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 worker, Crop

2. Workers Needed *	a. Total	b. H-2A Workers	Period of Intended Employment	
	150	144	3. First Date * 6/20/2023	4. Last Date * 8/20/2023

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)* *

36	**a. Total Hours**	6	c. Monday	6	e. Wednesday	6	g. Friday
0	b. Sunday	6	d. Tuesday	6	f. Thursday	6	h. Saturday

7. Hourly Work Schedule *
a. 7 : 30 ☑ AM ☐ PM
b. 1 : 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.)

ROGUEING: The worker will remove corn plants that are a different species as they walk down the corn field aisles between the plants, thus preparing field for detasseling.
SEED CORN SORTING: Corn cobs will be sorted off conveyor belt by size and class.
CORN DETASSELING: Workers will follow detasseling machine by foot removing any spikes left on plants by machine.
GENERAL LABOR: Hand weeding around the corn plants, removing volunteer plants.

8b. Wage Offer *	8c. Per *	8d. Piece Rate Offer §	8e. Piece Rate Units / Estimated Hourly Rate / Special Pay Information §
$ 17 . 54	☑ 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.)

State taxes, FICA taxes, income tax, cash advances, overpayment of wages; and charges for any loss to the employer due to the worker's damage or loss of equipment or housing items where it is shown that the worker is responsible, any other deductions expressly authorized by the worker.

H-2A Case Number: H-300-23105-936620 Case Status: Full Certification Determination Date: 05/12/2023 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. * 0

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 _____ 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)*

Bonus: At the end of season, grower will give FLC a report with total acres detasseled. Bonus to worker will be calculated as follows:
Total acres detasselled by all employees will be multiplied by $77/acre. From this amount, gross hourly earnings from all passes made by all employees will be deducted. The net amount will be divided equally amongst all employees. Bonus will be paid once grower report is available.

C. Place of Employment Information

1. Place of Employment Address/Location *
42.00975, -092.22409

2. City *	3. State *	4. Postal Code *	5. County *
KEYSTON	Iowa	52249	Benton

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

FIXED SITE EMPLOYER: REMINGTON SEEDS OF EASTER IOWA, LLC (503)
START DATE: 06/20/2023
END DATE: 08/20/2023
WORKERS NEEDED: 144

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 *
403 Hwy 30 West

2. City *	3. State *	4. Postal Code *	5. County *
Toledo	Iowa	52342	Tama

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

7. Total Units * 48

8. Total Occupancy * 144

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)* *

DESIGNER INN & SUITES
The employer will require workers to reimburse the employer for damage caused to housing by the individual workers found to have been responsible for damage that is not the result of normal wear and tear related to habitation. See Addendum C.

11. Is a completed **Addendum B** providing additional information on housing that will be provided to workers attached to this job order? * ☐ 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.)

Employer will provide three (3) meals per day to workers living in employer housing with no kitchen facilities.

2. The employer: *	❑ **WILL NOT** charge workers for meals.		
	☑ **WILL** charge each worker for meals at	$ 15 . 46	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.)

For workers residing in the employer's housing, the employer will provide transportation between the worker's living quarters and the employer's worksite and return without cost to the worker.

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

See Addendum C

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

G. Referral and Hiring Instructions

1. Explain how prospective applicants may be considered for employment under this job order, including verifiable contact information for the employer (or the employer's authorized hiring representative), methods of contact, and the days and hours applicants will be considered for the job opportunity. * *(Please begin response on this form and use Addendum C if additional space is needed.)* See Addendum C		
2. Telephone Number to Apply * +1 (863) 342-3002	3. Extension § N/A	4. Email Address to Apply * cornriverharvesting@gmail.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 §
Guijosa	Juan	
4. Title *		
President		

5. Signature (or digital signature) *	6. Date signed *
Digital Signature Verified and Retained By Certifying Officer	4/28/2023

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
CRH1	ROGUEING	$ 17 . 54	Hour	
CRH2	SORTING	$ 17 . 54	Hour	
CRH3	DETASSELING	$ 17 . 54	Hour	
CRH4	GENERAL LABOR	$ 17 . 54	Hour	
		$.		
		$.		
		$.		
		$.		
		$.		
		$.		

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 §
REMINGTON SEEDS OF EASTERN IOWA, LLC (504)	LAT: 41.99833, LON: -092.21145 KEYSTONE, Iowa 52249 BENTON	FIELD 504	6/20/2023	8/20/2023	144
REMINGTON SEEDS OF EASTERN IOWA, LLC (505)	LAT: 41.98174, LON: -092.23986 KEYSTONE, Iowa 52249 BENTON	FIELD 505	6/20/2023	8/20/2023	144
REMINGTON SEEDS OF EASTERN IOWA, LLC (571)	LAT: 41.95642, LON: -092.09496 BLAIRSTOWN, Iowa 52209 BENTON	FIELD 571	6/20/2023	8/20/2023	144
REMINGTON SEEDS OF EASTERN IOWA, LLC (578)	LAT: 41.92425, LON: -092.03096 BLAIRSTOWN, Iowa 52209 BENTON	FIELD 578	6/20/2023	8/20/2023	144
REMINGTON SEEDS OF EASTERN IOWA, LLC (761)	LAT: 41.93164, LON: -092.07990 BLAIRSTOWN, Iowa 52209 BENTON	FIELD 761	6/20/2023	8/20/2023	144
REMINGTON SEEDS OF EASTERN IOWA, LLC (602)	LAT: 41.92521, LON: -92.27474 BELLE PLAINE, Iowa 52209 BENTON	FIELD 602	6/20/2023	8/20/2023	144
REMINGTON SEEDS OF EASTERN IOWA, LLC (611)	LAT: 41.94215, LON: -092.05887 BLAIRSTOWN, Iowa 52209 BENTON	FIELD 611	6/20/2023	8/20/2023	144
REMINGTON SEEDS OF EASTERN IOWA, LLC (612)	LAT: 42.95993, LON: -092.07082 BLAIRSTOWN, Iowa 52209 BENTON	FIELD 612	6/20/2023	8/20/2023	144
REMINGTON SEEDS OF EASTERN IOWA, LLC (621)	LAT: 41.93871, LON: -092.07057 BLAIRSTOWN, Iowa 52209 BENTON	FIELD 621	6/20/2023	8/20/2023	144
REMINGTON SEEDS OF EASTERN IOWA, LLC (631)	LAT: 41.92447, LON: -092.05148 BLAIRSTOWN, Iowa 52209 BENTON	FIELD 631	6/20/2023	8/20/2023	144

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 §
REMINGTON SEEDS OF EASTERN IOWA, LLC (641)	LAT: 41.94568, LON: -092.07571 BLAIRSTOWN, Iowa 52209 BENTON	FIELD 641	6/20/2023	8/20/2023	144
REMINGTON SEEDS OF EASTERN IOWA, LLC (663)	LAT: 41.99406, LON: -092.28686 ELBERON, Iowa 52225 BENTON	FIELD 663	6/20/2023	8/20/2023	144
REMINGTON SEEDS OF EASTERN IOWA, LLC (671)	LAT: 42.15788, LON: -92.27586 DYSART, Iowa 52224 BENTON	FIELD 671	6/20/2023	8/20/2023	144
REMINGTON SEEDS OF EASTERN IOWA, LLC (672)	LAT: 42.09277, LON: -92.24632 DYSART, Iowa 52224 BENTON	FIELD 672	6/20/2023	8/20/2023	144
REMINGTON SEEDS OF EASTERN IOWA, LLC (820)	LAT 42.07372, LON: -092.21187 KEYSTONE, Iowa 52249 BENTON	FIELD 820	6/20/2023	8/20/2023	144
REMINGTON SEEDS OF EASTERN IOWA, LLC (841)	LAT: 42.03411, LON: -092.25607 KEYSTONE, Iowa 52249 BENTON	FIELD 841	6/20/2023	8/20/2023	144
REMINGTON SEEDS OF EASTERN IOWA, LLC (854)	LAT: 42.05196, LON: -092.24025 KEYSTONE, Iowa 52249 BENTON	FIELD 854	6/20/2023	8/20/2023	144
REMINGTON SEEDS OF EASTERN IOWA, LLC (862)	LAT: 42.03277, LON: -92.11769 VAN HORNE, Iowa 52346 BENTON	FIELD 862	6/20/2023	8/20/2023	144
REMINGTON SEEDS OF EASTERN IOWA, LLC (872)	LAT: 42.10154, LON: -092.19401 KEYSTONE, Iowa 52249 BENTON	FIELD 872	6/20/2023	8/20/2023	144
REMINGTON SEEDS OF EASTERN IOWA, LLC (873)	LAT: 42.02689, LON: -92.10047 VAN HORNE, Iowa 52346 BENTON	FIELD 873	6/20/2023	8/20/2023	144

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 §
REMINGTON SEEDS OF EASTERN IOWA, LLC (875)	LAT: 42.02319, LON: -092.13903 VAN HORNE, Iowa 52346 BENTON	FIELD 875	6/20/2023	8/20/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0508)	41.668600, -90.726800 Iowa SCOTT	FIELD 0508	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0509)	41.663900, -90.728400 Iowa SCOTT	FIELD 0509	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0318)	41.564800, -90.798500 Iowa MUSCATINE	FIELD 0318	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0050)	41.372100, -91.145300 Iowa MUSCATINE	FIELD 0050	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0057)	41.329100, -91.116500 Iowa LOUISA	FIELD 0057	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0058)	41.329200, -91.111800 Iowa LOUISA	FIELD 0058	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0059)	41.330300, -91.101900 Iowa LOUISA	FIELD 0059	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0060)	41.325400, -91.126300 Iowa LOUISA	FIELD 0060	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0062)	41.323800, -91.113100 Iowa LOUISA	FIELD 0062	6/20/2023	8/15/2023	144

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 §
PIONEER HI-BRED INTERNATIONAL, INC. (0063)	41.325600, -91.104100 Iowa LOUISA	FIELD 0063	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0089)	41.349400, -91.102700 Iowa MUSCATINE	FIELD 0089	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0092)	41.341100, -91.111900 Iowa MUSCATINE	FIELD 0092	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0112)	41.576200, -90.789800 Iowa MUSCATINE	FIELD 0112	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0125)	41.553700, -90.789300 Iowa MUSCATINE	FIELD 0125	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0150)	41.906400, -91.164600 Iowa CEDAR	FIELD 0150	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0202)	41.736000, -90.929900 Iowa CEDAR	FIELD 0202	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0203)	41.735500, -90.920400 Iowa CEDAR	FIELD 0203	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0204)	41.724100, -90.932200 Iowa CEDAR	FIELD 0204	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0206)	41.717900, -90.931700 Iowa CEDAR	FIELD 0206	6/20/2023	8/15/2023	144

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 §
PIONEER HI-BRED INTERNATIONAL, INC. (0244)	41.920700, -91.129600 Iowa CEDAR	FIELD 0244	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0246)	41.914000, -91.125100 Iowa CEDAR	FIELD 0246	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0247)	41.914100, -91.118100 Iowa CEDAR	FIELD 0247	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0255)	41.885100, -91.112100 Iowa CEDAR	FIELD 0255	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0265)	41.630000, -90.873200 Iowa SCOTT	FIELD 0265	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0291)	41.571600, -90.777700 Iowa SCOTT	FIELD 0291	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0293)	41.571200, -90.768300 Iowa SCOTT	FIELD 0293	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0298)	41.556100, -90.770400 Iowa SCOTT	FIELD 0298	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0301)	41.548900, -90.758300 Iowa SCOTT	FIELD 0301	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0302)	41.558300, -90.758400 Iowa SCOTT	FIELD 0302	6/20/2023	8/15/2023	144

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 §
PIONEER HI-BRED INTERNATIONAL, INC. (0314)	41.724800, -91.010600 Iowa CEDAR	FIELD 0314	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0316)	41.621700, -90.912400 Iowa CEDAR	FIELD 0316	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0356)	41.622100, -90.844000 Iowa SCOTT	FIELD 0356	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0357)	41.622500, -90.836100 Iowa SCOTT	FIELD 0357	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0375)	41.572500, -90.792400 Iowa MUSCATINE	FIELD 0375	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0378)	41.629100, -90.836800 Iowa SCOTT	FIELD 0378	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0419)	41.921600, -91.147000 Iowa CEDAR	FIELD 0419	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0420)	41.921500, -91.138000 Iowa CEDAR	FIELD 0420	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0422)	41.906500, -91.156900 Iowa CEDAR	FIELD 0422	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0423)	41.906700, -91.129300 Iowa CEDAR	FIELD 0423	6/20/2023	8/15/2023	144

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 §
PIONEER HI-BRED INTERNATIONAL, INC. (0424)	41.900400, -91.123700 Iowa CEDAR	FIELD 0424	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0445)	41.724200, -90.923000 Iowa CEDAR	FIELD 0445	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0446)	41.724200, -90.915100 Iowa CEDAR	FIELD 0446	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0447)	41.731600, -90.909700 Iowa CEDAR	FIELD 0447	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0619)	41.774600, -90.972100 Iowa CEDAR	FIELD 0619	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0621)	41.760900, -90.968600 Iowa CEDAR	FIELD 0621	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0622)	41.736600, -90.939500 Iowa CEDAR	FIELD 0622	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0749)	41.907000, -91.125800 Iowa CEDAR	FIELD 0749	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (1088)	41.6952191, -90.9864563 Iowa MUSCATINE	FIELD 1088	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0768)	41.629300, -90.866100 Iowa SCOTT	FIELD 0768	6/20/2023	8/15/2023	144

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 §
PIONEER HI-BRED INTERNATIONAL, INC. (0789)	41.636600, -90.874600 Iowa SCOTT	FIELD 0789	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0872)	41.595100, -90.731800 Iowa SCOTT	FIELD 0872	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0875)	41.589900, -90.721800 Iowa SCOTT	FIELD 0875	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0876)	41.577900, -90.760200 Iowa SCOTT	FIELD 0876	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0885)	41.332000, -91.125100 Iowa LOUISA	FIELD 0885	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0886)	41.336100, -91.121400 Iowa MUSCATINE	FIELD 0886	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0941)	41.340100, -91.117700 Iowa MUSCATINE	FIELD 0941	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0942)	41.339700, -91.114900 Iowa MUSCATINE	FIELD 0942	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0951)	41.614300, -90.914100 Iowa CEDAR	FIELD 0951	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (1025)	41.709600, -90.932600 Iowa CEDAR	FIELD 1025	6/20/2023	8/15/2023	144

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 §
PIONEER HI-BRED INTERNATIONAL, INC. (1035)	41.738400, -90.947800 Iowa CEDAR	FIELD 1035	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (1044)	41.731500, -90.914200 Iowa CEDAR	FIELD 1044	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (1045)	41.717100, -90.923000 Iowa CEDAR	FIELD 1045	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (1047)	41.702700, -90.934800 Iowa CEDAR	FIELD 1047	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (1091)	41.738100, -90.912600 Iowa CEDAR	FIELD 1091	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (1092)	41.724300, -90.911000 Iowa CEDAR	FIELD 1092	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (1112)	41.623300, -90.972300 Iowa CEDAR	FIELD 1112	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (1118)	41.914100, -91.154400 Iowa CEDAR	FIELD 1118	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (1120)	41.884400, -91.127100 Iowa CEDAR	FIELD 1120	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (1123)	41.877700, -91.118300 Iowa CEDAR	FIELD 1123	6/20/2023	8/15/2023	144

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 §
PIONEER HI-BRED INTERNATIONAL, INC. (1154)	41.332600, -91.116300 Iowa MUSCATINE	FIELD 1154	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (1179)	41.316200, -91.121400 Iowa LOUISA	FIELD 1179	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (1202N)	41.342600, -91.106700 Iowa MUSCATINE	FIELD 1202N	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (1202S)	41.332500, -91.106500 Iowa MUSCATINE	FIELD 1202S	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (1243)	41.642800, -90.864500 Iowa SCOTT	FIELD 1243	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (1244)	41.637200, -90.865900 Iowa SCOTT	FIELD 1244	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (1245)	41.643700, -90.834300 Iowa SCOTT	FIELD 1245	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (1248)	41.564300, -90.777600 Iowa SCOTT	FIELD 1248	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0256)	41.702600, -90.884500 Iowa SCOTT	FIELD 0256	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0257)	41.709100, -90.883900 Iowa SCOTT	FIELD 0257	6/20/2023	8/15/2023	144

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 §
PIONEER HI-BRED INTERNATIONAL, INC. (0649)	41.528600, -90.794900 Iowa MUSCATINE	FIELD 0649	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0670)	41.643600, -90.843100 Iowa SCOTT	FIELD 0670	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0207)	41.709200, -90.875600 Iowa SCOTT	FIELD 0207	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0468)	41.629400, -90.845800 Iowa SCOTT	FIELD 0468	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0437)	41.768000, -90.979400 Iowa CEDAR	FIELD 0437	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0633)	41.380900, -91.135400 Iowa MUSCATINE	FIELD 0633	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0635)	41.376100, -91.140700 Iowa MUSCATINE	FIELD 0635	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0637)	41.376200, -91.131000 Iowa MUSCATINE	FIELD 0637	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0636)	41.376000, -91.136400 Iowa MUSCATINE	FIELD 0636	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0643)	41.376200, -91.126100 Iowa MUSCATINE	FIELD 0643	6/20/2023	8/15/2023	144

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 §
PIONEER HI-BRED INTERNATIONAL, INC. (001)	41.339536, -91.126647 Iowa MUSCATINE	FIELD 001	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (002)	41.607817, -90.895190 Iowa CEDAR	FIELD 002	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (1247)	41.615513, -90.945501 Iowa CEDAR	FIELD 1247	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (005)	41.6956106, -90.9717094 Iowa MUSCATINE	FIELD 005	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (006)	41.7032059, -90.9718956 Iowa CEDAR	FIELD 006	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0952)	41.6162994, -90.8460283 Iowa SCOTT	FIELD 0952	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0953)	41.5586873, -90.8952015 Iowa MUSCATINE	FIELD 0953	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0795)	41.7388699, -90.9868185 Iowa CEDAR	FIELD 0795	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0007)	41.6648160, -90.9139702 Iowa CEDAR	FIELD 0007	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (672)	41.7463173, -90.9856972 Iowa CEDAR	FIELD 672	6/20/2023	8/15/2023	144

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 §
PIONEER HI-BRED INTERNATIONAL, INC. (795)	41.7388138, -90.9868264 Iowa CEDAR	FIELD 795	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (113)	41.5792909, -90.7816654 Iowa SCOTT	FIELD 113	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (290)	41.5789038, -90.7775476 Iowa SCOTT	FIELD 290	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (121)	41.5767557, -90.8180016 Iowa MUSCATINE	FIELD 121	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (53)	41.3593215, -91.0931815 Iowa MUSCATINE	FIELD 53	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (55)	41.3541235, -91.0929547 Iowa MUSCATINE	FIELD 55	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (1151)	41.3819864, -91.0708969 Iowa MUSCATINE	FIELD 1151	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (153)	41.8992699, -91.1769411 Iowa CEDAR	FIELD 153	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0008)	41.7315307, -90.9934197 Iowa CEDAR	FIELD 0008	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0009)	41.7024263, -90.9039772 Iowa CEDAR	FIELD 0009	6/20/2023	8/15/2023	144

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 §
PIONEER HI-BRED INTERNATIONAL, INC. (0010)	41.6461646, -90.9460941 Iowa CEDAR	FIELD 0010	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0011)	41.6529725, -90.9407105 Iowa CEDAR	FIELD 0011	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0012)	41.6521107, -90.9364355 Iowa CEDAR	FIELD 0012	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0013)	41.6534379, -90.9458236 Iowa CEDAR	FIELD 0013	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0014)	41.6537056, -90.9530969 Iowa CEDAR	FIELD 0014	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0015)	41.6581021, -90.9516829 Iowa CEDAR	FIELD 0015	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0016)	41.6531800, -90.9624425 Iowa CEDAR	FIELD 0016	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0017)	41.6098020, -90.9532837 Iowa CEDAR	FIELD 0017	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (0018)	41.6062686, -90.9536810 Iowa CEDAR	FIELD 0018	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (299)	41.5326, -90.7792 Iowa SCOTT	FIELD 299	6/20/2023	8/15/2023	144

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 §
PIONEER HI-BRED INTERNATIONAL, INC. (303)	41.5315, -90.7729 Iowa SCOTT	FIELD 303	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (340)	41.5214, -90.8241 Iowa SCOTT	FIELD 340	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (128)	41.5223, -90.7721 Iowa SCOTT	FIELD 128	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (398)	41.921, -91.1687 Iowa CEDAR	FIELD 398	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (880)	41.8703, -91.0887 Iowa CEDAR	FIELD 880	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (365)	41.8762, -91.0887 Iowa CEDAR	FIELD 365	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (1125)	41.702500, -90.903900 Iowa CEDAR	FIELD 1125	6/20/2023	8/15/2023	144
PIONEER HI-BRED INTERNATIONAL, INC. (798)	41.6738, -90.9414 Iowa CEDAR	FIELD 798	6/20/2023	8/15/2023	144

D. Additional Housing Information

H. Additional Material Terms and Conditions of the Job Offer

a. Job Offer Information 1

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*) *

Workers are screened for compliance with the following criteria: a) confirmability, availability, qualifications, and willingness to perform work described and confirm intention to work the entire season; b) local workers confirm availability and reliable daily transportation to and from the job site for the entire season. Non-local workers confirm availability of transportation to job site to begin work; c) confirmation of full disclosure of all terms, conditions, and nature of work; d) confirmation of legal qualifications to work in the US. The employer may terminate the worker (foreign and/or domestic) with notification to the employment service if employer discovers a criminal conviction record or status as a registered sex offender that employer reasonably believes, consistent with current law, will impair the safety and living conditions of other workers.

All referrals are encouraged to contact their nearest career center for pre-employment screening before contacting employer. All referrals are to be made to Juan Guijosa at telephone: 863-342-3002. Collect calls will not be accepted. All referrals shall be made on Monday thru Friday from 9:00 a.m. to 5:00 p.m. All local intrastate applicants may apply directly to the employer. All interstate applicants are encouraged but not required to first contact the nearest [one-stop] career center prior to contacting the employer for any updated information regarding the job prior to referral. For referrals from beyond normal commuting distance, an application may be sent to the employer or a telephone interview may be requested. The employer will contact all applicants who have submitted an application by phone to conduct an interview.

Prior to referral, each worker should either read or have read to them a copy of the Job Offer and that they understand all terms and conditions of employment as noted in the order. All workers should also be advised that they will be expected to work for the total period of employment as noted in the Job Offer and should be available to work in any one of the listed job activities at the discretion of the employer. Workers must have transportation to the worksite.

Referred and Walk-In applicants should bring with them original documentation of identity and employment eligibility documents (original documents only), sufficient to complete the I-9 Form. All workers from within normal commuting distance recruited against this Job Order will not be provided housing and transportation.

b. Job Offer Information 2

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 workers hired from beyond normal commuting distance, after completion of 50% of the work contract period, the employer shall reimburse the worker for costs incurred by the worker for transportation and daily subsistence from the place from which the worker has come to work for the employer to the place of employment. The daily subsistence while in travel will be no less than $15.46 per day without receipts and up to $59.00 per day with receipts as the maximum amount to be reimbursed.

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

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

For inbound transportation, the worker may choose any means of transportation they'd like and the employer will reimburse workers at no less than the most economical and reasonable common carrier transportation charges from their home to the designated hotel in Monterrey. From Monterrey, the employer will provide a chartered bus from the hotel to the living quarters specified in the contract.

For outbound transportation, the employer will charter a bus to travel from the living quarters specified in the contract to Monterrey, Mexico. The employer will also provide the worker with funds to pay the travel from Monterrey to their home equal to the most economical and reasonable common carrier transportation charges. If the worker chooses an alternate method of transportation than the employer-provided chartered bus, any amounts above and beyond the most economical and reasonable common carrier transportation charges will be paid for by the worker.

d. Job Offer Information 4

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Discipline and/or Termination

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

Employer may discipline and/or terminate the worker with notification to the Job Service local office if the worker: (a) refuses without justified cause to perform work for which the worker was recruited and hired or refuses to follow housing rules; (b) commits serious acts of misconduct; (c) malingers or otherwise refuses to work in accordance with directions or is otherwise obviously unqualified to perform the job; (d) is physically able but does not demonstrate the willingness to perform the work necessary; (e) or other job-related reasons; (f) falsifies identification, personnel, medical or other work-related records; (g) commits acts of insubordination; (h) employer is made aware of a criminal conviction record or status as a registered sex offender that the employer reasonably believes, consistent with current law, will impair the safety and living conditions of other workers.
In general, with respect to Item A(b) above, serious act(s) of misconduct includes but is not limited to: theft from the employer or other workers; fraud or falsifying work-related records, intoxication during the work day; use of illegal drugs; disobeying a lawful and reasonable instruction given by the employer or supervisor; abusing or threatening other employees, supervisor or employer; spitting, demeaning or use of profanity towards other workers, employer or supervisor; bullying or harassment (including verbal, physical, sexual) towards other employees, supervisor or employer; willful or malicious damage to employer's or other worker's property.
In general, with respect to Item A(g) above, insubordination will be considered to be any willful or intentional failure to obey a lawful and reasonable request from the employer or supervisor. The basic elements of insubordination include: 1. A reasonable and lawful direct order was issued to the employee, either verbally or in writing, by the employer or supervisor; 2. Employee received the order orally or in writing and communicated confirmation of understanding the order; and 3. Employee refused to obey the order directly through an explicit statement of refusal or through non-performance.

Five unexcused absences by the worker will be considered a job-related reason for worker termination. Workers must work at a sustained, vigorous pace and make bona fide efforts to work efficiently and consistently that are reasonable under the climatic, horticultural, and other working conditions. Each worker must clean their work area each day and dispose of trash and discarded items in provided receptacles. The employer will report workers who, a) voluntarily abandon employment before the end of the contract period, or b) workers who are terminated for cause, to the Chicago National Processing Center, and H-2A workers to the Department of Homeland Security, in writing or other approved method, not later than two (2) days after the abandonment or termination occurs. Abandonment will be deemed to begin after a worker fails to report for work at the regularly scheduled time for five (5) consecutive working days without the consent of the employer. The employer will not be responsible for providing or paying for reported workers a) subsequent transportation and subsistence expenses, and b) the worker will not be entitled to the 3/4 guarantee.

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 - Rules of Conduct

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

Corn River Harvesting, Inc. expects all employees to adhere to the rules of conduct necessary for the company's safe and efficient operations. The rules of conduct are necessary to establish and maintain a productive and respectful workplace. The performance standards listed below, and others that may be established from time to time, are not all-inclusive. These standards are only examples of the types of misconduct for which employees may be disciplined or dismissed. They are published to provide a general understanding of what your employer considers to be unacceptable conduct. Corn River Harvesting, Inc. may impose disciplinary action in those instances where management decides such action is appropriate up to and including termination of employment for cause.

1. Failure to perform work assigned by a supervisor or manager, consistent with the terms of your job clearance order.
2. Falsification of company records or documents, or other material forms of dishonesty, fraud, theft, or the misuse of property.
3. Leaving the farm property during scheduled working hours without the permission of your supervisor or manager.
4. Deliberately abusing, destroying, damaging, or defacing farm property, tools and/or equipment, including the personal property of others.
5. Taking part in any conduct which may endanger fellow employees or discredit the organization.
6. Improper or illegal use of alcoholic beverages, illegal drugs, controlled substances, or prescribed medications.
7. Failure or refusal to cooperate in a company investigation.
8. Improper behavior in performing your job.
9. Violation of Corn River Harvesting's policies or procedures including but not limited to housing rules of occupancy which have been established to protect your employer's property and equipment, as well as to help safeguard the health and safety of its employees.
10. Tolerating, participating in, or initiating an event or act that is considered threatening behavior or workplace violence.

f. Job Offer Information 6

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 employer assures that all employer-provided transportation meets all applicable local, state, and federal requirements.

One of the following vehicles will be used for said transportation:
2003 Freightliner Bus 4UZAAXBV13CK90010 Seating Capacity: 52
2004 International Bus 1HVBBAAN23H580550 Seating Capacity: 48
2014 International Bus 4DRBUAAN3RB769595 Seating Capacity: 51

All vehicles will be provided by the FLC and are authorized under a valid Farm Labor Contractor Certificate of Registration issued to Corn River Harvesting, Inc.

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 *	D.10	2. Name of Section or Category of Material Term or Condition *	Rental Attestations

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

The accommodations are compliant with the applicable housing health and safety standards set forth by the aforementioned regulations; The accommodations are sufficient to accommodate the number of workers requested, and are sufficient to accommodate the number of workers requested; The employer has secured 48 rooms with 3 beds each, for a total occupancy of 144 workers. The state SWA does not inspect hotels/motels in Iowa. They are inspected by the Department of Inspections and Appeals. A Hotel License is then issued upon approval.

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.