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

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

A. Job Offer Information

1. Job Title * Farmworkers and Laborers

2. Workers Needed *	a. Total	b. H-2A Workers	Period of Intended Employment	
	8	8	3. First Date * 6/19/2023	4. Last Date * 8/31/2023

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)* *

46	**a. Total Hours**	8	c. Monday	8	e. Wednesday	8	g. Friday
0	b. Sunday	8	d. Tuesday	8	f. Thursday	6	h. Saturday

7. Hourly Work Schedule *
a. 7 : 00 ☑ AM ☐ PM
b. 3 : 00 ☐ AM ☑ PM

Temporary Agricultural Services and Wage Offer Information

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

8b. Wage Offer *	8c. Per *	8d. Piece Rate Offer §	8e. Piece Rate Units / Estimated Hourly Rate / Special Pay Information §
$ 17 . 34	☑ HOUR ☐ MONTH	$ 00 . 00	"NONE"

9. Is a completed **Addendum A** providing additional information on the crops or agricultural activities to be performed and wage offers attached to this job offer? * ☑ Yes ☐ N/A

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

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

H-2A Case Number: H-300-23109-948906 Case Status: Full Certification Determination Date: 05/04/2023 Validity Period: _____ to _____

B. Minimum Job Qualifications/Requirements

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

2. Work Experience: number of months required. * 3

3. Training: number of months required. * 0

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

☑ a. Certification/license requirements
☑ b. Driver requirements
☑ c. Criminal background check
☐ d. Drug screen
☑ e. Lifting requirement 60 lbs.
☑ f. Exposure to extreme temperatures
☑ g. Extensive pushing or pulling
☑ h. Extensive sitting or walking
☑ i. Frequent stooping or bending over
☑ j. Repetitive movements

5a. Supervision: does this position supervise the work of other employees? * ☐ Yes ☑ No

5b. If "Yes" to question 5a, enter the number of employees worker will supervise. §

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

See Addendum C

C. Place of Employment Information

1. Place of Employment Address/Location *
Quarterline Rd and Winters Rd (Beards E 03)

2. City *	3. State *	4. Postal Code *	5. County *
Kewadin	Michigan	49648	Antrim

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. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc. 8 Workers needed from 6/19/2023 to 8/31/2023.

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 *
6630 Cairn Highway (JV Lower)

2. City *	3. State *	4. Postal Code *	5. County *
Kewadin	Michigan	49648	Antrim

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

7. Total Units * 1

8. Total Occupancy * 3

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 are of intended employment. Housing will accommodate sufficient room for workers requested. Housing complies and 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

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 necessaries. 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.)

Inbound: Employer will provide and pay for lodging in consulate city, a charter bus/van/car/truck/public transportation or plane (travel insurance may be required), to the place of employment from the place from which the worker has come to work for the employer.

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

G. Referral and Hiring Instructions

1. Explain how prospective applicants may be considered for employment under this job order, including verifiable contact information for the employer (or the employer's authorized hiring representative), methods of contact, and the days and hours applicants will be considered for the job opportunity. *
(Please begin response on this form and use Addendum C if additional space is needed.)

Apply for this job at the State Workforce/Job Center office in your area, please call for the nearest office in your area. Telephone interviews for this work will be scheduled from 10 a.m. to 4 p.m. Central, Monday Thursday @ 662-393-4241, ask for Terri Forrester. Resumes and applications can be faxed to 662-393-4284 or e-mailed to jobs@h2acomplete.com. Prior to referral, each worker should either read or have read to them a copy of the Job Offer and understand all terms and conditions of employment as noted in the order. All workers should also be advised that they are 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. A copy of the work contract or the ETA 790 in lieu of a work contract, and any modification, will be provided to the worker on the day the work commences.
-Applicants must be 18 years or older
-The employer may participate in the E-Verify Program
-Workers should bring with them original documentation (not copies) of identity and employment eligibility to complete the I-9 form.

2. Telephone Number to Apply *	3. Extension §	4. Email Address to Apply *
+1 (662) 393-4241	N/A	jobs@h2acomplete.com

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

H. Additional Material Terms and Conditions of the Job Offer

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

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

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

1. **JOB OPPORTUNITY**: Employer assures that the job opportunity identified in this clearance order (hereinafter also referred to as the "job order") is a full-time temporary position being placed with the SWA in connection with an *H-2A Application for Temporary Employment Certification* for H-2A workers and this clearance order satisfies the requirements for agricultural clearance orders in 20 CFR part 653, subpart F and the requirements set forth in 20 CFR 655, subpart B. This job opportunity offers U.S. workers no less than the same benefits, wages, and working conditions that the employer is offering, intends to offer, or will provide to H-2A workers and complies with the requirements at 20 CFR part 655, subpart B. The job opportunity is open to any qualified U.S. worker regardless of race, color, national origin, age, sex, religion, handicap, or citizenship.

2. **NO STRIKE, LOCKOUT, OR WORK STOPPAGE**: Employer assures that this job opportunity, including all places of employment for which the employer is requesting temporary agricultural labor certification does not currently have workers on strike or being locked out in the course of a labor dispute. 20 CFR 655.135(b).

3. **HOUSING FOR WORKERS**: Employer agrees to provide or secure housing for the H-2A workers and those workers in corresponding employment who are not reasonably able to return to their residence at the end of the work day. That housing complies with the applicable local, State, and/or Federal standards and is sufficient to house the specified number of workers requested through the clearance system. The employer will provide the housing without charge to the worker. Any charges for rental housing will be paid directly by the employer to the owner or operator of the housing. If public accommodations or public housing are provided to workers, the employer agrees to pay all housing-related charges directly to the housing's management. The employer agrees that charges in the form of deposits for bedding or other similar incidentals related to housing (e.g., utilities) must not be levied upon workers. However, the employer may require workers to reimburse them for damage caused to housing by the individual worker(s) found to have been responsible for damage which is not the result of normal wear and tear related to habitation. When it is the prevailing practice in the area of intended employment and the occupation to provide family housing, the employer agrees to provide family housing at no cost to workers with families who request it. 20 CFR 655.122(d), 653.501(c)(3)(vi).

   Request for Conditional Access to Intrastate or Interstate Clearance System: Employer assures that the housing disclosed on this clearance order will be in full compliance with all applicable local, State, and/or Federal standards at least 20 calendar days before the housing is to be occupied. 20 CFR 653.502(a)(3). The Certifying Officer will not certify the application until the employer provides evidence that housing has been inspected and approved or, in the case of rental or public accommodations, is otherwise in full compliance.

4. **WORKERS' COMPENSATION COVERAGE**: Employer agrees to provide workers' compensation insurance coverage in compliance with State law covering injury and disease arising out of and in the course of the worker's employment. If the type of employment for which the certification is sought is not covered by or is exempt from the State's workers' compensation law, the employer agrees to provide, at no cost to the worker, insurance covering injury and disease arising out of and in the course of the worker's employment that will provide benefits at least equal to those provided under the State workers' compensation law for other comparable employment. 20 CFR 655.122(e).

5. **EMPLOYER-PROVIDED TOOLS AND EQUIPMENT**: Employer agrees to provide to the worker, without charge or deposit charge, all tools, supplies, and equipment required to perform the duties assigned. 20 CFR 655.122(f), .210(d), or .302(c).

6. **MEALS**: Employer agrees to provide each worker with three meals a day or furnish free and convenient cooking and kitchen facilities to the workers that will enable the workers to prepare their own meals. Where the employer provides the meals, the job offer will state the charge, if any, to the worker for such meals. The amount of meal charges is governed by 20 CFR 655.173. 20 CFR 655.122(g). When a charge or deduction for the cost of meals would bring the worker's wage below the minimum wage set by the FLSA at 29 U.S.C. 206, the charge or deduction must meet the requirements of 29 U.S.C. 203(m) of the FLSA, including the recordkeeping requirements found at 29 CFR 516.27.

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

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

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

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

   B. Transportation from Place of Employment (Outbound)

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

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

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

   C. Daily Transportation

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

   D. Compliance with Transportation Standards

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

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

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

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

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

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

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

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

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

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

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

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

12. **FREQUENCY OF PAY:** Employer agrees to pay workers when due based on the frequency disclosed in this clearance order. 20 CFR 655.122(m).

13. **ABANDONMENT OF EMPLOYMENT OR TERMINATION FOR CAUSE**: If a worker voluntarily abandons employment before the end of the contract period, or is terminated for cause, the employer is not responsible for providing or paying for the subsequent transportation and subsistence expenses of that worker, and that worker is not entitled to the three-fourths guarantee, if the employer notifies the U.S. Department of Labor and, if applicable, the Department of Homeland Security, in writing or by any other method specified by the Department of Labor or the Department of Homeland Security in the *Federal Register*, not later than 2 working days after the abandonment or termination occurs. A worker will be deemed to have abandoned the work contract after the worker fails to show up for work at the regularly scheduled time for 5 consecutive work days without the consent of the employer. 20 CFR 655.122(n).

14. **CONTRACT IMPOSSIBILITY**: The work contract may be terminated before the end date of work specified in the work contract if the services of the workers are no longer required for reasons beyond the control of the employer due to fire, weather, or other Act of God that makes fulfillment of the contract impossible, as determined by the Department of Labor. In the event that the work contract is terminated, the employer agrees to fulfill the three-fourths guarantee for the time that has elapsed from the start date of work specified in the work contract to the date of termination. The employer also agrees that it will make efforts to transfer the worker to other comparable employment acceptable

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

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

15. **DEDUCTIONS FROM WORKER'S PAY**: Employer agrees to make all deductions from the worker's paycheck required by law. This job offer discloses all deductions not required by law which the employer will make from the worker's paycheck and all such deductions are reasonable, in accordance with 20 CFR 655.122(p) and 29 CFR part 531. The wage requirements of 20 CFR 655.120 will not be met where undisclosed or unauthorized deductions, rebates, or refunds reduce the wage payment made to the employee below the minimum amounts required under 20 CFR part 655, subpart B, or where the employee fails to receive such amounts free and clear because the employee kicks back directly or indirectly to the employer or to another person for the employer's benefit the whole or part of the wage delivered to the employee. 20 CFR 655.122(p).

16. **DISCLOSURE OF WORK CONTRACT**: Employer agrees to provide a copy of the work contract to an H-2A worker no later than the time at which the worker applies for the visa, or to a worker in corresponding employment no later than on the day work commences. For an H-2A worker coming to the employer from another H-2A employer or who does not require a visa for entry to the United States, the employer agrees to provide a copy of the work contract no later than the time an offer of employment is made to the H-2A worker. A copy of the work contract will be provided to each worker in a language understood by the worker, as necessary or reasonable. In the absence of a separate, written work contract entered into between the employer and the worker, the work contract at minimum will be the terms of this clearance order, including all Addenda, the certified *H-2A Application for Temporary Employment Certification* and any obligations required under 8 U.S.C. 1188, 29 CFR part 501, or 20 CFR part 655, subpart B. 20 CFR 655.122(q).

17. **ADDITIONAL ASSURANCES FOR CLEARANCE ORDERS**:

    A. Employer agrees to provide to workers referred through the clearance system the number of hours of work disclosed in this clearance order for the week beginning with the anticipated first date of need, unless the employer has amended the first date of need at least 10 business days before the original first date of need by so notifying the Order-Holding Office (OHO) in writing (*e.g.*, email notification). The employer understands that it is the responsibility of the SWA to make a record of all notifications and attempt to inform referred workers of the amended first date of need expeditiously. 20 CFR 653.501(c)(3)(i).

    If there is a change to the anticipated first date of need, and the employer fails to notify the OHO at least 10 business days before the original first date of need, the employer agrees that it will pay eligible workers referred through the clearance system the specified rate of pay disclosed in this clearance order for the first week starting with the originally anticipated first date of need or will provide alternative work if such alternative work is stated on the clearance order. 20 CFR 653.501(c)(5).

    B. Employer agrees that no extension of employment beyond the period of employment specified in the clearance order will relieve it from paying the wages already earned, or if specified in the clearance order as a term of employment, providing transportation from the place of employment, as described in paragraph 7.B above. 20 CFR 653.501(c)(3)(ii).

    C. Employer assures that all working conditions comply with applicable Federal and State minimum wage, child labor, social security, health and safety, farm labor contractor registration, and other employment-related laws. 20 CFR 653.501(c)(3)(iii).

    D. Employer agrees to expeditiously notify the OHO or SWA by emailing and telephoning immediately upon learning that a crop is maturing earlier or later, or that weather conditions, over-recruitment, or other factors have changed the terms and conditions of employment. 20 CFR 653.501(c)(3)(iv).

    E. If acting as a farm labor contractor (FLC) or farm labor contractor employee (FLCE) on this clearance order, the employer assures that it has a valid Federal FLC certificate or Federal FLCE identification card and when appropriate, any required State FLC certificate. 20 CFR 653.501(c)(3)(v).

    F. Employer assures that outreach workers will have reasonable access to the workers in the conduct of outreach activities pursuant to 20 CFR 653.107. 20 CFR 653.501(c)(3)(vii).

*I **declare** under penalty of perjury that I have read and reviewed this clearance order, including every page of this Form ETA-790A and all supporting addendums, and that to the best of my knowledge, the information contained therein is true and accurate. This clearance order describes the actual terms and conditions of the employment being offered by me and contains all the material terms and conditions of the job. 20 CFR 653.501(c)(3)(viii). I understand that to knowingly furnish materially false information in the preparation of this form and/or any supplement thereto or to aid, abet, or counsel another to do so is a federal offense punishable by fines, imprisonment, or both. 18 U.S.C. §§ 2, 1001.*

1. Last (family) name *	2. First (given) name *	3. Middle initial §
Coronado	Thomas	
4. Title *		
Owner		

5. Signature (or digital signature) *	6. Date signed *
Digital Signature Verified and Retained By Certifying Officer	4/26/2023

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

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

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
1339	Cherry Pickers	$ 17 . 34	Hour	"NONE"
1339	Cherry Orchard	$ 17 . 34	Hour	"NONE"
3820	Operating Agricultural Equipment	$ 17 . 34	Hour	"NONE"
5115	General Farm Labor	$ 17 . 34	Hour	"NONE"
5112	Pruning	$ 17 . 34	Hour	"NONE"
5112	Orchard/Labor Maintenance	$ 17 . 34	Hour	"NONE"
5112	Spray Applicators	$ 17 . 34	Hour	"NONE"
8490	Bus/Truck Driver	$ 17 . 34	Hour	"NONE"
3820	Forklift Operator	$ 17 . 34	Hour	"NONE"
3820	Hilo Operator	$ 17 . 34	Hour	"NONE"

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

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

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
2216	Skimmers	$ 17 . 34	Hour	"NONE"
1114	Nursery	$ 17 . 34	Hour	"NONE"
1129	Beekeeping	$ 17 . 34	Hour	"NONE"
1129	Honey Extraction	$ 17 . 34	Hour	"NONE"
		$.		
		$.		
		$.		
		$.		
		$.		
		$.		

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

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Cherry Ke, Inc.	Cherry Ave. and Hickin Rd (Bussa E 03) Kewadin, Michigan 49648 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Cherry Ave. and Hickin Rd (Bussa W 07) Kewadin, Michigan 49648 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Western Rd and Easley Rd (Cisneros 15) Kewadin, Michigan 49648 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Quarterline Rd and Winters Rd (Coyne 08) Kewadin, Michigan 49648 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Cherry Ave and Easley Rd (Elliot 02) Kewadin, Michigan 49648 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Cherry Ave and Easley Rd (Elliot 15) Kewadin, Michigan 49648 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Western Rd and Stallman Rd (Faris) Kewadin, Michigan 49648 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Western Rd and Stallman Rd (Faris E 07) Kewadin, Michigan 49648 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Cherry Ave and Ringler Rd (Frink 18) Rapid City, Michigan 49676 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Cherry Ave and Ringler Rd (H60 East 04) Rapid City, Michigan 49676 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Cherry Ke, Inc.	Western Rd and Easley Rd (Hardy 14) Kewadin, Michigan 49648 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Ringler Rd and Western Rd (HE40 03) Rapid City, Michigan 49676 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Ringler Rd and Western Rd (HE40M07) Rapid City, Michigan 49676 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Ringler Rd and Western Rd (HE4014) Rapid City , Michigan 49676 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Cherry Ave and Ringler Rd (HESLEY E 07) Rapid City, Michigan 49676 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Cherry Ave and Ringler Rd (HESLEY W07) Rapid City , Michigan 49676 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Cherry Ave and Ringler Rd (HES 15 SWEETS) Rapid City , Michigan 49676 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Hickin Rd and Western Rd (Hickin 02) Kewadin, Michigan 49648 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Hickin Rd and Western Rd (Hickin 13) Kewadin, Michigan 49648 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Cherry Ave and Ringler Rd (HS4014) Rapid City , Michigan 49676 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Cherry Ke, Inc.	Indian Rd and Quarterline Rd (JONS 14) Kewadin , Michigan 49648 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Western Rd and Easley Rd (Kenny N 03) Kewadin, Michigan 49648 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Indian Rd and Nw Torch Lake Dr. (KIRKS18) Kewadin , Michigan 49648 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Western Rd and Stallman Rd (KM4011) Kewadin, Michigan 49648 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Western Rd and Stallman Rd (KS4006) Kewadin, Michigan 49648 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Western Rd and Stallman Rd (KS4015) Kewadin, Michigan 49648 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Indian Rd and McDermitt Rd (MORAN 04) Kewadin, Michigan 49648 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Western Rd and Hickin Rd (MORRISON HICKIN 07) Kewadin, Michigan 49648 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Ringler Rd and Western Rd (MRN 07) Rapid City, Michigan 49676 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Ringler Rd and Western Rd (MRS 12) Rapid City, Michigan 49676 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Cherry Ke, Inc.	Indian Rd and McDermitt Rd (NORMS02) Kewadin , Michigan 49648 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Cairn Hwy and Campbell Rd (OLSON 02) Kewadin, Michigan 49648 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Cairn Hwy and Campbell Rd (OLSON 04) Kewadin, Michigan 49648 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Cairn Hwy and Campbell Rd (OLSON 14) Kewadin, Michigan 49648 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Cherry Ave and Hickin Rd (P HESLEY 08) Kewadin, Michigan 49648 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Cherry Ave and Hickin Rd (P HES 15 SWEETS) Kewadin, Michigan 49648 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Indian Rd and Quarterline Rd (RIVES 04) Kewadin, Michigan 49648 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Quarterline Rd and Winters Rd (Beards W 06) Kewadin, Michigan 49648 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Cherry Ave and Easley Rd (ROBERTS 11) Kewadin, Michigan 49648 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Cherry Ave and Easley Rd (ROBERTS 14) Kewadin, Michigan 49648 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Cherry Ke, Inc.	Cherry Ave and Hoopfer Rd (ROODS 15) Kewadin, Michigan 49648 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Cherry Ave and Hoopfer Rd (ROODS SWEETS) Kewadin, Michigan 49648 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Western Rd and Ringler Rd (ST4E12) Rapid City, Michigan 49676 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Western Rd and Ringer Rd (ST4W15) Rapid City , Michigan 49676 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Cherry Ave and Hoopfer Rd (STK 60 04) Kewadin, Michigan 49648 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Cherry Ave and Hoopfer Rd (STK 60 15) Kewadin, Michigan 49648 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Quarterline Rd and Winters Rd (WINTERS E10) Kewadin, Michigan 49648 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Quarterline Rd and Winters Rd (WINTERS S 03) Kewadin, Michigan 49648 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Quarterline Rd and Winters Rd (WINTERS W10) Kewadin, Michigan 49648 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	US 31 and Kesner Rd (AMON NE 05) Williamsburg, Michigan 49690 GRAND TRAVERSE	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Cherry Ke, Inc.	US 31 and Kesner Rd (AMON NM 03) Williamsburg, Michigan 49690 GRAND TRAVERSE	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	US 31 and Kesner Rd (AMON NR 07) Williamsburg, Michigan 49690 GRAND TRAVERSE	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	US 31 and Kesner Rd (AMON NW 03) Williamsburg, Michigan 49690 GRAND TRAVERSE	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	US 31 and Kesner Rd (AMON NW 07) Williamsburg, Michigan 49690 GRAND TRAVERSE	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	US 31 and Brackett Rd (AMON SE 03) Williamsburg, Michigan 49690 GRAND TRAVERSE	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	US 31 and Brackett Rd (AMON SM 08) Williamsburg, Michigan 49690 GRAND TRAVERSE	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	US 31 and Brackett Rd (AMON SR 09) Williamsburg, Michigan 49690 GRAND TRAVERSE	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	US 31 and Brackett Rd (AMON SW 04) Williamsburg, Michigan 49690 GRAND TRAVERSE	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Baggs Rd and Lossie Rd (COX 02) Williamsburg, Michigan 49690 GRAND TRAVERSE	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Baggs Rd and Lossie Rd (COX L 01) Williamsburg, Michigan 49690 GRAND TRAVERSE	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Cherry Ke, Inc.	Baggs Rd and Lossie Rd (COX M 15) Williamsburg, Michigan 49690 GRAND TRAVERSE	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Baggs Rd and Lossie Rd (COX N 15) Williamsburg, Michigan 49690 GRAND TRAVERSE	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Baggs Rd and Lossie Rd (COX SWEETS) Williamsburg, Michigan 49690 GRAND TRAVERSE	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Bates Rd and Angell Rd (DEAN E BATES 07) Williamsburg, Michigan 49690 GRAND TRAVERSE	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Bates Rd and Angell Rd (DEAN E BATES 15) Williamsburg, Michigan 49690 GRAND TRAVERSE	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Bates Rd and Angell Rd (DEAN S ANGELL 07) Williamsburg, Michigan 49690 GRAND TRAVERSE	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Bates Rd and Angell Rd (DEAN S ANGELL 15) Williamsburg, Michigan 49690 GRAND TRAVERSE	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Bates Rd and Angell Rd (DEAN W BATES 07) Williamsburg, Michigan 49690 GRAND TRAVERSE	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Brackett Rd and Lautner Rd (HANNAH 06) Williamsburg, Michigan 49690 GRAND TRAVERSE	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	US 31 and Brackett Rd (HEM E 08) Williamsburg, Michigan 49690 GRAND TRAVERSE	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Cherry Ke, Inc.	US 31 and Brackett Rd (HEM W 07) Williamsburg, Michigan 49690 GRAND TRAVERSE	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	US 31 and Brackett Rd (HEMMING 04) Williamsburg, Michigan 49690 GRAND TRAVERSE	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	US 31 and Brackett Rd (HEMMING 15) Williamsburg , Michigan 49690 GRAND TRAVERSE	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	US 31 and Angell Rd (MORRISON E-31) Williamsburg, Michigan 49690 GRAND TRAVERSE	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	US 31 and Angell Rd (SF NE 08) Williamsburg, Michigan 49690 GRAND TRAVERSE	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/30/2023	8
Cherry Ke, Inc.	US 31 and Angell Rd (SF NM 04) Williamsburg, Michigan 49690 GRAND TRAVERSE	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	US 31 and Angell Rd (SF NW 07) Williamsburg, Michigan 49690 GRAND TRAVERSE	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	US 31 and Angell Rd (SF SE 08) Williamsburg, Michigan 49690 GRAND TRAVERSE	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	US 31 and Angell Rd (SF SM 07) Williamsburg, Michigan 49690 GRAND TRAVERSE	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	US 31 and Angell Rd (SF SW 03) Williamsburg, Michigan 49690 GRAND TRAVERSE	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Cherry Ke, Inc.	W Beeman Rd and CR 377 (DEERING 11) Empire, Michigan 49630 LEELANAU	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	92nd Ave and 90th Ave (Anthony) Hartford, Michigan 49057 VAN BUREN	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, inc.	94th Ave and 66th St (BLACKMOND) Hartford, Michigan 49057 VAN BUREN	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Middle Crossing Rd and Garrett Rd (HEWITT) Dowagiac , Michigan 49047 CASS	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Middle Crossing Rd and Garrett Rd (LEITH) Dowagiac , Michigan 49047 CASS	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	94th Ave and 62nd St (MAGICIAN) Hartford , Michigan 49057 VAN BUREN	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Middle Crossing Rd and Garrett Rd (NMC) Dowagiac , Michigan 49047 CASS	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	94th Ave and 62nd St (PIERSON) Hartford, Michigan 49057 VAN BUREN	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	92nd Ave and 94th Ave (SCHERER) Hartford, Michigan 49057 VAN BUREN	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Middle Crossing Rd and Garrett Rd (SMC) Dowagiac , Michigan 49047 CASS	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Cherry Ke, Inc.	Lossie and Baggs Rd (COX 19 SWEETS) Williamsburg, Michigan 49690 GRAND TRAVERSE	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/30/2023	8
Cherry Ke, Inc.	9310 Bates Rd (DEAN EAST 19) Williamsburg, Michigan 49690 GRAND TRAVERSE	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/30/2023	8
Cherry Ke, Inc.	Bates Rd (DEAN WEST 19) Williamsburg , Michigan 49690 GRAND TRAVERSE	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	12950 Benzania Trail Boylan Empire , Michigan 49630 LEELANAU	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, inc.	Quarterline Rd (WINTERS 19) Kewadin, Michigan 49648 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, inc.	Ringler Rd East off Cherry Ave (MRS 19) Rapid City, Michigan 49676 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	Cairn Hwy and Campbell Rd (Olson W 07) Kewadin, Michigan 49648 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, inc.	Western Rd and Stallman Rd (FARIS W 07) Kewadin, Michigan 49648 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	US 31 and Creswell Rd (Kamp West) Kewadin, Michigan 49648 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8
Cherry Ke, Inc.	US 31 and McLachlan Rd (Kamp East) Kewadin, Michigan 49648 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8

D. Additional Housing Information

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

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 §
Cherry Ke, Inc.	Cairn Hwy and Waring Rd (Amos Tart) Kewadin, Michigan 49648 ANTRIM	This itinerary is subject to change without notice due to the following: Crop, weather, conditions, disease factors, maturation of the crop, availability of labor, scheduling of delivery orders for packing house, and market conditions. Cherry Ke, Inc. is a fixed-site employer. All work site locations are owned, controlled, and leased by Cherry Ke, Inc.	6/19/2023	8/31/2023	8

D. Additional Housing Information

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

1. Type of Housing *	2. Physical Location *	3. Additional Housing Information §	4. Total Units *	5. Total Occupancy *	6. Inspection Entity *
☑ Employer-provided ☐ Rental or public accommodations	6630 Cairn Highway (JV Upper) Kewadin, Michigan 49648 ANTRIM	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 are of intended employment. Housing will accommodate sufficient room for workers requested. Housing complies and will comply with the following applicable standards, local, state, and federal, if required, for the state of Michigan.	1	9	☐ Local authority ☑ SWA ☐ Other State authority ☐ Federal authority ☐ Other _____
☑ Employer-provided ☐ Rental or public accommodations	6626 Cairn Highway (Cairn Lower) Kewadin, Michigan 49648 ANTRIM	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 are of intended employment. Housing will accommodate sufficient room for workers requested. Housing complies and will comply with the following applicable standards, local, state, and federal, if required, for the state of Michigan.	1	4	☐ Local authority ☑ SWA ☐ Other State authority ☐ Federal authority ☐ Other _____
☑ Employer-provided ☐ Rental or public accommodations	6626 Cairn Highway (Cairn Upper) Kewadin, Michigan 49648 ANTRIM	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 are of intended employment. Housing will accommodate sufficient room for workers requested. Housing complies and 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	12426 Ringler Road Kewadin, Michigan 49648 ANTRIM	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 are of intended employment. Housing will accommodate sufficient room for workers requested. Housing complies and will comply with the following applicable standards, local, state, and federal, if required, for the state of Michigan.	1	11	☐ Local authority ☑ SWA ☐ Other State authority ☐ Federal authority ☐ Other _____
☑ Employer-provided ☐ Rental or public accommodations	32060 Middle Crossing Dowagiac, Michigan 49047 CASS	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 are of intended employment. Housing will accommodate sufficient room for workers requested. Housing complies and will comply with the following applicable standards, local, state, and federal, if required, for the state of Michigan.	2	18	☐ Local authority ☑ SWA ☐ Other State authority ☐ Federal authority ☐ Other _____

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

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

1. Type of Housing *	2. Physical Location *	3. Additional Housing Information §	4. Total Units *	5. Total Occupancy *	6. Inspection Entity *
☑ Employer-provided ☐ Rental or public accommodations	63292 CR 687 Hartford, Michigan 49057 VAN BUREN	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 are of intended employment. Housing will accommodate sufficient room for workers requested. Housing complies and will comply with the following applicable standards, local, state, and federal, if required, for the state of Michigan.	1	8	☐ Local authority ☑ SWA ☐ Other State authority ☐ Federal authority ☐ Other _____
☑ Employer-provided ☐ Rental or public accommodations	53137 Garrett Road Dowagiac, Michigan 49047 CASS	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 are of intended employment. Housing will accommodate sufficient room for workers requested. Housing complies and will comply with the following applicable standards, local, state, and federal, if required, for the state of Michigan.	1	9	☐ Local authority ☑ SWA ☐ Other State authority ☐ Federal authority ☐ Other _____
☑ Employer-provided ☐ Rental or public accommodations	62600 CR 687 Hartford, Michigan 49057 VAN BUREN	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 are of intended employment. Housing will accommodate sufficient room for workers requested. Housing complies and will comply with the following applicable standards, local, state, and federal, if required, for the state of Michigan.	1	8	☐ Local authority ☑ SWA ☐ Other State authority ☐ Federal authority ☐ Other _____
☑ Employer-provided ☐ Rental or public accommodations	7740 Townline Rd Williamsburg, Michigan 49690 GRAND TRAVERSE	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 are of intended employment. Housing will accommodate sufficient room for workers requested. Housing complies and will comply with the following applicable standards, local, state, and federal, if required, for the state of Michigan.	1	30	☐ Local authority ☑ SWA ☐ Other State authority ☐ Federal authority ☐ Other _____
☑ Employer-provided ☐ Rental or public accommodations	32155 Middle Crossing Dowagiac, Michigan 49057 CASS	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 are of intended employment. Housing will accommodate sufficient room for workers requested. Housing complies and will comply with the following applicable standards, local, state, and federal, if required, for the state of Michigan.	1	6	☐ Local authority ☑ SWA ☐ Other State authority ☐ Federal authority ☐ Other _____

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

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

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

1. Type of Housing *	2. Physical Location *	3. Additional Housing Information §	4. Total Units *	5. Total Occupancy *	6. Inspection Entity *
☑ Employer-provided ❑ Rental or public accommodations	5446 Quarterline Rd (Wayne Hs) Kewadin, Michigan 49648 ANTRIM	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 are of intended employment. Housing will accommodate sufficient room for workers requested. Housing complies and will comply with the following applicable standards, local, state, and federal, if required, for the state of Michigan.	1	13	❑ Local authority ☑ SWA ❑ Other State authority ❑ Federal authority ❑ Other _____
☑ Employer-provided ❑ Rental or public accommodations	11910 US 31 N (Fockler Hs) Williamsburg, Michigan 49690 GRAND TRAVERSE	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 are of intended employment. Housing will accommodate sufficient room for workers requested. Housing complies and 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 _____
❑ Employer-provided ❑ Rental or public accommodations					❑ Local authority ❑ SWA ❑ Other State authority ❑ Federal authority ❑ Other _____

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

H-2A Case Number: H-300-23109-948906 Case Status: Full Certification Determination Date: 05/04/2023 Validity Period: _____ to _____

H. Additional Material Terms and Conditions of the Job Offer

a. Job Offer Information 1

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

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

Duties may vary from time to time. Workers will perform various tasks involving planting, cultivating, and harvesting fruit according to supervisors instructions. Workers may till soil, plant stock, pick up rocks/roots/debris and doing pruning activities using a variety of tools. May aid in irrigation duties, minor repair, and cleaning of fruit containers and equipment before and after harvest. May drive workers to field and/or grocery. Nursery: Workers may be asked to prune and plant roots. Weeding by hand or with machine, grafting scion wood to roots, delimbing, spraying, and applying herbicide. Spray Applicators: Apply pesticides, fungicides, fertilizers, and herbicides, when and where directed by the spray manager. You will be asked to drive a fabricated vehicle through the orchard. Consult with spray manager with any concerns involving the quality of our crop or the health of our trees and give recommendations. Operate equipment safely and responsibly. Keep spray equipment lawful and clean. Keep records of chemicals, rate and location applied and turn in to spray manager. Communicate with spray manager or operations manager if problems or questions arise. If repairs are needed talk to mechanic before continuing use of equipment. Pruning: Workers will receive proper tools for the job, i.e., saw, pruners, chain saws, loppers, and hand snips. These tools will be returned to the employer at the end of the task. Workers will be assigned rows of trees and must prune each tree according to the size of the tree and the need for pruning. Workers must take care not to damage limbs that are not being pruned. Workers must prune the needed trees according to the above requirements. Workers must remove all resulting materials from the trees and stack in the resulting brush in the center of the tractor/equipment middles. Pruning Standards: When pruning you will want to prune out the following: Suckers, stubs, or broken branches, downward growing branches, rubbing or crisscrossing branches, upward growing interior branches, whorls, and narrow crotches. Orchard Laborer/Maintenance: Workers involved in orchard maintenance may be required to pick up roots, limbs, rocks, or debris from the orchard or fields being prepared for orchard planting, fencing, and mowing of lawns and orchards. Mow, edge, and fertilize lawns. Weed and mulch landscape beds. Trim hedges, shrubs, and small trees. Remove dead, damaged, or unwanted trees and water lawns. Harvest: Workers will be assigned to a crew and cherries will be harvested mechanically. Bus/Truck Drivers: Transporting fruit from the orchard to the farm distribution center. Talk to your supervisor. Get information from him/her for the day: what orchard, how to get there, what kind of cherries, where to deliver them to. Preform a truck inspection using the pre-trip checklist on the clipboard in the truck. Check all fluid levels, fill fuel, fill tanks with water, strap tanks down. Be ready to go when your crew leader is ready. Make sure you clean tank channels before leaving the orchard. Taking cherries to receiving. Write down information on your load description pad, fill out shaded areas. Get directions to receiving from your supervisor. Get directions and paperwork from receivers-determine where to go on pad to be back to orchard. If by change your crew moves to another orchard, find out where they are going. Keep an eye on your fuel. Always wear the safely gloves when filling propane tanks. State law provides that you, the driver, must have your load secured while operating on the highway. The provided straps must be secured over the top of the tanks. Do not allow the strap ends to cover the taillights. Spilling of fruit on the roadway is not allowed and the driver may be ticketed. Drivers are responsible for refueling the vehicle they are currently operating. Fuel at the beginning of your shift. Most importantly, obey all traffic laws. Do not drive too fast.

b. Job Offer Information 2

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

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

Social Security
Federal Tax
State Tax (if required)

Only deducted if required:
Court & government ordered garnishments
Advance/Loan repayments
Inadvertent overpayments
Meals
Damage to tools, equipment, or housing other than normal wear and tear
Postage/wire fees for checks sent to workers home or bank account
Medical Expenses not related to WC

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

H. Additional Material Terms and Conditions of the Job Offer

c. Job Offer Information 3

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Additional Information Regarding Job Qualifications/Requirements

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

Applicants must be 18 years or older. Employer may conduct a criminal background check on all new employees at employers expense. Workers may be asked to operate farm equipment and experience is necessary. 3 months experience operating Orchard Equipment is required. Must be able to lift and carry 30-60 lbs. All tools, supplies, and equipment will be provided at no cost to the workers. The cost of tools destroyed maliciously or lost carelessly will be deducted from workers wages. May drive workers to field and/or grocery. Valid Drivers License is required. Proper work attire is required. Workers should come prepared wearing appropriate clothing and footwear for the environmental and working conditions described. Cell phones can only be used during breaks, emergencies, and to communicate with supervisors when needed. Spray Applicators: Must have a valid drivers license to operate.

d. Job Offer Information 4

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*) *

Cherry Ke, Inc. will provide 3 trucks, 5 SUV's, and 2 vans, at no cost to the workers. Workers will be picked up at 6:50AM from employer-provided housing to worksite(s) and returned to housing promptly after shift is completed each day. 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.

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

H. Additional Material Terms and Conditions of the Job Offer

e. Job Offer Information 5

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - F.2. Inbound/Outbound Travel (Continued)

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

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 to the employer's work site 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 publications 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)(l).

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 to 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.

f. Job Offer Information 6

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

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

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:

Type of Vehicle:	Seating Capacity:
2005 Chevrolet Truck	2
2002 Ford Truck	2
2015 Ford Truck	2
1993 Chevrolet Suburban	5
1995 Chevrolet Suburban	5
1999 Chevrolet Suburban	5
2004 GMC Yukon	5
2006 GMC Envoy	5
2006 Chevrolet Van	12
2008 Chevrolet Van	12

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

H. Additional Material Terms and Conditions of the Job Offer

g. Job Offer Information 7

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

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

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.

h. Job Offer Information 8

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - B.6. Job Requirements (Continued)

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

Understand all safety requirements for handling spray material in any emergency situation that may arise. Ensure proper PPE is used as required by chemical label. Must be able to maintain medical clearance for respirator use. This will be provided upon arrival and prior to spraying. Manage “drift” in accordance with drift management plan located in the Cherry Ke spray plan. Conform to all GAP requirements on the farm. Must communicate and understand English. Farm Equipment Operation During Harvest: Before any worker is required to operate any farm equipment, the worker will be instructed in the proper and safe operation of equipment. Workers will be required to operate equipment according to instructions and in a manner, which protects the operator, other workers, trees, crop, and equipment. Repeated failure to obey operating and safety instructions may result in termination. Operators: Operators are responsible for the safety of persons around the shake/catchers during operation. Operators must know where the crewmembers are and what they are doing as you move the shaker/catchers. Bus/Truck Drivers: Must have a valid driver’s license to operate. Hilo Operators: *Safety training for use of all farm equipment and tractors will be provided. 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. * The ability of an employee to safely operate machinery will be left to the discretion of management. General Working Conditions: Work begins at assigned time depending on what shift, day, or night. Work environment will be dirty, dusty, and damp, with temperature fluctuations according to the season. Work is performed during light rain and in high humidity and in temperatures ranging from 100 to below 35 degrees F. Workers must have multi-limb coordination ability while standing and walking for long periods while pruning and harvesting. Workers will work on their feet in bent position for long periods. Workers will make repetitive movements, extensive sitting, and walking. “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. Workers should expect periods of little/no work during growing time. Hours and days of work may vary due to weather conditions beyond the employer’s control and daily hours may be extended due to planting and harvesting demands. Workers may be offered more than the standard hours of work in a single workday. Workers may volunteer to work additional hours 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. Workers may be required to work day and/or night shift. If the employee is unable or unfit to perform the duties listed after a 14-day pre-trial, the employee will receive warnings, hours may be reduced to the minimum allowed in the certified petition or terminated.

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

H. Additional Material Terms and Conditions of the Job Offer

i. Job Offer Information 9

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - B.6. Criminal Background Check

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

The company may conduct criminal background checks on all new applicants for employment. Seasonal Employees seeking rehire will not be required to submit a new background check. For purposes of this policy, rehires shall be defined consistently with IRCA's employment eligibility re-verification requirements for former hires. As a general rule, absent compelling circumstances, qualified applicants with criminal records will not be considered for employment if any of the following criteria are met: The conviction was for a violent crime against one or more persons or property, (e.g., battery, assault, lewdness, sexual battery, molestation, arson or criminal mischief); The conviction was for any felony committed or which resulted in the applicant's incarceration at any time within the past 5 years (i.e., a crime which subjects the individual convicted to imprisonment for longer than a year); or The conviction was for a crime committed or which resulted in the applicant's incarceration at any time within the past 5 years involving theft or disorderly conduct. Employer has identified these limited categories of recent criminal convictions as those which raise an unnecessary risk of further criminal conduct and the potential of injury to co-workers due to the physically strenuous work being offered with communal temporary living quarters and daily transportation to and from the place of employment which is being provided. For purposes of this policy, a plea of nolo contender to a disqualifying criminal record as described above shall be deemed to be a disqualifying event for employment purposes, irrespective of whether adjudication was withheld. Employer will pay all fees associated with conducting a criminal background check on any applicants.

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 Statment

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

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.

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

H. Additional Material Terms and Conditions of the Job Offer

k. Job Offer Information 11

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Pay Deductions - A.8E. Wage/Bonus Offer

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

OFLC Administrator publishes new AEWR rates yearly and we reserve the right to adjust out 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.

Employer may offer payment through check, direct deposit, or cash card. When multiple options are given the employee can choose how to receive wages.

l. Job Offer Information 12

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

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

Allow enough time to come to a stop, make wide turns and drive with caution. Assist with apiary management: Workers will be assisting the apiary managers/ supervisors in applying Bee treatment, assist with honey extraction and operate Hilo.

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

H. Additional Material Terms and Conditions of the Job Offer

m. Job Offer Information 13

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - A.6. Anticipated Hours of Work

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

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.

n. Job Offer Information 14

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

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

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