

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



A. Job Offer Information

1. Job Title * Farmworkers and Laborers							
2. Workers Needed *		a. Total	b. H-2A Workers	Period of Intended Employment			
		70	70	3. First Date * 6/19/2023		4. Last Date * 8/11/2023	
5. Will this job generally require the worker to be on-call 24 hours a day and 7 days a week? * If "Yes", proceed to question 8. If "No", complete questions 6 and 7 below.							☐ Yes ☒ No
6. Anticipated days and hours of work per week (an entry is required for each box below) *							7. Hourly Work Schedule *
40	a. Total Hours	8	c. Monday	8	e. Wednesday	8	g. Friday
0	b. Sunday	8	d. Tuesday	8	f. Thursday	0	h. Saturday
							a. 8 : 00 ☒ AM ☐ PM
							b. 4 : 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.)							
Workers will perform assigned duties as instructed by their supervisor. Detasseling seed corn, remove rogue plants, weeds, and volunteer corn plants from seed corn production fields. Detassel Corn – Must be able to walk miles per day while pulling all tassels from plants within the designated female rows, including tassels on tiller/sucker plants. Tassels will be pulled as they emerge and before shedding pollen. Rogueing - Workers will remove all rogues or off-type plants from within and between seed cornrows. Clean-up Detasseling -Workers will be required to cleanup all tassels or part tassels that remain from plants after detasseling machines have covered the designated female rows. Workers may also be required to husk, sort during harvest. Workers will perform seed corn receiving, silage, sorting, and dryer load out duties as it pertains to harvest seed corn crop and kernels. Workers will also perform general farm labor and clean up. OFLC Administrator publishes new AEWR rates yearly and we reserve the right to adjust our job order to the new published rate with the exception of decreases. Raises and bonuses may be offered to any seasonal worker, at the employer's discretion, based on individual factors including but not limited to, performance, experience, number of hours worked in the season, number of seasons worked with the company, adherence to work rules and ability to follow supervisor's instructions.							
8b. Wage Offer *		8c. Per *		8d. Piece Rate Offer \$		8e. Piece Rate Units / Estimated Hourly Rate / Special Pay Information \$	
\$ 17.34		☒ HOUR ☐ MONTH		\$ 00.00		Employer may offer payment through check, direct deposit, or cash card. When multiple options are given the employee can choose how to receive wages.	
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): <u>N/A</u>							
11. State all deduction(s) from pay and, if known, the amount(s). * (Please begin response on this form and use Addendum C if additional space is needed.) See Addendum C							

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B. Minimum Job Qualifications/Requirements

1. Education: minimum U.S. diploma/degree required. *			
☒ None ☐ High School/GED ☐ Associate's ☐ Bachelor's ☐ Master's or higher ☐ Other degree (JD, MD, etc.)			
2. Work Experience: number of <u>months</u> required. *		3. Training: number of <u>months</u> required. *	
0		3	
4. Basic Job Requirements (check all that apply) §			
☐ a. Certification/license requirements		☒ f. Exposure to extreme temperatures	
☐ b. Driver requirements		☒ g. Extensive pushing or pulling	
☒ c. Criminal background check		☒ h. Extensive sitting or walking	
☐ d. Drug screen		☒ i. Frequent stooping or bending over	
☒ e. Lifting requirement <u>60</u> lbs.		☒ j. Repetitive movements	
5a. Supervision: does this position supervise the work of other employees? *		5b. If "Yes" to question 5a, enter the number of employees worker will supervise. §	
☐ Yes ☒ No			
6. Additional Information Regarding Job Qualifications/Requirements. * (Please begin response on this form and use Addendum C if additional space is needed. If no additional skills or requirements, enter " NONE " below) See Addendum C			

C. Place of Employment Information

1. Place of Employment Address/Location *			
Bayer Crop Sciences: 2-1598 E V Ave			
2. City *	3. State *	4. Postal Code *	5. County *
Vicksburg	Michigan	49097	Kalamazoo
6. Additional Place of Employment Information. (If no additional information, enter " NONE " below) *			
This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.			
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 *			
23155 US 12			
2. City *	3. State *	4. Postal Code *	5. County *
Sturgis	Michigan	49091	St Joseph
6. Type of Housing (check only one) *		7. Total Units *	8. Total Occupancy *
☒ Employer-provided (including mobile or range) ☐ Rental or public		8	38
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) *			
Gas, electricity, heat is provided; furniture, eating and cooking utensils are also provided. Family housing is not available and is not a prevailing practice in the area of intended employment. Housing will accommodate sufficient room for workers requested. Housing complies or will comply with the following applicable standards, local, state, and federal, if required, for the state of MICHIGAN.			
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

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E. Provision of Meals

1. Describe how the employer will provide each worker with three meals per day or furnish free and convenient cooking and kitchen facilities. *

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

The employer will provide housing with a free, convenient, and fully equipped kitchen facilities with refrigerator, stove, pots, pans, utensils and counter space for cooking, that will enable the workers to prepare their own meals. Kitchen facilities will include dishwashing facilities with adequate sinks that have hot and cold water under pressure that are in working condition to sufficiently prepare three (3) meals a day. Employer will also provide free transportation once per week to/from closest town or city to buy food, banking services, and other necessities. Transportation will be in an approved bus/van/car/truck at no cost to workers.

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.)

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.)

See Addendum C

3. During the travel described in Item 2, the employer will pay for or reimburse daily meals by providing each worker *

a. no less than

\$ 15 . 46

per day *

b. no more than

\$ 59 . 00

per day with receipts

G. Referral and Hiring Instructions



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

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

For referrals from beyond normal commuting distance, an application or resume can be sent to the employer for a telephone interview. Telephone interviews for this work will be scheduled from 10 a.m. to 4 p.m. Central Time, Monday Thursday @ 269-929-1051, ask for Braulio Monrroy. Resumes and applications can be emailed to 26monrroy16@live.com.mx.

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. Go to your local State Workforce/Job Center to inquire about this position. 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.

- Applicants must be 18 years or older.
- This employer does not participate in the E-Verify Program.
- Workers should bring with them original documentation of identity and employment eligibility documents (original documentation), sufficient to complete the I-9 form

2. Telephone Number to Apply *
+1 (269) 929-1051

3. Extension §
N/A

4. Email Address to Apply *
26monrroy16@live.com.mx

5. Website Address (URL) to Apply *

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:

- JOB OPPORTUNITY:** Employer assures that the job opportunity identified in this clearance order (hereinafter also referred to as the "job order") is a full-time temporary position being placed with the SWA in connection with an *H-2A Application for Temporary Employment Certification* for H-2A workers and this clearance order satisfies the requirements for agricultural clearance orders in 20 CFR part 653, subpart F and the requirements set forth in 20 CFR 655, subpart B. This job opportunity offers U.S. workers no less than the same benefits, wages, and working conditions that the employer is offering, intends to offer, or will provide to H-2A workers and complies with the requirements at 20 CFR part 655, subpart B. The job opportunity is open to any qualified U.S. worker regardless of race, color, national origin, age, sex, religion, handicap, or citizenship.
- NO STRIKE, LOCKOUT, OR WORK STOPPAGE:** Employer assures that this job opportunity, including all places of employment for which the employer is requesting temporary agricultural labor certification does not currently have workers on strike or being locked out in the course of a labor dispute. 20 CFR 655.135(b).
- HOUSING FOR WORKERS:** Employer agrees to provide or secure housing for the H-2A workers and those workers in corresponding employment who are not reasonably able to return to their residence at the end of the work day. That housing complies with the applicable local, State, and/or Federal standards and is sufficient to house the specified number of workers requested through the clearance system. The employer will provide the housing without charge to the worker. Any charges for rental housing will be paid directly by the employer to the owner or operator of the housing. If public accommodations or public housing are provided to workers, the employer agrees to pay all housing-related charges directly to the housing's management. The employer agrees that charges in the form of deposits for bedding or other similar incidentals related to housing (e.g., utilities) must not be levied upon workers. However, the employer may require workers to reimburse them for damage caused to housing by the individual worker(s) found to have been responsible for damage which is not the result of normal wear and tear related to habitation. When it is the prevailing practice in the area of intended employment and the occupation to provide family housing, the employer agrees to provide family housing at no cost to workers with families who request it. 20 CFR 655.122(d), 653.501(c)(3)(vi).
Request for Conditional Access to Intrastate or Interstate Clearance System: Employer assures that the housing disclosed on this clearance order will be in full compliance with all applicable local, State, and/or Federal standards at least 20 calendar days before the housing is to be occupied. 20 CFR 653.502(a)(3). The Certifying Officer will not certify the application until the employer provides evidence that housing has been inspected and approved or, in the case of rental or public accommodations, is otherwise in full compliance.
- WORKERS' COMPENSATION COVERAGE:** Employer agrees to provide workers' compensation insurance coverage in compliance with State law covering injury and disease arising out of and in the course of the worker's employment. If the type of employment for which the certification is sought is not covered by or is exempt from the State's workers' compensation law, the employer agrees to provide, at no cost to the worker, insurance covering injury and disease arising out of and in the course of the worker's employment that will provide benefits at least equal to those provided under the State workers' compensation law for other comparable employment. 20 CFR 655.122(e).
- EMPLOYER-PROVIDED TOOLS AND EQUIPMENT:** Employer agrees to provide to the worker, without charge or deposit charge, all tools, supplies, and equipment required to perform the duties assigned. 20 CFR 655.122(f), .210(d), or .302(c).



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6. **MEALS:** Employer agrees to provide each worker with three meals a day or furnish free and convenient cooking and kitchen facilities to the workers that will enable the workers to prepare their own meals. Where the employer provides the meals, the job offer will state the charge, if any, to the worker for such meals. The amount of meal charges is governed by 20 CFR 655.122(g). When a charge or deduction for the cost of meals would bring the worker's wage below the minimum wage set by the FLSA at 29 U.S.C. 206, the charge or deduction must meet the requirements of 29 U.S.C. 203(m) of the FLSA, including the recordkeeping requirements found at 29 CFR 516.27.

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

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

A. *Transportation to Place of Employment (Inbound)*

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

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

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

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

The employer is not relieved of its obligation to provide or pay for return transportation and subsistence if an H-2A worker is displaced as a result of the employer's compliance with the employer's obligation to hire U.S. workers who apply or are referred after the employer's date of need during the recruitment period set out in 20 CFR 655.135(d). 20 CFR 655.122(h)(2).

C. *Daily Transportation*

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

D. *Compliance with Transportation Standards*

Employer assures that all employer-provided transportation will comply with all applicable Federal, State, or local laws and regulations. Employer agrees to provide, at a minimum, the same transportation safety standards, driver licensure, and vehicle insurance as required under 29 U.S.C. 1841 and 29 CFR 500.104 or 500.105 and 29 CFR 500.120 to 500.128. If workers' compensation is used to cover transportation, in lieu of vehicle insurance, the employer will ensure that such workers' compensation covers all travel or that vehicle insurance exists to provide coverage for travel not covered by workers' compensation. Employer agrees to have property damage insurance. 20 CFR 655.122(h)(4).

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

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

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



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

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

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

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

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

11. **RATES OF PAY:** The employer agrees that it will offer, advertise in its recruitment, and pay at least the Adverse Effect Wage Rate (AEWR), a prevailing wage rate, the agreed-upon collective bargaining rate, the Federal minimum wage, or the State minimum wage, whichever is highest, for every hour or portion thereof worked during a pay period. If the offered wage(s) disclosed in this clearance order is/are based on commission, bonuses, or other incentives, the employer guarantees the wage paid on a weekly, semi-monthly, or monthly basis will equal or exceed the AEWR, prevailing wage rate, Federal minimum wage, State minimum wage, or any agreed-upon collective bargaining rate, whichever is highest. If the applicable AEWR or prevailing wage is adjusted during the contract period, and that new rate is higher than the highest of the AEWR, the prevailing wage, the collective bargaining rate, the Federal minimum wage, or the State minimum wage, the employer will increase the pay of all employees in the same occupation to the higher rate no later than the effective date of the adjustment. If the new AEWR or prevailing wage is lower than the rate guaranteed on this job order, the employer will continue to pay at least the rate guaranteed on this job order.

If the worker is paid on a piece rate basis, the piece rate must be no less than the prevailing piece rate for the crop activity or agricultural activity and, if applicable, a distinct work task or tasks performed in that activity in the geographic area, if one has been issued. At the end of the pay period, if the piece rate does not result in average hourly piece rate earnings during the pay period at least equal to the amount the worker would have earned had the worker been paid at the appropriate hourly rate, the employer agrees to supplement the worker's pay at that time so that the worker's earnings are at least as much as the worker would have earned during the pay period if the worker had instead been paid at the appropriate hourly wage rate for each hour worked. 20 CFR 655.120, 655.122(l).

For workers engaged in the herding or production of livestock on the range, the employer agrees to pay the worker at least the monthly AEWR, the agreed-upon collective bargaining wage, or the applicable minimum wage imposed by Federal or State law or judicial action, in effect at the time work is performed, whichever is highest, for every month of the job order period or portion thereof. If the offered wage disclosed in this clearance order is based on commissions, bonuses, or other incentives, the employer guarantees that the wage paid will equal or exceed the monthly AEWR, the agreed-upon collective bargaining wage, or the applicable minimum wage imposed by Federal or State law or judicial action, whichever is highest, and will be paid to each worker free and clear without any unauthorized deductions. The employer may prorate the wage for the initial and final pay periods of the job order period if its pay period does not match the beginning or ending dates of the job order. The employer also may prorate the wage if an employee is voluntarily unavailable to work for personal reasons. 20 CFR 655.210(g).

12. **FREQUENCY OF PAY:** Employer agrees to pay workers when due based on the frequency disclosed in this clearance order. 20 CFR 655.122(m).
13. **ABANDONMENT OF EMPLOYMENT OR TERMINATION FOR CAUSE:** If a worker voluntarily abandons employment before the end of the contract period, or is terminated for cause, the employer is not responsible for providing or paying for the subsequent transportation and subsistence expenses of that worker, and that worker is not entitled to the three-fourths guarantee, if the employer notifies the U.S. Department of Labor and, if applicable, the Department of Homeland Security, in writing or by any other method specified by the Department of Labor or the Department of Homeland Security in the *Federal Register*, not later than 2 working days after the abandonment or termination occurs. A worker will be deemed to have abandoned the work contract after the worker fails to show up for work at the regularly scheduled time for 5 consecutive work days without the consent of the employer. 20 CFR 655.122(n).
14. **CONTRACT IMPOSSIBILITY:** The work contract may be terminated before the end date of work specified in the work contract if the services of the workers are no longer required for reasons beyond the control of the employer due to fire, weather, or other Act of God that makes fulfillment of the contract impossible, as determined by the Department of Labor. In the event that the work contract is terminated, the employer agrees to fulfill the three-fourths guarantee for the time that has elapsed from the start date of work specified in the work contract to the date of termination. The employer also agrees that it will make efforts to transfer the worker to other comparable employment acceptable

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to the worker and consistent with existing immigration laws. In situations where a transfer is not affected, the employer agrees to return the worker at the employer's expense to the place from which the worker, disregarding intervening employment, came to work for the employer, or transport the worker to his/her next certified H-2A employer, whichever the worker prefers. The employer will also reimburse the worker the full amount of any deductions made by the employer from the worker's pay for transportation and subsistence expenses to the place of employment. The employer will also pay the worker for any transportation and subsistence expenses incurred by the worker to that employer's place of employment. The amounts the employer will pay for subsistence expenses per day are those amounts disclosed in this clearance order. The amount of the transportation payment must not be less (and is not required to be more) than the most economical and reasonable common carrier transportation charges for the distances involved. 20 CFR 655.122(o).

The employer is not required to pay for transportation and daily subsistence from the place of employment to a subsequent employer's place of employment if the worker has contracted with a subsequent employer who has agreed to provide or pay for the worker's transportation and subsistence expenses from the present employer's place of employment to the subsequent employer's place of employment. 20 CFR 655.122(h)(2).

15. **DEDUCTIONS FROM WORKER'S PAY:** Employer agrees to make all deductions from the worker's paycheck required by law. This job offer discloses all deductions not required by law which the employer will make from the worker's paycheck and all such deductions are reasonable, in accordance with 20 CFR 655.122(p) and 29 CFR part 531. The wage requirements of 20 CFR 655.120 will not be met where undisclosed or unauthorized deductions, rebates, or refunds reduce the wage payment made to the employee below the minimum amounts required under 20 CFR part 655, subpart B, or where the employee fails to receive such amounts free and clear because the employee kicks back directly or indirectly to the employer or to another person for the employer's benefit the whole or part of the wage delivered to the employee. 20 CFR 655.122(p).
16. **DISCLOSURE OF WORK CONTRACT:** Employer agrees to provide a copy of the work contract to an H-2A worker no later than the time at which the worker applies for the visa, or to a worker in corresponding employment no later than on the day work commences. For an H-2A worker coming to the employer from another H-2A employer or who does not require a visa for entry to the United States, the employer agrees to provide a copy of the work contract no later than the time an offer of employment is made to the H-2A worker. A copy of the work contract will be provided to each worker in a language understood by the worker, as necessary or reasonable. In the absence of a separate, written work contract entered into between the employer and the worker, the work contract at minimum will be the terms of this clearance order, including all Addenda, the certified *H-2A Application for Temporary Employment Certification* and any obligations required under 8 U.S.C. 1188, 29 CFR part 501, or 20 CFR part 655, subpart B. 20 CFR 655.122(q).
17. **ADDITIONAL ASSURANCES FOR CLEARANCE ORDERS:**
- A. Employer agrees to provide to workers referred through the clearance system the number of hours of work disclosed in this clearance order for the week beginning with the anticipated first date of need, unless the employer has amended the first date of need at least 10 business days before the original first date of need by so notifying the Order-Holding Office (OHO) in writing (e.g., email notification). The employer understands that it is the responsibility of the SWA to make a record of all notifications and attempt to inform referred workers of the amended first date of need expeditiously. 20 CFR 653.501(c)(3)(i).
- If there is a change to the anticipated first date of need, and the employer fails to notify the OHO at least 10 business days before the original first date of need, the employer agrees that it will pay eligible workers referred through the clearance system the specified rate of pay disclosed in this clearance order for the first week starting with the originally anticipated first date of need or will provide alternative work if such alternative work is stated on the clearance order. 20 CFR 653.501(c)(3)(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 * Monrroy	2. First (given) name * Braulio	3. Middle initial §
4. Title * owner		

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5. Signature (or digital signature) * Digital Signature Verified and Retained By <i>Certifying Officer</i>	6. Date signed * 4/24/2023
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For Public Burden Statement, see the Instructions for Form ETA-790/790A.

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

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
1115	Corn Farming	\$ 17 . 34	Hour	Employer may offer payment through check, direct deposit, or cash card. When multiple options are given the employee can choose how to receive wages.
1150	Corn Roguing	\$ 17 . 34	Hour	Employer may offer payment through check, direct deposit, or cash card. When multiple options are given the employee can choose how to receive wages.
1150	Corn Detasseling	\$ 17 . 34	Hour	Employer may offer payment through check, direct deposit, or cash card. When multiple options are given the employee can choose how to receive wages.
5115	General Farm Labor	\$ 17 . 34	Hour	Employer may offer payment through check, direct deposit, or cash card. When multiple options are given the employee can choose how to receive wages.
		\$.		
		\$.		
		\$.		
		\$.		
		\$.		
		\$.		
		\$.		

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



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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Bayer Crop Sciences	61999-61601 Neaman Rd. Constantine, Michigan 49042 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	61669-61201 Bucknell Rd. Sturgis, Michigan 49091 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	17998-17000 Dickinson Rd. White Pigeon, Michigan 49099 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	18135-18999 Dickinson Rd. White Pigeon, Michigan 49099 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	67000-67998 Sevison Rd. White Pigeon, Michigan 49099 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	14001-14397 Stears Rd. Constantine, Michigan 49042 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	67199-66501 Patterson Rd. Constantine, Michigan 49042 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	12501-13999 Co Hwy 112 Constantine, Michigan 49042 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	12301-12899 Quaker St. Constantine, Michigan 49042 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	12147-12299 Quaker St. Constantine, Michigan 49042 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70

D. Additional Housing Information

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Bayer Crop Sciences	15170 Dickinson Rd. White Pigeon, Michigan 49099 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	14347 Dickinson Rd. White Pigeon, Michigan 49099 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	63443-63253 US 131 Constantine, Michigan 49042 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	Stears Rd. Constatine, Michigan 49042 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	14634-14030 Zerbe Rd. Constantine, Michigan 49042 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	14998-14636 Zerbe Rd. Constantine, Michigan 49042 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	US-131 Constantine, Michigan 49042 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	14398-14030 Garber Rd. Constantine, Michigan 49042 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	15404-15258 Dickinson Rd. White Pigeon, Michigan 49099 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	14001-14397 Stears Rd. Constantine, Michigan 49042 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70

D. Additional Housing Information



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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Bayer Crop Sciences	14634-14030 Zerbe Rd. Constantine, Michigan 49042 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	12098-11532 Co Hwy 114 Constantine, Michigan 49042 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	69017-68401 Blue School Rd. White Pigeon, Michigan 49099 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	13001-13999 Dickinson Rd. White Pigeon, Michigan 49099 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	500 Wolf Rd. Three Rivers, Michigan 49093 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	14998-14636 Zerbe Rd. Constantine, Michigan 49042 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	15340-15224 Co Hwy 130 Constantine, Michigan 49042 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	15602-15406 Dickinson Rd. White Pigeon, Michigan 49099 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	15605-15999 Dickinson Rd. White Pigeon, Michigan 49099 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	69785-69401 Blue School Rd. White Pigeon, Michigan 49099 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Bayer Crop Sciences	69528-69998 Sevison Rd. White Pigeon, Michigan 49099 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	14501-14799 Indian Prairie Rd. White Pigeon, Michigan 49099 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	69584-69998 Crooked Creek Rd. White Pigeon, Michigan 49099 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	19698-19500 Co Hwy 132 White Pigeon, Michigan 49099 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	19701-20729 Co Hwy 132 White Pigeon, Michigan 49099 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	17601-17999 Co Hwy 132 White Pigeon, Michigan 49099 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	69265-69001 Crooked Creek Rd. White Pigeon, Michigan 49099 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	68352-69018 Co Hwy 138 Sturgis, Michigan 49091 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	19701-20729 Co Hwy 132 White Pigeon, Michigan 49099 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	22001-22999 Co Hwy 132 Sturgis, Michigan 49091 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70

D. Additional Housing Information



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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Bayer Crop Sciences	22660 US-12 Sturgis, Michigan 49091 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	22001-22999 Co Hwy 132 Sturgis, Michigan 49091 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	22964-22972 Olmhausen Rd. Sturgis, Michigan 49091 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	69999-69001 Stubey Rd. Sturgis, Michigan 49091 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	22041-22577 Co Hwy 140 Sturgis, Michigan 49091 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	22698-22022 US-12 Sturgis, Michigan 49091 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	22041-22577 Co Hwy 140 Sturgis, Michigan 49091 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	11998-11104 Silver Creek Rd. White Pigeon, Michigan 49099 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	18719 US-12 White Pigeon, Michigan 49099 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	67126-67484 Balk Rd. Sturgis, Michigan 49091 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Bayer Crop Sciences	66387 Balk Rd. Sturgis, Michigan 49091 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	23383-23799 Co Hwy 132 Sturgis, Michigan 49091 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	23406-23000 Co Hwy 132 Sturgis, Michigan 49091 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	24001-24261 Co Hwy 132 Sturgis, Michigan 49091 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	70379-70001 Balk Rd. Sturgis, Michigan 49091 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	23749-23999 Co Hwy 140 Sturgis, Michigan 49091 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	21199 Co Hwy 132 White Pigeon, Michigan 49099 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	22698-22022 US-12 Sturgis, Michigan 49091 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	22001-22999 Co Hwy 132 Sturgis, Michigan 49091 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	70999-70001 Co Hwy 138 Sturgis, Michigan 49091 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Bayer Crop Sciences	69999-69051 Balk Rd. Sturgis, Michigan 49091 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	26207-26871 Co Hwy 132 Sturgis, Michigan 49091 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	2-1598 E V Ave Vicksburg, Michigan 49097 KALAMAZOO	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	799-555 E U Ave Vicksburg, Michigan 49097 KALAMAZOO	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	14929-14533 S 14th St Schoolcraft, Michigan 49087 KALAMAZOO	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	16000-16698 S 16th St Vicksburg, Michigan 49097 KALAMAZOO	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	12000-13498 Oakland Dr. Schoolcraft, Michigan 49087 KALAMAZOO	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	13500-13998 S 28th St Vicksburg, Michigan 49097 KALAMAZOO	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	14000-14996 S 27th St Vicksburg, Michigan 49097 KALAMAZOO	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	50000-50298 S 28th St Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Bayer Crop Sciences	13679 S 28th St Vicksburg, Michigan 49097 KALAMAZOO	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	7573-7515 E Y Z Ave Vicksburg, Michigan 49097 KALAMAZOO	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	15500-15998 S 16th St Vicksburg, Michigan 49097 KALAMAZOO	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	16611 S 24th St Vicksburg, Michigan 49097 KALAMAZOO	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	16999-16001 S 24th St Vicksburg, Michigan 49097 KALAMAZOO	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	50000-50298 S 28th St Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	16999-16501 S 31st St Vicksburg, Michigan 49097 KALAMAZOO	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	6874 Amelia Dr. Vicksburg, Michigan 49097 KALAMAZOO	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	14000-14996 S 27th St. Vicksburg, Michigan 49097 KALAMAZOO	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	5424 E Y Ave Vicksburg, Michigan 49097 KALAMAZOO	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Bayer Crop Sciences	5610-5706 E V Ave Vicksburg, Michigan 49097 KALAMAZOO	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	14000-14996 S 27th St Vicksburg, Michigan 49097 KALAMAZOO	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	21407-21599 E Z Ave Vicksburg, Michigan 49097 KALAMAZOO	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	15999-14999 S 27th St. Vicksburg, Michigan 49097 KALAMAZOO	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	6200-6398 E Y Z Ave Vicksburg, Michigan 49097 KALAMAZOO	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	5465-5329 E Hwy St. Vicksburg, Michigan 49097 KALAMAZOO	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	5855-5813 E Y Ave Vicksburg, Michigan 49097 KALAMAZOO	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	24999 Michigan Ave Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	2188 E U Ave. Vicksburg, Michigan 49097 KALAMAZOO	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	12070-12600 Portage Rd. Vicksburg, Michigan 49097 KALAMAZOO	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Bayer Crop Sciences	3200-4098 E U Ave. Vicksburg, Michigan 49097 KALAMAZOO	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	15499-15001 S 29th St. Vicksburg, Michigan 49097 KALAMAZOO	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	12299-11501 S 26th St. Vicksburg, Michigan 49097 KALAMAZOO	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	21998-21500 Hampton Rd. Three Rivers, Michigan 49093 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	51787-51001 Lang Rd. Three Rivers, Michigan 49093 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	19701-19999 Lowe Rd. Three Rivers, Michigan 49093 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	19701-19999 Lowe Rd. Three Rivers, Michigan 49093 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	18098-17500 Co Hwy 122 Three Rivers, Michigan 49093 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	52999-52001 Co Hwy 134 Three Rivers, Michigan 49093 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	20001-20999 Marcellus Rd. Three Rivers, Michigan 49093 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Bayer Crop Sciences	19096 Marcellus Rd. Three Rivers, Michigan 49093 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	19449-19883 Co Hwy 104 Three Rivers, Michigan 49093 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	54000-54398 N Fisher Lake Rd. Three Rivers, Michigan 49093 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	22481-22999 Heimbach Rd. Mendon , Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	21001-21399 Co Hwy 134 Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	18904-18512 Michigan Ave. Three Rivers, Michigan 49093 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	20001-20251 Michigan Ave. Three Rivers, Michigan 49093 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	21498-21000 Michigan Ave. Three Rivers, Michigan 49093 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	19625-19999 Marcellus Rd. Three Rivers, Michigan 49093 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	22481-22999 Heimbach Rd. Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Bayer Crop Sciences	21437-21899 M-60 Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	17849-18833 Heimbach Rd. Three Rivers, Michigan 49093 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	21998-21234 Schweitzer Rd. Three Rivers, Michigan 49093 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	51787-51001 Lang Rd. Three Rivers, Michigan 49093 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	21998-21500 Michigan Ave. Three Rivers, Michigan 49093 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	19391-19553 Heimbach Rd. Three Rivers, Michigan 49093 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	19485-19623 Marcellus Rd. Three Rivers, Michigan 49093 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	51000-51498 Co Hwy 122 Three Rivers, Michigan 49093 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	US-131 Three Rivers, Michigan 49093 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	55591 Franklin Dr. Three Rivers, Michigan 49093 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Bayer Crop Sciences	54700-54898 Co Hwy 134 Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	22698-22000 Leland Rd. Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	18706-18682 Co Hwy 104 Three Rivers, Michigan 49093 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	50999-50001 Silver St. Three Rivers, Michigan 49093 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	50655 Silver St. Three Rivers, Michigan 49093 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	52395-52001 Hutchinson Rd. Three Rivers, Michigan 49093 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	20001-20251 Michigan Ave. Three Rivers, Michigan 49093 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	50600 Hallam Rd. Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	51999 Osgood Rd. Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	53300 Lakehead Rd. Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Bayer Crop Sciences	53787 Nottawa Rd. Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	27501 Pleasant Rd. Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	50600-50880 Hallam Rd. Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	53850 Zinzmaster Rd. Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	26499 Michigan Ave. Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	27580 Pleasant Rd. Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	27301-27499 Pleasant Rd. Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	52998 Lakehead Rd. Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	53998 Buchner Rd. Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	52433 Ray Rd. Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Bayer Crop Sciences	53398 Lakehead Rd. Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	50600 Hallam Rd. Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	25367 Michigan Ave. Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	22190 Pinhook Rd. Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	22402 Pinhook Rd. Three Rivers, Michigan 49093 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	52001 Co Hwy 139 Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	51583 Fuller Rd. Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	27435 Michigan Ave. Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	50501 Co Hwy 139 Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	51694 Buchner Rd. Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Bayer Crop Sciences	51312 Co Hwy 139 Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	50888 Osgood Rd. Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	51998 Co Hwy 139 Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	50983 Osgood Rd. Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	52001 Co Hwy 139 Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	52000 Hallam Rd. Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	23255 Michigan Ave. Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	27210 Simpson Rd. Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	27999 Prairie Corners Rd. Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	55998 Walterspaugh Rd. Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Bayer Crop Sciences	26000 Prairie Corners Rd. Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	26649 Prairie Corners Rd. Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	26999 Cupp Rd. Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	27000 Cupp Rd. Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	57013 Co Hwy 139 Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	57014 Co Hwy 139 Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	56001 Co Hwy 139 Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	55401 Co Hwy 139 Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	26000 Simpson Rd. Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	25696 Simpson Rd. Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Bayer Crop Sciences	24999 Co Hwy 124 Centreville, Michigan 49032 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	23036 Butler Rd. Centreville, Michigan 49032 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	58618 Rambadt Rd. Centreville, Michigan 49032 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	25634 M-60 Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	57001 Bucknell Rd. Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	23374 Butler Rd. Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	26000 Spring Creek Rd. Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	24924 Spring Creek Rd. Centreville, Michigan 49032 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	25599 Co Hwy 124 Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	25479 Prairie Corners Rd. Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Bayer Crop Sciences	25695 Simpson Rd. Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	25200 Simpson Rd. Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	52397 Silver St. Three Rivers, Michigan 49093 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	57001 Bucknell Rd. Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	23374 Butler Rd. Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	26999 Cupp Rd. Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	23733 Butler Rd. Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	24347 Walters Rd. Centreville, Michigan 49032 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	23734 Butler Rd. Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	27333 Marvin Rd. Centreville, Michigan 49032 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Bayer Crop Sciences	23373 Butler Rd. Centreville, Michigan 49032 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	55901 Bucknell Rd. Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	51233 Correll Rd. Leonidas, Michigan 49066 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	32500 M-60 Leonidas, Michigan 49066 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	54198 Fulton Rd. Leonidas, Michigan 49066 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	30200 M-60 Leonidas, Michigan 49066 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	29799 M-60 Leonidas, Michigan 49066 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	55001 Correll Rd. Colon, Michigan 49040 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	30854 Colon Rd. Colon, Michigan 49040 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	29700 Brandt Rd. Colon, Michigan 49040 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Bayer Crop Sciences	29900 Covey Rd. Leonidas, Michigan 49066 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	29000 Simpson Rd. Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	31999 Michigan Ave. Leonidas, Michigan 49066 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	28719 Jacksonburg Rd. Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	28439 Jacksonburg Rd. Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	28243 Jacksonburg Rd. Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	12762 S 45th St. Fulton, Michigan 49052 KALAMAZOO	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	29799 M-60 Leonidas, Michigan 49066 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	31485 M-60 Leonidas, Michigan 49066 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	54198 Fulton Rd. Leonidas, Michigan 49066 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Bayer Crop Sciences	32000 Covey Rd. Colon, Michigan 49040 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	28941 Colon Rd. Colon, Michigan 49040 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	28117 Jacksonburg Rd. Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	31277 Covey Rd. Leonidas, Michigan 49066 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	477 Whitmore Rd. Sherwood, Michigan 49089 BRANCH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	14587 E V Ave. Fulton, Michigan 49052 KALAMAZOO	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	12001 S 44th St. Vicksburg, Michigan 49097 KALAMAZOO	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	12816 S 45th St. Fulton, Michigan 49052 KALAMAZOO	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	29750 Co Hwy 144 Leonidas, Michigan 49066 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	28600 Londick Rd. Burr Oak, Michigan 49030 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Bayer Crop Sciences	28500 Tyler Rd. Burr Oak, Michigan 49030 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	60835 M-66 Burr Oak, Michigan 49030 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	55784 Blossom Rd. Colon, Michigan 49040 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	28255 Michigan Ave. Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	27999 Michigan Ave. Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	61222 Middle Colon Rd. Burr Oak, Michigan 49030 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	52618 Fulton Rd. Leonidas, Michigan 49066 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	578 Babcock Rd. Bronson, Michigan 49028 BRANCH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	30999 Covey Rd. Leonidas, Michigan 49066 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	15283 S 40th St. Fulton, Michigan 49052 KALAMAZOO	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Bayer Crop Sciences	30724 Brandt Rd. Colon, Michigan 49040 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	54571 Fulton Rd. Leonidas, Michigan 49066 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	31300 Swonk Rd. Leonidas, Michigan 49066 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	52101 Fulton Rd. Leonidas, Michigan 49066 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	52155 Lawrence Rd. Leonidas, Michigan 49066 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	52892 Summit Rd. Leonidas, Michigan 49066 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	28999 Pleasant Rd. Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	28400 M-60 Leonidas, Michigan 49066 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	28096 M-60 Leonidas, Michigan 49066 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	28400 M-60 Leonidas, Michigan 49066 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70

D. Additional Housing Information

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Bayer Crop Sciences	18499-18999 Co Hwy 130 Constantine, Michigan 49042 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	16001-16099 Dickinson Rd. White Pigeon, Michigan 49099 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	23601-23675 Findley Rd. Centreville, Michigan 49032 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	65739-65001 Co Hwy 159 Sturgis, Michigan 49091 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	25998-25000 Zabel Rd. Sturgis, Michigan 49091 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	18135-18999 Dickinson Rd. White Pigeon, Michigan 49099 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	68799-68201 Lutz Rd. White Pigeon, Michigan 49099 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	60999-60001 Neaman Rd. Three Rivers, Michigan 49093 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	17998-17000 Dickinson Rd. White Pigeon, Michigan 49099 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	64874-64998 Lutz Rd. Constantine, Michigan 49042 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70

D. Additional Housing Information

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Bayer Crop Sciences	64265-64999 Sevison Rd. Constantine, Michigan 49042 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	59487-59001 Holtom Rd. Centreville, Michigan 49032 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	Kalamazoo St. Constantine, Michigan 49042 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions.	6/19/2023	8/11/2023	70
Bayer Crop Sciences	55998 Walterspaugh Rd Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions	6/19/2023	8/11/2023	70
Bayer Crop Sciences	26000 Spring Creek Rd Mendon, Michigan 49072 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions	6/19/2023	8/11/2023	70
Bayer Crop Sciences	31999 Michigan Ave Leonidas, Michigan 49066 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions	6/19/2023	8/11/2023	70
Bayer Crop Sciences	55001 Correll Rd. Colon, Michigan 49040 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions	6/19/2023	8/11/2023	70
Bayer Crop Sciences	29700 Brandt Rd. Colon, Michigan 49040 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions	6/19/2023	8/11/2023	70
Bayer Crop Sciences	30999 Covey Rd Leonidas, Michigan 49066 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions	6/19/2023	8/11/2023	70
Bayer Crop Sciences	69785-69401 Blue School Rd. White Pigeon, Michigan 49099 ST JOSEPH	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions	6/19/2023	8/11/2023	70

D. Additional Housing Information



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1. Type of Housing *	2. Physical Location *	3. Additional Housing Information §	4. Total Units *	5. Total Occupancy *	6. Inspection Entity *
☒ Employer-provided ☐ Rental or public accommodations	63942 Shaffer Rd Constantine, Michigan 49042 ST JOSEPH	Gas, electricity, heat is provided; furniture, eating and cooking utensils are also provided. Family housing is not available and is not a prevailing practice in the area of intended employment. Housing will accommodate sufficient room for workers requested. Housing complies or will comply with the following applicable standards, local, state, and federal, if required, for the state of Michigan.	1	20	☐ Local authority ☒ SWA ☐ Other State authority ☐ Federal authority ☐ Other _____
☒ Employer-provided ☐ Rental or public accommodations	17462 Dickinson White Pigeon, Michigan 49099 ST JOSEPH	Gas, electricity, heat is provided; furniture, eating and cooking utensils are also provided. Family housing is not available and is not a prevailing practice in the area of intended employment. Housing will accommodate sufficient room for workers requested. Housing complies or will comply with the following applicable standards, local, state, and federal, if required, for the state of Michigan.	1	10	☐ Local authority ☒ SWA ☐ Other State authority ☐ Federal authority ☐ Other _____
☒ Employer-provided ☐ Rental or public accommodations	17206 Dickinson White Pigeon, Michigan 49099 ST JOSEPH	Gas, electricity, heat is provided; furniture, eating and cooking utensils are also provided. Family housing is not available and is not a prevailing practice in the area of intended employment. Housing will accommodate sufficient room for workers requested. Housing complies or will comply with the following applicable standards, local, state, and federal, if required, for the state of Michigan.	1	20	☐ Local authority ☒ SWA ☐ Other State authority ☐ Federal authority ☐ Other _____
☐ Employer-provided ☐ Rental or public accommodations					☐ Local authority ☐ SWA ☐ Other State authority ☐ Federal authority ☐ Other _____
☐ Employer-provided ☐ Rental or public accommodations					☐ Local authority ☐ SWA ☐ Other State authority ☐ Federal authority ☐ Other _____

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

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H. Additional Material Terms and Conditions of the Job Offer

a. Job Offer Information 1

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Deductions from Pay
3. Details of Material Term or Condition (up to 3,500 characters) *			
- Social Security - Federal Tax - State Tax (if required) - Meals (if required) - Inadvertent Overpayments (if required) - Loan/Advance Repayments (if required) - Court & government ordered garnishments (if required) - Damage to tools, equipment, or housing (other than normal wear and tear, if required) -Postage/Wire Fees for checks sent to workers home or bank account (if required) -Medical Expenses, not related to Workers' Compensation (if required)			

b. Job Offer Information 2

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Additional Information Regarding Job Qualifications/Requirements
3. Details of Material Term or Condition (up to 3,500 characters) *			
Must be 18 years or older. The employer may conduct a criminal background check on all new applicants for employment. Workers must have 3 months experience with detasseling corn. Workers should come prepared wearing appropriate clothing and footwear for the environmental and working conditions described. Cell phone can only be used during breaks, emergencies, and communicated with supervisor when needed. Duties may vary from time to time. Must be able to work with minimum supervision. Must be able to work outdoors in direct sunlight and weather conditions will be hot and humid, raining and be exposed to pollen the entire day while performing their required job duties. Workers must be able to climb, stand, sit, stoop, squat, kneel, crouch, bend (from the waist), push, pull, reach and lift. Lifting requirement is 5-60 lbs. All tools, supplies and equipment will be provided at no cost to the worker.			

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H. Additional Material Terms and Conditions of the Job Offer

c. Job Offer Information 3

1. Section/Item Number *	F.1	2. Name of Section or Category of Material Term or Condition *	Daily Transportation
3. Details of Material Term or Condition (up to 3,500 characters) * B. Monroy, LLC will provide _5_ Buses_, at no cost to the workers. Free transportation is offered to U.S. Domestic workers, who do not reside in employer-provided housing. These workers will be picked up from employer-provided housing or a designated reporting site. Transportation, at no cost to worker, bus/van/car/truck, will be provided at least once each week for errands, groceries, and/or laundry. Approved vehicle information provided below:			

d. Job Offer Information 4

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) * Inbound: Employer will provide and pay for lodging in consulate city, a charter bus/van/car/truck/public transportation, to the place of employment from the place from which the worker has come to work for the employer. Employer will reimburse or give advance payment to the worker or group of workers, at a minimum, for transportation cost and any related/reasonable daily subsistence incurred (travel insurance may be required) to the employers' work site no later than 50 percent of the cont			

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H. Additional Material Terms and Conditions of the Job Offer

e. Job Offer Information 5

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - F.2 Inbound/Outbound continued
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * no later than 50 percent of the contract period. Employer may permit workers to select any means of transportation they choose and reimburse workers at no less than the most economical and reasonable common carrier transportation charges for the distances involved. Subject to change with the publication of new rates by the Office of Foreign Labor Certification in the Federal Register. Workers who provide receipts for meals and non-alcoholic beverages in excess of \$15.46 will be reimbursed up to the maximum amount of \$59.00 per 24-hour period of travel per 20 CFR 655.122(h)(1).			

f. Job Offer Information 6

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - F.2 Inbound/Outbound Continued
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Outbound: Employer will follow all H-2A regulations and assurance 7.B of this clearance order to pay for outbound travel from the place of employment to the place from which the worker departed or permit workers to select any means of transportation they choose and reimburse workers at no less than the most economical and reasonable common carrier transportation charges for the distances involved. Transportation provided at no cost to workers, in an approved vehicle, whether bus/van/car/truck/public transportation.			

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H. Additional Material Terms and Conditions of the Job Offer

g. Job Offer Information 7

1. Section/Item Number *	F.1	2. Name of Section or Category of Material Term or Condition *	Daily Transportation - F.1 Daily Transportation
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			
2001 International 3800 Bus 24			
2002 International 3800 Bus 24			
2001 International Bus 24			
2001 International Bus 24			
2003 International IG Bus 24			
Workers will be picked up from employer-provided housing to worksite(s) and returned to housing each day. Due to the varying distances of the fields, the pick-up and drop-off times will vary depending on which field(s) the workers will be in each day. The times for the following day will be discussed each evening.			

h. Job Offer Information 8

1. Section/Item Number *	E.1	2. Name of Section or Category of Material Term or Condition *	Meal Provision - E.1 Meals/Contingency Plan
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			
CONTINGENCY PLAN: If, the kitchen facilities becomes temporarily inoperable or otherwise unavailable, a catering company will be hired to provide three meals per day and deduct the daily food amount of \$15.46 per day as published by OFLC in the Federal Register. Meal charges are subject to limitations and recordkeeping obligations. This will be disclosed to workers of how meals will be provided and appropriate meal charges.			

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H. Additional Material Terms and Conditions of the Job Offer

i. Job Offer Information 9

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - B.6. Additional Information Regarding Job Qualifications/Requirements
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * All tools, supplies and equipment will be provided at no cost to workers. Must be able to work with minimum supervision. Workers should expect periods of little/no work due to weather conditions beyond employers' control. Hours and days of work may vary due to weather conditions. Most of the workday is spent in agricultural fields and involves exposure to sun, wind, rain, soil, mud, dust, heat, cold, humid, and other natural elements. Workers may stand in one place for long periods of time and must be able to climb, stand, sit, stoop, squat, kneel, crouch, bend (from the waist), push, pull, reach, and lift while performing their required job duties or when going from one variety of fruit to another depending on the maturation of each fruit. If the employee is unable or unfit to perform the duties listed after a 14-day trial period, the employee will receive warnings, hours may be reduced to the minimum allowed in the certified petition or terminated. Safety training on tools and equipment will be provided, if necessary. Workers should expect periods of little/no work and hours and days will vary due to weather conditions beyond the employer's control and daily hours may be extended due to planting and harvesting demands. "Look Ahead"-i.e., stay alert and aware of operations, surroundings, and positioning of other workers and be prepared to assist in a moment's notice.			

j. Job Offer Information 10

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - B.6. Safety Statement
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Safety training for use of farm equipment and tractors will be provided. The ability of an employee to safely operate machinery will be left to the discretion of management. To ensure the safety of all employees, those interested in operating machinery must be able to communicate with and adequately follow instructions given by management. Management reserves the right to restrict employees from operational duties who do not show proficiency to effectively communicate with management and may therefore place other employees' safety at risk.			

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H. Additional Material Terms and Conditions of the Job Offer

k. Job Offer Information 11

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Pay Deductions - A.6. Anticipated Hours of Work
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Workers may be offered more than the standard hours of work in a single workday. Workers may volunteer to work additional hours and hours on Sundays when work is available. Hours of work may increase/decrease depending on crop yield and/or weather and can occur at any time throughout the season.			

l. Job Offer Information 12

1. Section/Item Number *		2. Name of Section or Category of Material Term or Condition *	
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			

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