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 * Farm Laborer

2. Workers Needed *	a. Total	b. H-2A Workers	Period of Intended Employment	
	20	20	3. First Date * 5/22/2023	4. Last Date * 11/1/2023

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)* *

50	**a. Total Hours**	9	c. Monday	9	e. Wednesday	9	g. Friday
0	b. Sunday	9	d. Tuesday	9	f. Thursday	5	h. Saturday

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

Temporary Agricultural Services and Wage Offer Information

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

See Addendum C

8b. Wage Offer *	8c. Per *	8d. Piece Rate Offer §	8e. Piece Rate Units / Estimated Hourly Rate / Special Pay Information §
$ 16 . 55	☑ HOUR ☐ MONTH	$ 01 . 75	per 25 lb of tomatoes packed out box. Continued on addendum A Employer guarantees a rate of at least $16.55 per hour if the above piece rate does not exceed that hourly wage.

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.)

Applicable state, federal and local taxes as required by law.

H-2A Case Number: H-300-23081-870291 Case Status: Full Certification Determination Date: 04/18/2023 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. * 3

3. Training: number of months required. * 0

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

☐ a. Certification/license requirements
☐ b. Driver requirements
☐ c. Criminal background check
☐ d. Drug screen
☑ e. Lifting requirement 70 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 *
626 White Horse Pk

2. City *	3. State *	4. Postal Code *	5. County *
Elm	New Jersey	08037	Camden

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

None

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 *
626 White Horse Pike

2. City *	3. State *	4. Postal Code *	5. County *
Elm	New Jersey	08037	Camden

6. Type of Housing *(check only one)* *
☑ Employer-provided (including mobile or range) ☐ Rental or public

7. Total Units * 40

8. Total Occupancy * 40

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)* *

Additional housing located at 750 White Horse Pike, Elm NJ 08037

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.)

All farm housing contains fully equipped kitchen with utensils, dishes and cookware for workers to prepare their own meals. Workers will be transported free of charge to local stores to purchase provisions. See Addendum C for further details.

2. The employer: *	☑ **WILL NOT** charge workers for meals.		
	❑ **WILL** charge each worker for meals at	$ _____ . _____	per day, if meals are provided.

F. Transportation and Daily Subsistence

1. Describe the terms and arrangements for daily transportation the employer will provide to workers. *
(Please begin response on this form and use Addendum C if additional space is needed.)

Workers are picked up at the housing at 6am and transported to the job sites, where they work until 4pm or later if needed. Workers who don't live in the farm housing are picked up at their home and brought to the farm free of charge. Workers are transported upon request, free of charge, to local stores as needed.

See addendum C

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

For inbound transportation, the workers arrange private group bus transportation, and the employer will pay the worker for reasonable costs incurred by the worker for transportation and daily subsistence from the place from which the worker has come to work for the employer, whether in the U.S. or abroad to the place of employment. The employer reimburses their expenses upon arrival.

See addendum C.

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

G. Referral and Hiring Instructions

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.)

Applicants may apply via the State of New Jersey Career Connections office or directly to the employer, Pastore Orchards, by calling 609-561-8464. Applicants are encouraged to fax application or resumes to 609-561-1427 or email to farm@pastoreorchards.com. Interviews for local applicants can be scheduled by calling 609-561-8464 and speak to Neil or Dawn Pastore. Applicants can appear Monday to Friday, 9am - 5pm at the farm office, 626 White Horse Pk, Elm NJ 08037 however it is recommended to call ahead to ensure someone is there to assist them.

2. Telephone Number to Apply *	3. Extension §	4. Email Address to Apply *
+1 (609) 561-8464	N/A	farm@pastoreorchards.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 §
Pastore	Neil	
4. Title *		
President		

5. Signature (or digital signature) *	6. Date signed *
Digital Signature Verified and Retained By Certifying Officer	3/28/2023

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
	Tomatoes	$ 01 . 75	Piece Rate	Per 25 lb packed out box, estimated hourly wage rate equivalent for this piece rate is $17.50/hr based on workers filling 10 of the 25 lb packed out box/hr on average. Guaranteed $16.55/ hr.
	Jalapeno peppers	$ 04 . 50	Piece Rate	Per bushel, estimated hourly wage rate equivalent for this piece rate is $18.00 /hr based on workers filling 4 bushels/hr on average. Guaranteed $16.55/ hr.
	Sweet potatoes	$ 01 . 00	Piece Rate	Per bushel, estimated hourly wage rate equivalent for this piece rate is $20.00 /hr based on workers filling 20 bushels/hr on average. Guaranteed $16.55/ hr.
	Long hot peppers	$ 03 . 00	Piece R	Per 1 1/9 bushel packed out box, the estimated hourly wage rate equivalent for this piece rate is $19.00 /hr based on workers filling 6 of the 1 1/9 bushel packed out box/hr on average. Guaranteed $16.55/ hr.
	Eggplant	$ 01 . 25	Piece Rate	Per 1 1/9 bushel packed out box, the estimated hourly wage rate equivalent for this piece rate is $17.50 /hr based on workers filling 14 of the 1 1/9 bushel packed out box/hr on average. Guaranteed $16.55 / hr.
	Blueberries	$ 06 . 00	Piece Rate	Per flat (approx 12 lb container), the estimated hourly wage rate equivalent for this piece rate is $18.00 /hr based on workers filling 3 flats (approx 12 lb container)/hr on average. Guaranteed $16.55/ hr.
	Blackberries	$ 04 . 50	Piece Rate	Per 12 x 6 oz flat, the estimated hourly wage rate equivalent for this piece rate is $18.00 /hr based on workers filling 4 of the 12 x 6 oz flat /hr on average. Guaranteed $16.55/ hr.
	Blackberries	$ 07 . 00	Piece Rate	Per 8 x 18 oz flat, the estimated hourly wage rate equivalent for this piece rate is $21.00 /hr based on workers filling 3 of the 8 x 18 oz flat/hr on average. Guaranteed $16.55/ hr.
	Blackberries	$ 07 . 00	Piece Rate	Per 12 x 12 oz flat, the estimated hourly wage rate equivalent for this piece rate is $21.00 /hr based on workers filling 3 of the 12 x 12 oz flat/hr on average. Guaranteed $16.55/ hr.
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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 *	F.1	2. Name of Section or Category of Material Term or Condition *	Transportation and Daily Subsistence

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

The transportation for employees from on farm housing, and if applicable, off farm housing to the work site will be done by 4 vans and 3 trucks owned by Pastore Orchards. The vans are capable of seating 12-15 persons while the trucks seat 3-5 people and are only used for Pastore Orchards employees. The schedule will be varying depending on the start time and end time of work but will be available at all times. These same vehicles will also be used during off work hours for weekly transportation for employees of Pastore Orchards to shop for personal items.

b. Job Offer Information 2

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

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

FARM LABORER JOB DESCRIPTION:

Perform manual labor to plant, cultivate, harvest, grade and pack the following crops: strawberries, blackberries, blueberries, sweet corn, tomatoes (round, plum), peppers (bell, jalapeno, long hot, cherry), eggplant, peaches, and sweet potatoes.

GENERAL DUTIES / PROCEDURES:

Lay and/or remove plastic. Clean plastic of debris. Set and/or remove stakes. Manually pull weeds. Tie, prune, sucker, and thin crops as instructed by supervisor. Remove and/or clean plant debris and/or vines from ground or trellises. Workers must select harvestable produce based on supervisor?s instructions for correct size, maturity and quality. Workers will not break skin, damage, drop or bruise produce or leave any appropriate product on the plant during harvest. Workers must clean, grade, sort, label and package produce as per supervisor?s instructions. Workers must package harvested crops into bins, bags, boxes, plastic containers and crates and load boxes onto pallets and transport vehicles as per supervisor?s instructions, at all times following Good Agricultural Practices (GAP) policies. This job requires extensive walking, standing, bending, stooping, pushing, pulling, twisting, and lifting and carrying up to 70 lbs. Work may be in inclement weather including extreme heat, cold and/or rain for extensive periods of time. As a minor activity, some workers may operate farm equipment, including trucks and tractor drawn wagons and other auxiliary equipment, which are used while performing harvest of crops. Workers with licenses may be asked to drive transportation vehicles to and from housing and production areas, which could include moving of support equipment such as toilets and sanitization stations

Workers must have three months of verifiable commercial vegetable farm experience with comparable operations, within the previous ten years. Experience should include knowledge of proper techniques of pruning, staking, suckering, and tying tomatoes, eggplant and peppers, as well as harvesting sweet potatoes.

Workers should also have experience with high tunnel blackberry production including: assisting in the covering, removal and venting of plastic covering of high tunnels. Training, tying, tipping/pruning of blackberry vines. Harvesting of blackberries directly into final packaging by field grading, sorting and classifying by size, weight, color, and condition. Culling of bad fruit and clean harvest of all good berries are integral to this work.

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

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 *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Safe Workplace Policy and Procedures

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

Safety: The health and safety of employees, workers and others while on Pastore Orchards property, or its subsidiaries, is of the utmost concern. It is therefore Pastore Orchards? policy to constantly strive for the highest possible level of safety in all activities and operations and to carry out commitment of compliance with all health and safety laws applicable to Pastore Orchards business by enlisting the help of all employees to ensure that public work areas are free of hazardous conditions. Pastore Orchards will make every effort to provide work conditions that are safe. Employees are expected to be equally conscientious about workplace safety, including but not limited to: proper work methods, reporting potential hazards and abating known hazards. Unsafe work conditions in any work area that might result in an accident must be reported immediately to the supervisor.

Pastore Orchards? safety policy or practices will be strictly enforced, including possible termination of employee. Safe work habits are enforced every day. Safety is everyone?s responsibility. As part of employment with Pastore Orchards, it is the employee/worker?s responsibility to maintain safe work habits. This shall include the surroundings and any danger to the employee, worker and/or guests. Safety procedures are not optional. The insurance carrier and state/federal laws require them.

Pastore Orchards is committed to a safe workplace for everyone, and the following safety rules will facilitate a safe work culture for all Pastore Orchards employees and workers. All injuries, no matter how slight, must be reported to your supervisor immediately. Use good body mechanics when bending, lifting or twisting within the context of doing your daily job duties. Use proper lifting techniques such as using your legs and not your back to do the lifting at all times. There shall be no jewelry (wedding bands can be worn covered with tape), body piercings, false nails or embellished clothing worn or brought into fresh fruit and vegetable production area. No objects are to be put in a shirt pocket.

d. Job Offer Information 4

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

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

Rules and Policies: Workplace rules and policies are intended to protect the employees, employer, and the products of the company. The policies below apply to everyone who works at Pastore Orchards. If you fail to follow these rules, you will be disciplined, suspended, or even terminated, depending on how serious the violation is or how many times you have not adhered to the rules. When you sign these forms, you are stating that you understand the rules and agree to follow them. Excessive absences or tardiness during the employment period will not be permitted. Excessive tardiness or absence is defined as three unexcused absences or three unpunctual arrivals within any period of 30 work days without the prior consent of an authorized supervisor. Non-compliance results in termination. A 30 work day period is defined as any 30 working days, not a calendar month. Excused absences are defined as: death in the family ? You must bring documentation to the office. Only documentation that is accepted is an obituary copy or funeral program. The documentation should have your name listed as a family member. Doctor's appointment ? You must bring a doctor?s note with your name and date excusing you from work. Court subpoena ? you must bring a copy to the office. No probation meeting will be excused if you are required to meet with a probation officer. It is your responsibility to set up a meeting after work hours. No exceptions. If you choose to leave the work area early, you must notify your supervisor. If you are tardy, you will be considered absent for the work day. Pastore Orchards will consider the job abandoned if a worker fails to report to work for three consecutive days without the consent of an authorized supervisor. You must not enter the facilities, fields, housing or any other Pastore Orchards property or its subsidiaries during hours you are not scheduled to work. You must not possess or use firearms while on Pastore Orchards property or its subsidiaries at any time. You must not possess or use alcohol during work hours or on the property or subsidiaries at any time. You must not possess or use unlawful drugs during your employment period with Pastore Orchards. You must not fight at any time while on Pastore Orchards property or its subsidiaries. This is includes physical and/or aggressive verbal altercations. You must not steal from Pastore Orchards or its subsidiaries, co-workers, or other Pastore Orchard employees. Stealing is defined as the taking of any type of property that does not belong to you. You must not deliberately damage or destroy any machinery, equipment, tools or other property belonging to Pastore Orchards or its subsidiaries, co-workers or Pastore Orchard employees. You must not operate equipment or vehicles without an authorized supervisor?s instructions. You must be required to be familiar with all safety and instructions prior to operating any equipment. You must not post or remove any notices, signs or other instructions. Violations of any of the above will result in termination.

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 *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Good Agricultural Practices Program

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

Good Agricultural Practices Program: Pastore Orchards participates in the Good Agricultural Practices (GAP) program to ensure that its products are safe and free from contamination. All employees must comply with the following rules. By signing this form, you are stating that you understand and agree to follow all the GAP rules. You must wash and sanitize your hands before reporting to work site and after using the restroom, taking a break, touching dirty containers or trash, touching non-food products, coughing and/or sneezing. You must not bring or use tobacco, food, drinks, gum, candy or medication while working. Fingernails cannot be longer the 1/8 inch past finger tips. You must not bring glass on Pastore Orchards property or its subsidiaries. You must be clean and wear clean clothing and clean closed-toe shoes. If you have sores, cuts, lesions or open wounds, you must report to a supervisor who will decide if you can work. If you are sick, you must tell your supervisor before work begins. Certain illnesses will require a doctor?s note before you can return to work. If blood should come into contact with anything, you must notify a supervisor immediately so that the area can be cleaned up properly. You must report any injury to your supervisor immediately. Toilet paper must be thrown in the commode and not the trash. Restrooms and rest areas must be kept clean. Workspace and tools must be kept clean. Trash must be thrown in designated trash cans only. Make sure produce containers are clean and kept off the ground. You cannot wear loose fitting clothing or items that could become entangled in the machinery and long hair should be worn under a cap or otherwise contained to prevent entanglement in moving machinery. You must not falsify personal, medical, production or other work records or give false information during a company investigation. Non-compliance will result in termination. You cannot leave work without permission before you clock out. This is considered theft by fraudulent means by stealing time. Non-compliance will result in termination. You must not overstay your authorized breaks. This is considered theft by fraudulent means by stealing time. Non-compliance will result in termination. You must not smoke or use any tobacco products in any facility or fields on Pastore Orchards property or its subsidiaries. Non-compliance will result in a written warning, a second offense will result in termination. You must not deliberately do anything that interferes with production, including playing around, throwing things, wasting time, or disrupt other workers during work time. Non-compliance will result in a written warning, a second offense will result in termination. You must not preform work that is careless or sloppy. Non-compliance will result in a written warning, a second offense will result in termination. You must use caution not to damage to the produce or plant during handling or harvesting. Non-compliance will result in a written warning, a second offense will result in termination. You must receive food safety and personal hygiene training. You must understand that you are required to comply with all food safety program rules. Non-compliance will result in a written warning, a second offense will result in termination. You must place all trash and waste materials in the proper container, you must not litter. Non-compliance will result in a written warning, a second offense will result in termination.

f. Job Offer Information 6

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Good Agricultural Practices Program

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

You must follow the instructions of your supervisor. If you have a problem with your supervisor, or any instructions that he gives you, you must talk to their supervisor. You must not be disrespectful or threatening to any employee. You must understand that talking back or refusing to follow reasonable instructions is ?insubordination?. Non-compliance will result in a written warning, a second offense will result in termination. You must not begin work prior to your scheduled starting time or continue working beyond your scheduled stopping time unless authorized by your supervisor.

All employees living on site must keep living areas clean. Trash receptacles are located at each housing facility. Drunkenness and disorderly conduct will not be permitted in housing. All visitors must adhere to these rules or they will be asked to leave the premises.

Employee Policies

Clothing and Footwear: All clothing and closed toe footwear shall be clean at the start of the day and appropriate for the operation to be performed. All clothing and footwear shall be worn so as to protect the product from the risk of contamination. During the day, if clothing becomes too dirty and/or unsafe, the worker will be required to change.

Gloves: As there is no product that requires the use of gloves, Pastore Orchards does not allow the use of gloves.

Jewelry: There shall be no jewelry (wedding bands can be worn covered with tape), body piercings, false nails or embellished clothing worn or brought into fresh fruit and vegetable production area. No objects are to be put in a shirt pocket.

Hair Coverings: Hairnets or hats may be necessary during certain tasks.

Smoking, Eating, Drinking, Chewing of Gum or Tobacco, Spitting, Medications: There shall be no smoking, eating, chewing of gum or tobacco, or medications in any produce growing area or packing facility. Alcohol consumption is prohibited on the job site.

Break Areas: Employees will leave field/packing areas for all breaks so as not to contaminate the production areas.

Sick Employees: If you are sick, you must tell your supervisor before work begins. Certain illnesses will require a doctor?s note before you can return to work.

Water Availability: Potable water will be available to all employees in various locations. Employees will be informed of each location. Water will have been tested and records will be on file.

Cuts and Abrasions: If you have sores, cuts, lesions or open wounds, you must report to a supervisor who will decide if you can work.

First Aid Kits: First aid kits are located in buses/vans, packing house and common areas of housing.

Proper Hygiene and Sanitation Practices: You must wash and sanitize your hands before reporting to work site and after using the restroom, taking a break, touching dirty containers or trash, touching non-food products, coughing and/or sneezing.

Personal Belongings: Employees who have brought personal belongings to work may leave them in the buses/vans when working in the field or when working in the packing house.

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

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

For outbound transportation, the employer gives each worker a check equivalent to current bus fare incurred by the worker for transportation and daily subsistence from the place of employment to the place from which the worker departed (i.e., outbound). and the worker uses that money to make their own transportation arrangements.

h. Job Offer Information 8

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

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

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