authority ❑ SWA ❑ Other State authority ❑ Federal authority ❑ Other _____
❑ Employer-provided ❑ Rental or public accommodations					❑ Local authority ❑ SWA ❑ Other State authority ❑ Federal authority ❑ Other _____
❑ Employer-provided ❑ Rental or public accommodations					❑ Local authority ❑ SWA ❑ Other State authority ❑ Federal authority ❑ Other _____

For Public Burden Statement, see the Instructions for Form ETA-790/790A.

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 Worker (Organic and Conventional) Mix Romaine (Romaine, Butter, Red Leaf and Green Leaf) and Romaine Hearts to perform the following duties on the farm:

Hand Laborer
•Hand Laborer will cut or pack a wide variety of produce in the correct quality, size and weight for the correct packs in the field.
•Continual visual examination of product to determine if product is right for harvesting.
•Use of hands and arms to handle and cut product with a medium size knife; the product will then be placed on a machine belt. Continual bending to reach product.
•The product can either be placed on a moving loading belt or inside a box in the furrows then it will be picked to process and pack at a designated location.
•Packer will pack product in carton boxes, plastic totes, and plastic bags, add rubber band tags, place stickers on product, and/or any other packs that the customer requires.
•The Box Maker will accommodate boxing materials from a trailer to box making area of the harvest.
•The boxes are then placed onto an overhead track and pushed down the track as worker continues making boxes and placing them on track.
•Mark cartons by using marking tools or stickers.
•The Loader will inspect final packaging before loading boxes onto pallets and will palletize orders as needed before loading onto trailers for transport.
•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 harvest foreperson immediately. Comply with all Company policies.
Machine laborer
•Cut, pack, and trim a wide variety of produce in the correct quality, size and weight for the correct packs in the field.
•May harvest product by hand, and/or using a harvest knife.
•Continual visual examination of produce to determine if product is right for harvesting.
•Use of hands and arms to handle the product. Continual bending to reach product.
•Place completed packed product onto moving equipment such as conveyors in the field.
•Packer will pack product in carton boxes, plastic totes, and plastic bags, add rubber band tags, place stickers on product, and/or any other packs that the customer requires.
•The Box Maker will accommodate boxing materials from a trailer to box making area of the harvest machine.
•The boxes are then placed onto an overhead track and pushed down the track as worker continues making boxes and placing them on track.
•Mark cartons by using marking tools or stickers.
•The Loader will inspect final packaging before loading boxes onto pallets and will palletize orders as needed before loading onto trailers for transport.
•Walking and standing throughout shift on uneven ground and in leafy rows with debris.
•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 harvest foreperson immediately. Comply with all Company policies.
Machine sealer
•The Machine Sealer is responsible for securing and packaging a wide variety of produce in the correct quality, size and weight for the correct packs in the field.
•Warm up and inspect sealing points on the machine at the start of each day.

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*) *

Authorized Deductions: 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/tools; housing or furnishings (beyond normal wear and tear) caused by the worker (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 that such shortage, breakage, or loss is caused by a dishonest or willful act, or by the gross negligence of the employee; medical insurance payments, if applicable; cash advances, if applicable; $20.00 check "stop payment" for lost checks, if applicable; and deductions expressly authorized by the worker in writing (if any).

For Public Burden Statement, see the Instructions for Form ETA-790/790A.

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

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

Minimum Job Qualifications:

1 month of experience in vegetable harvest or in any of the commodities listed.
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.

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

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

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 will be available at the time and place needed, should contact or be referred to the employer.

Applicants who contact the employer by telephone or in person will complete an applicant screening process. The employment contract is made available to the applicant in person, by fax, or email once the screening process is completed and an offer of employment has been made.

Walk-in applicants should bring with them documentation of identity and employment eligibility, so that if an offer of employment is made the required pre-employment paperwork can be completed. Walk-in applications will be accepted at:

60 West Market Street, Suite 150, Salinas, CA 93901
Phone: 831-676-3833

Elkhorn Packing Referral Contact is Selina Arreola, phone number (831) 676-3833, email selina@elkhornpacking.com. All referrals from State Workforce Agencies must be sent to the employer in writing by email and must include referral contact name, phone number, and email address if an email address is available. 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.

Applicants and referrals, not applying in person, will be sent an employment application and the employment disclosures required by law. Applicants and referrals will not be considered to have applied until a properly completed and signed application is provided to the Company indicating that the worker has received a copy in writing of the Migrant and Seasonal Agricultural Worker employment disclosures (or Contract containing disclosures) as required by law. The Company will interview non-local applicants by telephone and make hiring commitments to qualified, eligible applicants. Telephone or in-person interviews will be at no cost to workers.

Documentation of identity and employment authorization (original documents only) sufficient to complete an I-9 Form, as required by the Immigration Reform and Control Act, must be in the possession of the worker at the time the worker reports for work and will be examined by the Company as a condition for completing the hiring process. 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 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, Employer requests that the Employment Service staff apprise applicants that they will be required to provide documentary proof of work authorization to the Employer.

For Public Burden Statement, see the Instructions for Form ETA-790/790A.

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 II

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

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 worksite and/or transportation to and from shopping facilities, from their housing location. Workers who elect to provide their own housing will 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 worksite. 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. The Employer may utilize the services of a carpool/van service using CalVans, in which vouchers will be provided to the workers who choose to use this voluntary service. Workers who choose to utilize the vanpool will not be charged for such use.

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.

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.

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 dishonest or willful act or by the gross negligence of the employee.

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 I

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

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. Elkhorn Packing may conduct weekly inspections of the housing to ensure that rooms are kept clean and safe.

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. 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).

Elkhorn Packing may conduct weekly inspections of the housing to ensure that rooms are kept clean and safe.

Family housing:

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 not the practice in Monterey County to provide family housing.

Workers may be reached at the following address and phone number

ADDRESS: 60 West Market Street, Suite 150, Salinas, CA 93901
PHONE: 831-287-7183

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 Crispin Bermudez at the above number.

Workers eligible for employer-provided housing may elect to provide their own housing at the worker's expense. Such election must be in writing. 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.

For Public Burden Statement, see the Instructions for Form ETA-790/790A.

H. Additional Material Terms and Conditions of the Job Offer

g. Job Offer Information 7

1. Section/Item Number *	E.1	2. Name of Section or Category of Material Term or Condition *	Meal Provision - Additional Meal Provision Information

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

A deduction of $18.50 for three meals per day (or higher when the Department of Labor publishes the new maximum meal deduction rate and/or approves a higher meal charge at the employer's request) for caterer-provided meals from Crown Property Management for workers living at Airport Inn. Caterer company: Crown Property Management, contact: Tom Salcedo – 831 596 3027. Deductions will be made from the paychecks of all workers occupying employer-provided housing without kitchen facilities. This deduction applies to employees who are offered meals beginning on the first day the worker occupies the employer-provided housing. This deduction will be made for each day the worker is assigned to such housing. No rebate will be made if a worker fails to take advantage of an employer-prepared meal. The employer will deduct for 3 meals a day because it assures that such meals will be provided. Deductions will be made only for meals provided by the employer. Breakfast, sack lunch, and dinner will be served at housing and kept in proper temperature and storage. Utensils are provided.

Workers occupying employer-provided housing without kitchen facilities who are absent from work due to a reported illness will be provided with instructions about when and how to request their meals during days when any meals are provided at the work site.

h. Job Offer Information 8

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

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

The use of this transportation is voluntary. No worker will be required, as a condition of employment, to utilize any of transportation offered by the Company. Such voluntary transportation will include buses, vans, and carpooling using CalVans and will be in accordance with applicable laws and regulations. Workers who choose to utilize the vanpool will not be charged for such use. Workers are free to provide their own transportation to and from the daily work site.
The employee-owned vehicles that will be used daily are: 53 school-type buses (2, 36-seaters, 8, 38-seaters, 2, 39-seaters, 9, 40-seaters, 1, 41-seater, 10, 42-seaters, 17, 44-
seaters, and 4, 46-seaters). Total capacity: 2,317. Workers are picked up at the housing location and designated pick-up locations and transported to the worksite. At the end of the workday the workers are transported from the worksite to the housing location. The pickup and drop-off schedule varies based on work start and end times as stated in this job order. Workers are advised in advance of pick-up times. Transportation to and from the housing and worksites and from worksite to worksite is at no cost to the workers.

For Public Burden Statement, see the Instructions for Form ETA-790/790A.

H. Additional Material Terms and Conditions of the Job Offer

i. Job Offer Information 9

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

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

For workers who complete 50 percent of the work period, the Company will reimburse the worker for costs incurred by the worker for transportation and reasonable subsistence from the place from which the worker has come 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.

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.)

Inbound: The Employer will provide bus transportation or rent a car for the workers to travel from the place of recruitment to the border, at no charge to the workers. Then the Employer will provide a bus for the workers to travel from the Border to the place of employment, at no cost to the workers. 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.

Outbound: The Employer will provide a bus for the workers to travel from the place of employment to the border. The Employer will also provide transportation for the workers to travel from the place of employment back to the place of recruitment, at no charge to the workers. 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.

Subsistence for inbound and outbound transportation will be reimbursed at the rate of $15.46 per day without documentation and of actual expenditures, and at actual cost up to a maximum of $59.00 per day with documentation of actual expenditures. The amount of reimbursement for transportation shall be the worker's actual cost, but not more that the most economical and reasonable common carrier transportation charges for the distance involved.

j. Job Offer Information 10

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

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

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.

For Public Burden Statement, see the Instructions for Form ETA-790/790A.

H. Additional Material Terms and Conditions of the Job Offer

k. Job Offer Information 11

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

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

51511293

l. Job Offer Information 12

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 (*up to 3,500 characters*) *

Field Workers (Organic and Conventional) Mix Romaine (Romaine, Butter, Red Leaf and Green Leaf) and Romaine Hearts

For Public Burden Statement, see the Instructions for Form ETA-790/790A.

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 - Itinerary

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

Itinerary: Harvesting of Organic and Conventional: Mix Romaine (Romaine, Butter, Red Leaf and Green Leaf) and Romaine Hearts is simultaneously conducted at all field sites by all crews throughout the contract period: March 20, 2023 through November 11, 2023

n. Job Offer Information 14

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

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 abides by California Wage Order 14. The employer will abide by the seventh (7) day of rest rules. Employer will abide by the double time rules of Wage Order 14. (i.e. Agricultural employees are generally entitled to time and one-half pay for the first eight hours worked on the seventh consecutive day of work, and double-time pay for all work performed in excess of eight hours on the seventh consecutive day of work.)

The work day start times may vary from 5:00 a.m. to 7:00 a.m. and the work day end time is 12:00 p.m. to 2:00 p.m. (depending on the start time). Workers are notified of any change in the start time. An unpaid lunch break of 30 minutes and two paid 10-minute work breaks are provided. On work days of less than 5 hours no lunch break will be provided. Workers must refrain from performing any work during scheduled rest breaks and for the full period of the scheduled lunch break. Workers will be assigned a specific work schedule at the sole discretion of the employer. Work schedule assignments may be changed at the sole discretion of the employer. Some workers will start the workday and end the workday earlier than other workers. For example, if a Machine Operator starts work at 5:30 a.m. and the rest of the crew starts at 7 a.m., the Machine operator will end at 1:00 p.m. and the crew will end at 2:30 p.m. (7 hours of work plus a 30-minute meal break)

The work described in this Clearance Order is regular, full time work requiring all workers to be available for work on a daily basis. This is not "day work". Tardiness and/or unexcused absences will not be tolerated, and will result in disciplinary action as set forth in the employer's employment policies.

All workers not occupying employer-provided housing must provide the employer with contact information before the worker commences employment. This contact information will be used to notify the worker not to report to work due to inclement weather or when work is not available, to notify the worker of any change in the worker's daily work schedule, or for any other reason.

Employees may experience a temporary reduction in work and/or a temporary work stoppage due to the natural agricultural cycle.

For Public Burden Statement, see the Instructions for Form ETA-790/790A.

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 - Additional Job Duties Part I

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

•Walking and standing throughout shift on uneven ground and in leafy rows with debris.
•Removed jammed materials by following safe machine shut-off procedures.
•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 harvest foreperson immediately. Comply with all Company policies.
•Reports to work hour before crew arrives to setup materials for the start of day, and remain after crew departs for cleanup.
Machine Operator
•The Machine Operator is responsible for the safe and proper operation of company harvesting machines in the field including, daily maintenance inspections, basic adjustments, and reporting maintenance and mechanical issues to their supervisor.
•Warm up and pre-inspect machine at the start of each day.
•Follow supervisors instructions.
•Thoroughly inspect the machine on all points required by the company and be ready for the harvest crew when they arrive.
•Start-up, operate, and shut-down the machine per company guidelines.
•Repair hydraulic hoses, change or replace nozzles and ensure proper oil levels while following safe machine shut-off procedures.
•Listen to the machine operation and be aware of audio indications of mechanical problems.
•Report possible mechanical issues to the supervisor immediately.
•Report unsafe or damaged equipment to supervisor immediately.
•Always be aware of the people working on the machine and on the ground to avoid accidents.
•Move equipment carefully when entering and exiting the field.
•Prolonged sitting throughout shift. Some walking and standing on uneven ground and in leafy rows with debris.
•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.
•Communicate with harvest supervisors and co-workers respectfully and professionally
•Participate in safety trainings, orientations and all other company meetings as required
•Report all injuries to supervisor immediately regardless of how slight they might seem
•Reports to work 1-1 hour before crew arrives to setup materials for the start of day, and remains after crew departs for cleanup.

HARVEST HELPER/TRACTOR DRIVER
•The Harvest Helper is responsible for helping with daily setup before the crews' arrival.
•Removing sprinklers from the field; and removing trash or debris from field.
•Always be aware of the people working on the ground to avoid accidents.
•Move equipment carefully when entering and exiting the field.
•Make sure loads are securely tied for transport.

p. Job Offer Information 16

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

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

•Reports to work 1-1 hour before crew arrives to setup materials for the start of day, and remains after crew departs for cleanup.

For Public Burden Statement, see the Instructions for Form ETA-790/790A.

H. Additional Material Terms and Conditions of the Job Offer

q. Job Offer Information 17

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

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

Offered Wage: Workers will be paid 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 pay the hourly rate of $18.65 per hour for work performed in California. Higher wage rates may apply during contract period based on market conditions and/or job/crop activity, but no less than the required wage rate. Employer assures that the required wage rate will be paid at the time that the work is performed.

If the prevailing wage (hourly or piece rate) or AEWR increases during the contract period, the employer will pay any higher rate after publication or 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.

r. Job Offer Information 18

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

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

Crew incentive bonus rates apply as follows:

ROMAINE HEARTS MINI BIN, Hourly Pay Rate,$18.65, Harvest Bonus Pay Rate N/A.
ROMAINE HEARTS CUT/PACK LOOSE, Hourly Pay Rate, $18.65, Harvest Bonus Pay Rate, $2.304.
ROMAINE HEARTS CUT/PACK 40/42/48, Hourly Pay Rate, $18.65, Harvest Bonus Pay Rate, $2.593.
ROMAINE HEARTS COSTCO 7X6, Hourly Pay Rate, $18.65, Harvest Bonus Pay Rate,$2.718.
ROMAINE HEARTS 12X4, Hourly Pay Rate, $18.65, Harvest Bonus Pay Rate, $2.718.
ROMAINE HEARTS 18X2, Hourly Pay Rate, $18.65, Harvest Bonus Pay Rate, $2.375.
ROMAINE HEARTS 3X12, 5X7, Hourly Pay Rate,$18.65, Harvest Bonus Pay Rate, $2.304.
ROMAINE HEARTS 3X15, Hourly Pay Rate, $18.65, Harvest Bonus Pay Rate, $2.752
ROMAINE HEARTS 2X20, Hourly Pay Rate, $18.65, Harvest Bonus Pay Rate, $2.486.
MIX LETTUCE CUT/PACK 1X6, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 0.529.
MIX LETTUCE CUT/PACK RPC 12, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 0.482.
MIX LETTUCE CUT/PACK RPC 18, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 0.738.
MIX LETTUCE CUT/PACK RPC 20, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 0.811.
MIX LETTUCE CUT/PACK 24, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 1.025.
MIX LETTUCE CUT/PACK 30, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 1.126.
MIX LETTUCE CUT/PACK 36, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 1.326.
MIX LETTUCE LINERS 12, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 0.676.
MIX LETTUCE LINERS 20, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 0.992.
MIX LETTUCE LINERS RPC 20, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 0.931.
MIX LETTUCE LINERS 24, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 1.227.
MIX LETTUCE LINERS 30, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 1.313.
MIX LETTUCE LINERS 48, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 1.875.
MIX LETTUCE SLEEVED OR SCANNED OR 4X6, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 1.401.
MIX LETTUCE CUT/PACK SCANNED 12, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 0.705.
MIX LETTUCE CUT/PACK WRAPPED 18, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 1.923.
MIX CUT/PACK 12 SLEEVED RPC, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 0.68.
MIX CUT/PACK 18 SLEEVED RPC, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 1.036.
MIX LETTUCE CUT/PACK RPC 20 LID, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 0.931.
ROMAINE CUT/PACK 1X6, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 0.529.
ROMAINE CUT/PACK 12, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 0.482.
ROMAINE CUT/PACK RPC 15, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 0.722.

For Public Burden Statement, see the Instructions for Form ETA-790/790A.

H. Additional Material Terms and Conditions of the Job Offer

s. Job Offer Information 19

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Crew Incentive Bonus Rates Part II

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

ROMAINE CUT/PACK WRAPPED 18, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 1.923.
ROMAINE CUT/PACK 15 SLEEVED RPC, Hourly Pay Rate: 18.65, Harvest Bonus Pay Rate: 0.966.

The size of each carton differs depending on commodity.

Mechanical harvest is paid hourly at the AEWR (18.65/hour).

t. Job Offer Information 20

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

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

Overtime: The Employer abides by California Wage Order 14. The overtime rate will be paid at 1.5 times the AEWR ($18.65) at $27.97 and $37.30 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.

For Public Burden Statement, see the Instructions for Form ETA-790/790A.

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 I

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

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. 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 harvesting 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. Failure to comply with the Company policies and/or meet expectations will result in the applications of disciplinary procedures, up to and including termination. Workers will also be provided a voluntary dispute resolution agreement, titled Non-Mandatory Arbitration Agreement, outlining procedures to follow with respect to all claims, disputes, and controversies arising out of, relating to or in any way associated with a worker's employment or the termination of their employment, which would allow for a prompt resolution in arbitration (not a court of law) of these matters. This Non-Mandatory Arbitration Agreement is a voluntary/non-mandatory agreement.
Workers may access the Employment Service and Employment-Related Law Complaint System, as described in 20 CFR 655.185. There will not be retaliation from any level of
management that will take place as a result of any complaint that is resolved or not resolved from the arbitration process or through use of the Employment Service and Employment-Related Law Complaint System, pursuant to 20 CFR 655.135(h).

v. Job Offer Information 22

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 (*up to 3,500 characters*) *

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.

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).

Drug screening is post offer, post hire, can be random, and is at no cost the employees.

For Public Burden Statement, see the Instructions for Form ETA-790/790A.

H. Additional Material Terms and Conditions of the Job Offer

w. Job Offer Information 23

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - COVID19 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 on or off-site. Alternative emergency housing may be coordinated through the county's emergency services at the time of need if on/off site isolation/quarantine housing is filled to capacity.

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 vaccines and testing may be required at the Employer's expense. If not required by the Employer, employees will not be compensated for time spent testing or obtaining a vaccination. COVID-19 vaccinations may be mandated by the U.S. government (not by the employer), with some exceptions, prior to entry into the United States. Such vaccines must be CDC-approved (FDA/WHO) and full vaccinations may be required. Vaccination mandates are subject to change by U.S. government action.

COVID-19 Testing: Employer abides by California ETS effective May 2022 to be revised in January 2023.

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

For Public Burden Statement, see the Instructions for Form ETA-790/790A.

H. Additional Material Terms and Conditions of the Job Offer

y. Job Offer Information 25

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Labor Peace Compact/Labor Code Sec. 1156.35:

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

Effective January 1, 2023, the employer is bound by the labor peace election choice of the agricultural employer for whom it performs work.

z. Job Offer Information 26

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.

For Public Burden Statement, see the Instructions for Form ETA-790/790A.

H. Additional Material Terms and Conditions of the Job Offer

. Job Offer Information 27

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.

. Job Offer Information 28

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. However, the employer has determined to the best of its ability the following minimum production standard: Romaine Hearts: 6 - 8 Cartons; Mix Romaine: 9 - 13.5 Cartons. The size of each carton differs depending on commodity.

For Public Burden Statement, see the Instructions for Form ETA-790/790A.

H. Additional Material Terms and Conditions of the Job Offer

. Job Offer Information 29

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Payday and Workers Compensation Information

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

Payday: Workers will be paid on a weekly basis by check. Payday is Thursday of the week following the end of the payroll period. Photo identification may be required to receive live paycheck.

Worker's Compensation: All employees are covered by workers' compensation insurance in accordance with California law. This insurance provides payment of medical benefits and time loss payments to a worker who is accidentally injured on the job. Employer assures that its workers' compensation policy will remain valid throughout the contract period.

A workers' compensation and employers liability insurance policy is held by Elkhorn Packing covering the Workers Compensation Law of the state of California. Insurance coverage is provided by California Insurance Company. The policy number is: M1287203. The Policy is effective beginning 11/01/2022 and expires 11/01/2023, and is timely renewed annually. Workers Compensation:
ZNAT Insurance Company

Name and address of policyholder:
Elkhorn Packing Co., LLC
60 W. Market St, Ste 150
Salinas, California 93901

Person(s) and phone numbers(s) of person(s) to be notified to file claim:
Selina Arreola
Phone (831) 676-3833

Deadline for filing claim:
24 Hours or as soon as possible.

Employees may be put on modified/light work duty as a result of a work-related injury or illness. Modified/light duty activities will be in accordance with state law and related advisories.

. Job Offer Information 30

1. Section/Item Number *	E.1	2. Name of Section or Category of Material Term or Condition *	Meal Provision - (cont.)

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

This deduction applies to employees who are offered meals beginning on the first day the worker occupies the employer-provided housing. This deduction will be made for
each day the worker is assigned to such housing. No rebate will be made if a worker fails to take advantage of an employer-prepared meal. The employer will deduct for 3 meals a day because it assures that such meals will be provided. Deductions will be made only for meals provided by the employer. Breakfast, sack lunch, and dinner will be served at
housing and kept in proper temperature and storage. Utensils are provided. Workers occupying employer-provided housing without kitchen facilities who are absent
from work due to a reported illness will be provided with instructions about when and how to request their meals during days when any meals are provided at the work site.

For Public Burden Statement, see the Instructions for Form ETA-790/790A.

H. Additional Material Terms and Conditions of the Job Offer

. Job Offer Information 31

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

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

If the worker is paid on a group incentive 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, (i) The worker's pay must be supplemented 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.
Group Incentive Rate: Employer guarantees the above hourly rates. Workers in crews in which the crew's daily production exceeds the guaranteed hourly rate will be eligible to earn a higher group incentive hourly rate for that day's work. The group incentive hourly rate is determined daily based upon the total number of cartons of each commodity or type of pack packed by the crew that day, the rate associated with the commodity and/or pack, which is determined at the sole discretion of the Company, and the number of hours worked by the crew that day. If the incentive rate earned by the crew exceeds the guaranteed minimum hourly rate, the group incentive rate will be paid to each member of the crew for that day's work in lieu of the guaranteed hourly rate at the normal payday. The information pertaining to the group incentive rate for each applicable day will be delineated on the worker's pay stub. Worker's time and the total number of units produced in a workday are recorded by the foreperson.

Workers paid at the below group incentive rates 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. Group incentive rates are per carton. Carton sizes vary based on the count of pack and wrap. The hourly wage equivalent is for an estimated 18 cartons harvested per hour per group of 16 or 17 workers. The estimation of cartons harvested per hour varies depending on harvest and weather conditions. The estimated hourly equivalent of the piece rate varies daily and depends on commodity and crop conditions. This is an estimate only and employer does not guarantee a higher hourly piece rate wage. We estimate that the hourly equivalent when paid a piece rate is at a minimum of the AEWR, $18.66/hour and up to $19.00 or higher, depending on harvest production and commodity and the productivity of the group. These estimates apply to all commodities harvested and have been determined by a review of crew rates and productivity from prior seasons.

. Job Offer Information 32

1. Section/Item Number *	E.1	2. Name of Section or Category of Material Term or Condition *	Public Accommodation Assurance

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

Elkhorn Packing attests to the following regarding the rental or public accommodations provided to the workers: The rental or public accommodations are compliant with the applicable housing health and safety standards set forth by the regulations in 20 CFR 655.122(d)(1)(iii). The units rented are sufficient to accommodate the number of workers requested. No local inspection is required. Housing is inspected by Monterey County on behalf of the Housing and Community Development Department.

For Public Burden Statement, see the Instructions for Form ETA-790/790A.