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 * General Harvester Worker

2. Workers Needed *	a. Total	b. H-2A Workers	Period of Intended Employment	
	96	96	3. First Date * 7/3/2023	4. Last Date * 9/29/2023

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)* *

40	**a. Total Hours**	6	c. Monday	6	e. Wednesday	6	g. Friday
5	b. Sunday	6	d. Tuesday	6	f. Thursday	5	h. Saturday

7. Hourly Work Schedule *
a. 6 : 00 ☑ AM ☐ PM
b. 12 : 30 ☐ AM ☑ PM

Temporary Agricultural Services and Wage Offer Information

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

8b. Wage Offer *	8c. Per *	8d. Piece Rate Offer §	8e. Piece Rate Units / Estimated Hourly Rate / Special Pay Information §
$ 17 . 97	☑ HOUR ☐ MONTH	$ 00 . 00	

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-300-23111-956755 Case Status: Full Certification Determination Date: 05/23/2023 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 *
1064 Birch Bay Lynden Road

2. City *	3. State *	4. Postal Code *	5. County *
Lynden	Washington	98264	Whatcom

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

We are a fixed –site employer, all work locations are Owned/Controlled/Leased by Enfield Farms, Inc.

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 *
2184 Halverstick Road

2. City *	3. State *	4. Postal Code *	5. County *
Lynden	Washington	98264	Whatcom

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

7. Total Units * 1

8. Total Occupancy * 96

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)* *

Dorm Style Housing
Housing provided only to non-local workers (i.e. permanent residence outside normal commuting distance). Only workers may occupy housing. Employer provides separate sleeping and bathroom facilities for each gender. Employer possesses and controls premises at all times. Workers must vacate housing promptly at end of contract period or upon termination, in accordance with state law.

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

E. Provision of Meals

1. Describe how the employer will provide each worker with three meals per day or furnish free and convenient cooking and kitchen facilities. *
(Please begin response on this form and use Addendum C if additional space is needed.)

Employer will not provide meals. Employer-provided housing includes free and convenient cooking and kitchen facilities with appropriate equipment, appliances, cooking accessories, and dishwashing facilities for meal preparation. For workers residing in employer-provided housing, employer also provides free transportation once per week to/from closest town or city for personal errands (e.g., groceries, banking services). Dining, kitchen/cooking facilities and other common areas shared by all workers. In the event that kitchen facilities become unavailable during the contract period, employer will provide three daily meals in accordance with 20 CFR 655.122(g). In such circumstances, employer will deduct the cost of such meals up to the maximum allowable amount published in the Federal Register, or as otherwise approved by the U.S. Department of Labor.

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.)

The employer will offer transportation to and from daily work sites at no cost to the Workers as set forth in 20 CFR 655.122(h)(3). Transportation schedules and the type of vehicle used to transport to and from daily work site may depend on the crop activity being conducted, weather and the needs of production. This benefit will be provided only to Workers who live in employer provided housing.

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.)

Employer pays/reimburses foreign workers for all visa-related costs (excluding passport fees) in the first workweek. For non-commuting workers, employer pays/reimburses reasonable travel costs (transportation, daily subsistence, and lodging if applicable) from the place worker departed to the employer's place of employment.

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.)

Employer accepts referrals and applicants from all sources. Interview required. Employer conducts interviews by phone at time of inquiry or within a reasonable time thereafter. Interviews conducted at no cost to applicants, whether via phone or in-person. Contact Employer during the hours of 9:00 AM - 5:00 PM PST.
Enfield Farms, Inc.
Lizvet Mondragon
lizvet.mondragon@enfieldfarms.com
(360) 354-3019
Referring State Workforce Agency (SWA) responsible for informing applicants of terms and conditions of employment. After coordinating referral with local order holding office, referring SWA should contact employer or employers agent to provide notice of the referral. When possible, SWA should furnish translator services as needed. Employer requests advance notice by the SWA if holding office intends to refer multiple applicants concurrently.
To be eligible for employment, applicants must:
1. Be able, willing, and available to perform the specified job duties for the duration of the contract period.
2. Have been apprised of all material terms and conditions of employment.
3. Agree to abide by all material terms and conditions of employment.
4. Be legally authorized to work in the United States; AND
5. Satisfy all minimum job requirements

2. Telephone Number to Apply *	3. Extension §	4. Email Address to Apply *
N/A	N/A	lizvet.mondragon@enfieldfarms.com

5. Website Address (URL) to Apply *
www.worksourcewa.com

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 §
Enfield	Adam	
4. Title *		
CO-CEO		

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
1113	Blueberry and Raspberry Harvesters	$ 17 . 97	Hour	
1151	General Farm Labor	$ 17 . 97	Hour	Employer will pay each worker by check or Visa Vault card, Friday
		$.		
		$.		
		$.		
		$.		
		$.		
		$.		
		$.		
		$.		

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 §
Enfield Farms, Inc.	Terpstra Bottom East : 3090 Halverstick Road - 4859'35'' N 12219'05'' Sumas, Washington 98295 WHATCOM	We are a fixed site employer, all work locations are owned/controlled/leased by Enfield Farms	7/3/2023	9/29/2023	96
Enfield Farms, Inc.	East Ehler's: 2480 Halverstick Road - 4859'36.48" N 12221'14.95" W Lynden, Washington 98264 WHATCOM	We are a fixed site employer, all work locations are owned/controlled/leased by Enfield Farms	7/3/2023	9/29/2023	96
Enfield Farms, Inc.	Terpstra Bottom West: 3090 Halverstick Road - 4859'35'' N 12219'05'' Sumas, Washington 98295 WHATCOM	We are a fixed site employer, all work locations are owned/controlled/leased by Enfield Farms	7/3/2023	9/29/2023	96
Enfield Farms, Inc.	Bathe: 2804 Halverstick Road - 4859'47.47" N 12221'015.75" W Lynden, Washington 98264 WHATCOM	We are a fixed site employer, all work locations are owned/controlled/leased by Enfield Farms	7/3/2023	9/29/2023	96
Enfield Farms, Inc.	Middle Ehler's: 2300 Halverstick Road - 4859'36.20" N 12221'40.86" W Lynden, Washington 98264 WHATCOM	We are a fixed site employer, all work locations are owned/controlled/leased by Enfield Farms	7/3/2023	9/29/2023	96
Enfield Farms, Inc.	NWP: 8021 Woodland Road Ferndale, Washington 98248 WHATCOM	We are a fixed site employer, all work locations are owned/controlled/leased by Enfield Farms	7/3/2023	9/29/2023	96
Enfield Farms, Inc.	Terpstra Top: 3120 Halverstick Road - 4859'35'' N 12218'45'' Sumas, Washington 98295 WHATCOM	We are a fixed site employer, all work locations are owned/controlled/leased by Enfield Farms	7/3/2023	9/29/2023	96
Enfield Farms, Inc.	Shields: 9800 Hammer Road - 4859'36'' N 12222'58'' Lynden, Washington 98264 WHATCOM	We are a fixed site employer, all work locations are owned/controlled/leased by Enfield Farms	7/3/2023	9/29/2023	96
Enfield Farms, Inc.	Hammer: 9529 Hammer Road - 4859'15'' N 12223'05'' Lynden, Washington 98264 WHATCOM	We are a fixed site employer, all work locations are owned/controlled/leased by Enfield Farms	7/3/2023	9/29/2023	96
Enfield Farms, Inc.	Berendsen: 3211 East Badger Road Everson, Washington 98247 WHATCOM	We are a fixed site employer, all work locations are owned/controlled/leased by Enfield Farms	7/3/2023	9/29/2023	96

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 §
Enfield Farms, Inc.	Bartlett/Pole: 303 E Bartlett Road - 4853'55'' N 12228'27'' Everson, Washington 98247 WHATCOM	We are a fixed site employer, all work locations are owned/controlled/leased by Enfield Farms	7/3/2023	9/29/2023	96
Enfield Farms, Inc.	Ramerman: 1026 Pole Road - 4853'17'' N 12232'14'' Ferndale, Washington 98248 WHATCOM	We are a fixed site employer, all work locations are owned/controlled/leased by Enfield Farms	7/3/2023	9/29/2023	96
Enfield Farms, Inc.	6 Acres: 1087 Birch Bay Lynden Road - 4856'06'' N 12232'21'' Lynden, Washington 98264 WHATCOM	We are a fixed site employer, all work locations are owned/controlled/leased by Enfield Farms	7/3/2023	9/29/2023	96
Enfield Farms, Inc.	Rutgers North/ Rutgers South:1107 Birch Bay Lynden Road - 4856'05'' N 12232'28'' Lynden, Washington 98264 WHATCOM	We are a fixed site employer, all work locations are owned/controlled/leased by Enfield Farms	7/3/2023	9/29/2023	96
Enfield Farms, Inc.	Home/Sturtz/Long Rows:1064 Birch Bay Lynden Road - 4856'11'' N 12232'27'' Lynden, Washington 98264 WHATCOM	We are a fixed site employer, all work locations are owned/controlled/leased by Enfield Farms	7/3/2023	9/29/2023	96
Enfield Farms, Inc.	Brockmeyer: 8318 Bob Hall Road - 4856'40'' N 12232'47'' Lynden, Washington 98264 WHATCOM	We are a fixed site employer, all work locations are owned/controlled/leased by Enfield Farms	7/3/2023	9/29/2023	96
Enfield Farms, Inc.	Chilton 1: 1064 Birch Bay Lynden Road - 4856'23'' N 12232'28'' Lynden, Washington 98264 WHATCOM	We are a fixed site employer, all work locations are owned/controlled/leased by Enfield Farms	7/3/2023	9/29/2023	96
Enfield Farms, Inc.	Chilton 2: 8220 Bob Hall Road - 4856'23'' N 12232'28'' Lynden, Washington 98264 WHATCOM	We are a fixed site employer, all work locations are owned/controlled/leased by Enfield Farms	7/3/2023	9/29/2023	96
Enfield Farms, Inc.	McPhail: 8318 Bob Hall Road - 4856'34'' N 12233'02'' Lynden, Washington 98264 WHATCOM	We are a fixed site employer, all work locations are owned/controlled/leased by Enfield Farms	7/3/2023	9/29/2023	96
Enfield Farms, Inc.	Douma: 1498 Birch Bay Lynden Road - Ferndale, Washington 98248 WHATCOM	We are a fixed site employer, all work locations are owned/controlled/leased by Enfield Farms	7/3/2023	9/29/2023	96

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 §
Enfield Farms, Inc.	5 Acres: 1064 Birch Bay - 4856'07'' N 12232'42'' Lynden, Washington 98265 WHATCOM	We are a fixed site employer, all work locations are owned/controlled/leased by Enfield Farms	7/3/2023	9/29/2023	96
Enfield Farms, Inc.	Chilton 3/Ricky's: 8195 Bob Hall Road - 4856'20'' N 12233'08'' Lynden, Washington 98266 WHATCOM	We are a fixed site employer, all work locations are owned/controlled/leased by Enfield Farms	7/3/2023	9/29/2023	96
Enfield Farms, Inc.	Jansen 22: 1509 Birch Bay Lynden Road - 4855'41'' N 12233'06'' Lynden, Washington 98267 WHATCOM	We are a fixed site employer, all work locations are owned/controlled/leased by Enfield Farms	7/3/2023	9/29/2023	96
Enfield Farms, Inc.	VanDalen: 1905 Pangborn Road - 4858'38'' N 12223'05'' Lynden, Washington 98268 WHATCOM	We are a fixed site employer, all work locations are owned/controlled/leased by Enfield Farms	7/3/2023	9/29/2023	96
Enfield Farms, Inc.	Ed's North: W Willeys Lake Road - 4855'29'' N 12232'42'' Custer, Washington 98240 WHATCOM	We are a fixed site employer, all work locations are owned/controlled/leased by Enfield Farms	7/3/2023	9/29/2023	96
Enfield Farms, Inc.	Ed's South: W Willeys Lake Road - 4855'14'' N 12236'52'' Custer, Washington 98240 WHATCOM	We are a fixed site employer, all work locations are owned/controlled/leased by Enfield Farms	7/3/2023	9/29/2023	96
Enfield Farms, Inc.	Hein/ VanDyken: 1353 Birch Bay Lynden Road - 4856'06'' N 12233'20'' Lynden, Washington 98264 WHATCOM	We are a fixed site employer, all work locations are owned/controlled/leased by Enfield Farms	7/3/2023	9/29/2023	96
Enfield Farms, Inc.	West Ehler's: 2184 Halverstick Road - 4859'36.33" N 12222'9.74" W Lynden, Washington 98264 WHATCOM	We are a fixed site employer, all work locations are owned/controlled/leased by Enfield Farms	7/3/2023	9/29/2023	96

D. Additional Housing Information

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*) *

Workers will manually plant, cultivate, tie and stake, harvest, weed, prune raspberries and blueberries bushes using pruning shears and loppers. Workers may operate farming equipment to plant, and harvest raspberries and blueberries. Put up trellis for new fields (posts, wire, hooks), and remove for old fields post-harvest. Put wires up and down to train plants. Pack potted berry plants into Bins. Pull weeds and assist with irrigation tasks as assigned.
Drive raspberry and blueberry harvester. Help unload fruit onto flatbed trucks. Fill and stack flats on the back of harvester. Fill and stack lugs on the back of blueberry harvester. Sort out foreign material on harvester. Unload full flats from harvester onto flatbed trucks and reload harvester with empty flats. Clean, grease, and lube harvester. Transport fruit on flatbed truck to the harvest plant. Return to field with empty flats. Drive workers between employer provided housing and the employer's place of employment at no cost to the worker. Valid driver's license required to operate farm's vehicles.
Flat washing, lug stacking. Move full flat/lug pallets with a forklift or pallet jack. Remove pallet stickers. Scan stickers on pallets for traceability. Load flats/lug into the dumpers with the pneumatic hoist. Unstack drums onto pallets and install liners in the drums. Erect totes onto pallets and install corner posts and liners. Fill drums and totes to correct weight, close and seal with lid, ring, and zip tie. Use stretch wrap to ensure pallet stability. Operate/stock case erector and bag inserter, fill cases to correct weight and fold liners. Stack/palletize cases on to pallets. Move pallets from production floor into the freezer or loading dock. Inspect berries for defects and foreign material. Operate forklifts and pallet jacks to move product and packaging around including proper loading and unloading of trucks.
Remove trash, recycling, foreign material, and wood chips from production floor, clean fruit residue throughout the production facility. Ensure sort-out and rework products are collected and distributed to correct color-coded containers. Empty inspection line workers collection containers. Maintain floors clean of spills and debris. Remove cardboard and unused pallets from production room.
Cleans and sanitizes the entire production area. Remove cardboard and unused pallets from production room. Follows Good Manufacturing Practices (GMP) to ensure product safety, including wearing Proper Protective Equipment (PPE). Maintain a clean and safe work are. Operate sweepers, scrubbers, pressure washers and other types of sanitation equipment. Basic disassembly and reassembly of equipment to clean and sanitize. Follow pre-operations procedure to inspect and verify equipment cleanliness. Mix and use chemicals related to cleaning and sanitizing. Maintain complete, accurate and legible records.

Driver: Worker may drive minibus over the road. Worker will pick up workers from housing site/pick up points and take them to an assigned work site and at the end of the day take them back to the housing site/pick up point. In order to drive a minibus, employee must possess a valid drivers license and must be able to pass physical exam. The employer will be responsible for the cost of the drivers license and physical exam (if any). Worker driving (H-2A as well as corresponding domestic workers), will be given the opportunity to obtain a drivers license on a voluntary as needed basis. The drivers license is not a pre-hire job requirement. No job applicant will be denied an employment opportunity due to a lack of a drivers license at the time of application and/or hiring. Further, no worker (H-2A or corresponding domestic worker) will be terminated for failure to obtain a drivers license.

All other duties assigned under will be those duties SOC Code 45-2092

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*) *

DEDUCTIONS. Employer will make all deductions required by law (e.g., FICA, federal/state tax withholdings, court-ordered child support, etc.). Workers must pre-authorize voluntary deductions, which may include repayment of advances and/or loans, health insurance premiums, retirement plan contributions, and/or payment of cell phone, cable/satellite TV, internet or other service(s) for worker's convenience and benefit. All deductions will comply with the Fair Labor Standards Act (FLSA) and applicable state law. Employer may deduct the worker's portion of workers' compensation premiums and/or Paid Family and Medical Leave premiums, up to the maximum allowable amounts under Washington State law. Workers must obtain employer's permission to make personal long distance phone calls on employer's phone. Making a personal long distance phone call constitutes consent by the worker for employer to deduct the cost of such call from worker's pay.

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*) *

Work performed under the contract is exempt from federal overtime pay requirements under the Fair Labor Standards Act (FLSA). Workers are only eligible for overtime pay if required by state law. Effective January 1, 2023, overtime pay will apply at 1.5 times the regular rate of pay for all hours worked in excess of 48 hours in a workweek.

Worker must promptly confirm such authorization in writing. Workers may be subject to disciplinary action for failing to obtain employer's permission for a personal long-distance call or to repay the cost of such call within a reasonable time. Employer may charge worker reasonable repair costs for damage to housing beyond normal wear and tear, if worker is found to have been responsible for such damage. Employer may charge worker for reasonable cost of damages and/or replacement of tools and/or equipment if such damage is found to have been the result of worker's willful misconduct or gross negligence.

d. Job Offer Information 4

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

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

Transportation: The use of this transportation is voluntary. Workers are free to provide their own transportation to and from the daily work, at their own expense. For workers residing in employer provided housing, employer provides, at no cost to workers, daily transportation to and from the worksite. Use of employer-provided transportation is voluntary. Daily transportation to/from the worksite is not available to workers who do not reside in employer-provided housing. Local workers and workers who decline employer-provided housing are responsible for own daily transportation. Employer provides, at no cost, incidental transportation between worksites.

All employer-provided transportation is insured and complies with applicable local, State, or Federal laws and regulations, and at a minimum, provides the same transportation safety standards, driver licensure, and vehicle insurance as requirements under 29 U.S.C. 1841, 29 CFR 500.104 or 500.105, and 29 CFR 500.120 through 500.128. Employer-provided transportation consists of a fleet of vans, buses, and passenger vehicles for the transportation of workers connected with the execution of the work listed in the contract and requirements of the H-2A program.

The use of this daily transit is voluntary; no worker is required as a condition of employment to utilize the daily transportation to the work site offered by the employer. Workers are free to choose their own means of transportation at their own expense. All work sites and vehicles used for transportation (buses, vans, etc.) are owned and/or exclusively controlled by Enfield Farms. Enfield Farms operates 8 vehicles to provide transportation. Vehicles used are 8 minibuses with the seating capacity of 14 passengers each.

Workers will be picked up at 5:30 AM (Eastern time) from employer-provided housing to worksite and returned to housing promptly after shift is completed each day.

Year	Make	Model	Seating Capacity
2009	Chevrolet	Thomas	14
2009	Chevrolet	Thomas	14
2002	Chevrolet	Girardin	14
2002	Chevrolet	Bluebird Micro bird	14
2002	Chevrolet	Bluebird Micro bird	14
2010	Chevrolet	Thomas	14
2010	Chevrolet	Thomas	14
2008	Chevrolet	Collins Super Bantam	14

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.1	2. Name of Section or Category of Material Term or Condition *	Daily Transportation - Daily Transportation Continued 2

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

All employer-provided/owed transportation will comply with all applicable local, State, or Federal laws and regulations, and does provide at a minimum the same transportation safety standard, driver's license, and vehicle insurance as required 29 U.S.C 1841, 29 CFR 500.104 or 500.105 and 29 CFR 500.120 through 500.128.

f. Job Offer Information 6

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

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

Raises and/or bonuses may be offered to any seasonal worker employed pursuant to this job order, at the company's sole discretion, based on individual factors including work performance, skill, and tenure.

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 *	A.11	2. Name of Section or Category of Material Term or Condition *	Pay Deductions - A.10. Additional Pay information

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

Employer will pay workers by check or Visa Vault card on Friday.

The payroll period is bi-weekly.

h. Job Offer Information 8

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

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

These Work Rules provide guidance to workers regarding acceptable conduct standards and general expectations. This document is not intended to be comprehensive. Violation of any lawful, job-related employer requirements, including these Work Rules, are grounds for immediate termination. Other policies and/or disciplinary measures may apply at employer's discretion.

1.Workers must comply with all rules relating to discipline, attendance, work quality and effort, and the care and maintenance of all employer-provided property. 2.Workers must perform work carefully and in accordance with employer's instructions. Workers performing sloppy work may be suspended without pay for the remainder of a workday or for up to three days, depending on the degree of infraction, the worker's prior record, and other relevant factors. Employer may discharge worker for subsequent offenses. If necessary to discipline an employee for any reason including, but not limited to unsatisfactory job performance, unexcused tardiness/absenteeism, violation of Employer policies or rules, or violation of a local, State or federal law, the Employer may elect to use progressive steps in the disciplinary process such as verbal discussion and warning by the employee's supervisor to correct the problem; formal written warning with or without short-term unpaid suspension; and/or termination of employment. Please note that such steps are not mandatory, and it is in the Employer's sole discretion whether to use the steps, the order in which to use them, and whether to proceed directly with termination. In addition, the action taken by the Employer in an individual case should not be assumed to establish precedent and is handled on a case-by-case basis.

For quality issues, the following progressive discipline schedule will be applied:

•First offense: Verbal warning and coaching/training in how to effectively work in order to achieve quality standards.
•Second offense: Verbal warning and coaching/training in how to effectively work in order to achieve quality standards. Warning that subsequent incident will result in immediate discharge with written fact statement.
•Third offense: Discharge for cause
3.Workers may not use or possess alcohol, marijuana or illegal drugs during work time or during any workday before work is completed for the day (e.g., during meals). Workers may not report for work under the influence of alcohol, marijuana or illegal drugs. Employer may terminate workers for drunk/disorderly conduct in housing after hours. Workers may not use, possess, sell, or manufacture marijuana or illegal drugs on any employer premises, including housing. Alcohol may not be consumed, sold, manufactured or kept on any employer premises, including housing.
4.Workers must be present, able, and willing to perform every scheduled workday at the scheduled time unless excused by employer. Employer does not permit excessive absences and/or tardiness. Workers must report any absence from work by 7:00 AM. Employer may terminate any worker who abandons employment (five consecutive workdays of unexcused absence).
5.Workers must keep employer-provided living quarters and common areas neat, clean, and in good repair, except for normal wear and tear. Workers must cooperate in maintaining common kitchen and living areas. Employer does not permit pets of any kind. Workers must occupy housing that employer assigns to them.

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 *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Work Rules continued 2

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

29.Workers may not misuse or remove from the farm premises without authorization any employer-owned property.
30.Workers may not accept personal gifts from employer's vendors or customers without employer's authorization.
31.Workers must obey all safety rules and common safety practices. Workers must report any injuries or accidents promptly to the employer or immediate supervisor.
32.Workers must follow supervisor's instructions. Insubordination may be cause for termination.
33.Workers may not reveal confidential or proprietary business information to any third-party. Confidential information includes, but is not limited to, worker lists, customer lists, financial information, or other business records.
34.Workers must obtain employer's permission to make long distance telephone calls on employer's telephone line. Employer will charge worker for the costs of any unauthorized long-distance calls.
35.Except as otherwise noted above, employees who violate any of these. Work Rules may be disciplined according to the following.
schedule:
First Offense: Oral warning and correction.
Second Offense: Written warning and unpaid leave for balance of day.
Third Offense: Immediate termination. Worker will be asked to sign written fact statement. Depending on the nature of the offense, the employer reserves the right to skip any steps at its discretion.

Termination for lawful job-related reasons before the specified ending date listed in this application will disqualify the Worker from future employment opportunities with the Employer. If the Worker abandons their employment without notice during the period covered by this work agreement, they are terminated immediately and will be disqualified from future employment opportunities with the Employer. If the Worker resigns their employment voluntarily, the Employer will consider and evaluate special circumstances and hardship on a case-by-case basis.

j. Job Offer Information 10

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

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

6.Workers may not remove, deface, or alter any employer notices or posters required by federal and state law. Workers may request copies of posters.
7.Workers living in employer provided housing must lock the housing and turn off all lights, electronics, and unnecessary heat before leaving for work each morning. Workers must close all doors and windows while using heat and during adverse weather conditions. Burners and barbeques must be turned off when not in use.
8.Workers assigned to bunk beds in employer provided housing may not separate bunk beds.
9.Workers may not cook in living quarters or any other non-kitchen areas in employer-provided housing. Employer furnishes cooking facilities and equipment.
10.Workers may not leave paper, cans, bottles and other trash in fields, work areas, or on housing premises. Workers must properly use trash and waste receptacles.
11.Workers may not take unauthorized breaks from work.
12.Workers may not sleep, waste time, or loiter during working hours.
13.Workers may not leave the field or other assigned work area without permission of employer or supervisor.
14.Workers may not enter employer's premises without authorization.
15.Workers must be present at their assigned worksite at the scheduled start time. Workers may not begin work prior to scheduled starting time or continue working after stopping time.
16.Guests are not allowed in employer housing without prior written consent of employer. No persons, other than workers assigned by employer, may sleep in housing.
17.Workers may not deliberately restrict production or damage products/commodities.
18.Workers may not physically threaten other workers, the employer, supervisors, or members of the public with any tool or weapon. Workers who violate this rule may be subject to immediate termination.
19.Workers are prohibited from harassing others and engaging in abusive behavior of any kind. Workers who physically, sexually, or verbally harass other workers, the employer, supervisors, or members of the public may be subject to immediate termination.
20.Workers may not fight on employer's premises, including housing, at any time. Workers who violate this rule may be subject to immediate termination.
21.Workers may not carry, possess, or use any dangerous or deadly weapon. Workers who violate this rule may be subject to immediate termination.
22.Workers may not steal from other workers or the employer. Workers who violate this rule may be subject to immediate termination.
23.Any worker found to be participating in illegal activity may be terminated.
24.Workers may not falsify identification, personnel, medical, production or other work-related records.
25.Workers may not drive any vehicles on employer's property without proper licensing, if required.
26.Workers may not abuse or destroy any machinery, truck or other vehicle, equipment, tools, or other property belonging to the employer or to other workers.
27.Workers must report any damage or breakdown to equipment, tools, or other property belonging to the employer.
28.Workers may not use or operate trucks or other vehicles, machines, tools or other equipment and property that has not been specifically assigned to worker by the employer or supervisor. Workers may not use or operate trucks or other vehicles, tools or other equipment or property for personal use unless expressly authorized by the employer.

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.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Policies

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

Employer has a strict policy banning use, possession, transfer, offer, sale or manufacture of controlled substances or marijuana. All work sites and all facilities of the employer are a drug and alcohol free workplaces. Workers may not report for work, enter the employer's property or perform service while under the influence of or having used alcohol, illegal controlled substances or marijuana. Workers may not report for work or perform service while under the influence of or impaired by prescription drugs, medications, alcohol, marijuana or other substances that may in any way adversely affect their alertness, coordination, reaction or safety. Workers may not sell or furnish alcohol or illegal substances on the job. Workers may not furnish alcohol or other illegal substances to minor employees, on or off the job. Employer-paid post-hire drug testing is required after a worker has an accident at work and or upon reasonable suspicion of use. Refusal to take a required drug/alcohol test will result in termination of employment. Employer strives to maintain a work environment free from bullying, intimidation, threats, or violent acts. This includes, but is not limited to, verbal bullying; physical bullying; intimidating, threatening, or hostile behaviors; physical abuse; vandalism; arson; sabotage; use of weapons; or any other act which, in management's opinion, is inappropriate in the workplace. It is also the policy of the Employer to expressly prohibit our employees from engaging in harassment based on age, color, pregnancy, national origin, ancestry, citizenship, race, religion, sex, sexual orientation, gender identity or expression, disability, genetic information (including family medical history), veteran status or any other status protected by federal, State or local law. In addition, sexual harassment, unwelcome sexual advances, requests for sexual favors, or conduct of a sexual nature is expressly prohibited under this policy when such conduct is explicitly or implicitly made a term or condition of employment, or submission to or rejection of such conduct is the basis or a factor in any decision affecting the individual's employment. Employer assures that workers will be provided transportation from living quarters to work site every day (for workers who must be provided housing under the applicable regulations.) Persons seeking employment in this position must be available for the entire period requested by the employer. Successful applicants will be subject to a trial period of up to five days during which their performance of required tasks will be evaluated. If the performance during the trial period is not acceptable to the employer the worker's employment will be terminated. Raises and/or bonuses may be offered to any seasonal worker employed pursuant to this job order, at the employer's sole discretion, based on individual factors including work performance, skill, and tenure. Employer retains the right to discharge an obviously unqualified worker, malingerer, recalcitrant or indolent worker who is physically able but does not demonstrate the willingness to perform the work necessary for the employer to grow a premium quality product, or for any other lawful reason. All terms and conditions included in the job order will apply equally to all workers, both U.S. workers and H-2A workers, employed in the occupation described.

l. Job Offer Information 12

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

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

Employer may request, but not require, workers to work more than the scheduled hours per day and/or on a worker's Sabbath or federal holidays. Workers will have an unpaid lunch break. Worker must report to work at designated time and place each day. Work schedule may vary due to weather, sunlight, temperature, crop conditions, and other factors. Employer will notify workers in advance of any change to start time

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.7. Hourly Work Schedule

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

This is regular, full-time work requiring that the worker be available for work as stated in Item 6 and 7. Workers will report to work at the designated time and place as directed by the employer each day. Workers may be requested to work on Sunday, federal holidays, and on their Sabbath but will not be required to do so. Workers may volunteer to work additional hours when work is available. Down Time: Workers should expect occasional periods of little or no work because of weather, crop or other conditions beyond the employer's control. These periods can occur anytime throughout the season. Starting and ending times may vary according to weather and crop conditions. When this occurs, the employer will give workers advance notice as possible. Starting and ending times will change due to weather and crop conditions. During certain times of the season workers are required to work at night. Workers will be given as much notice as possible when changing shifts are required. Workers may volunteer to work additional hours when work is available. If a worker is offered and agrees to work more than the scheduled hours during the workweek, they must still report to work on their other scheduled days, unless arrangements are approved in advance with the owner or supervisor. Choosing to work longer hours during the week does not exclude you from working each scheduled work day. Not reporting for work on your scheduled work day will be counted as an unexcused absence.

Shifts:
July (beginning) to mid-August
1.5:00 am to 2:30 pm
2.2:30 pm to 12:00 am
3.8:00 pm to 4:30 am
4.9:00 am to 6:00 pm
5.7:00 am to 5:00 pm
Mid-August through September (end)

n. Job Offer Information 14

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

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

All workers will be subject to a five-day trial period, during which the employer will evaluate workers' performance of required tasks. Employer reserves the right to terminate a worker at the conclusion of the trial period if the worker's performance fails to satisfy the employer's reasonable expectations, or is otherwise unacceptable. Employer may terminate a worker for lawful job-related reasons, including but not limited to situations in which the worker: (1) Is repeatedly absent or tardy; (2) malingers or otherwise refuses, without cause, to perform the work as directed; (3) commits act(s) of misconduct or repeatedly violates the Work Rules; and/or (4) fails, after completing the five-day trial period, to perform work in a competent and skillful manner, consistent with the employer's reasonable expectations. Non-U.S. workers may be displaced as a result of one or more U.S. workers becoming available for the job during the employers recruitment period. Job abandonment will be deemed to occur after five consecutive workdays of unexcused absences. Workers may not report for work under the influence of alcohol or drugs. Possession or use of illegal drugs or alcohol on company premises is prohibited and will be cause for immediate termination. Regardless of whether the employer requires a background check as a condition of employment, the employer may terminate for cause, in accordance with applicable laws and regulations, any worker found during the period of employment to have a criminal conviction record or status as a registered sex offender that the employer reasonably believes will endanger the safety or welfare of other workers, company staff, customers, or the public at large.

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

H. Additional Material Terms and Conditions of the Job Offer

o. Job Offer Information 15

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

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

The employer will reimburse the worker for transportation cost from place of recruitment to consulate and daily subsistence (including travel insurance) to the employers' work site from 50 percent of the contract period. Daily subsistence is subject to change with the publication of new rates by the Office of Foreign Labor Certification in the Federal Register. Workers who provide receipts for meals and non-alcoholic beverages in excess of $15.46 will be reimbursed up to the maximum amount of $59.00 per 24-hour period of travel per 20 CFR 655.122(h)(1). *Note: Due to possible Date of Need changes, worker may be required to purchase travel insurance, if available. Worker will be reimbursed for this expense.
Outbound: Employer will provide and pay for transportation by charter bus/van/public transportation and daily subsistence at end of contract period to place of recruitment. Employer will follow all H-2A regulations and assurance 7.B of this clearance order to pay for outbound travel based on the different
circumstances that arise. Employer provides or pays outbound travel costs to workers who complete the contract period or are dismissed early. Employer will not pay or reimburse travel costs to any worker who voluntarily resigns, abandons employment, or is terminated for cause.
For inbound and outbound transportation, the employer contracts a licensed and insured common carrier bus transportation to provide transportation at no cost to workers. Workers may select another means of outbound transportation, but employer will reimburse workers at no less than the most economical and reasonable common carrier transportation charge for the distances involved.
The employer will not be responsible for providing the cost of return transportation and subsistence from the place of employment to the place of recruitment if the worker voluntarily abandons the job or is terminated for just cause.

p. Job Offer Information 16

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

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

Housing has been inspected by the appropriate state agency. Workers residing in employer provided housing are responsible for maintaining the housing in a neat and clean manner. Employee is prohibited from using illegal drugs or alcohol on the Premises. Employee is prohibited from showing any visible sign of intoxication while on Premises. Employee shall not commit waste or nuisance, annoy, or interfere with any resident or neighbor. The employer will distribute and post a camp management plan and housing rules at each housing unit. Workers who do not comply with housing rules will be subject to progressive discipline up to and including termination and removal from housing. Workers are also required to report maintenance work orders, damages, and hazards to the employer immediately upon discovery. Workers must not take any action to cause the housing or the employer to be out of compliance with any federal, state, or local regulation. The employer retains the right to inspect the housing at any time.

Workers eligible for employer-provided housing may elect to provide their own housing at the worker's expense. Such election must be in writing. Workers eligible for employer-provided housing who elect to provide their own housing may withdraw such election at any time during the period of employment, and upon doing so will be provided housing by the employer as set forth in this clearance order. A worker who elects to provide his or her own housing and subsequently withdraws such election may not again elect to provide his or her own housing during the same employment season.

The employer assumes no responsibility whatsoever for housing arranged by workers on their own. The employer will not provide a housing allowance or assistance to workers eligible for employer-provided housing who elect to provide their own housing. Workers who elect to provide their own housing will not be offered daily transportation to and from the work site, the pre-designated pick-up points, and/or from their housing location. Such workers may decide to provide their own transportation to and from the work site. They may also decide to provide their own transportation to and from the pre-designated pick-up points in order to ride free bus transportation to and from the pre-designated pick-up points to the fields where they will be working.

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

H. Additional Material Terms and Conditions of the Job Offer

q. Job Offer Information 17

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

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

Attend monthly safety meetings. All work-related injuries must be immediately reported to the crew leader, foreman, or supervisor. Workers' compensation claims may be presented to any medical provider, through your employer or state agency if applicable. Workers will be expected to perform listed tasks assigned to the worker in a workmanlike and efficient manner while maintaining the work pace of the crew. All work must be performed in a manner that adheres to food safety standards.

Must wear assigned personal protective equipment when required. Must report for work daily wearing work clothing and closed toe shoes. Shorts, bathing suits or other casual clothing not permitted. Workers wearing clothing inappropriate for work will not be permitted to start work. Nonemployees access to work sites or adjacent areas strictly prohibited. Non-working minors may not be present, adjacent to worksites, or left in vehicles during the day. Workers may not report for work while under the influence of alcohol or drugs. The possession or use of illegal drugs or marijuana, or alcohol consumption on employer premises or housing is prohibited and may be cause for termination. Use, possession, transfer, offer, sale or manufacture of alcohol, marijuana and/or controlled substances strictly prohibited.

All work sites are alcohol and drug free workplaces. Employees must not report for work, enter the employers' property or perform service while under the influence of or having used alcohol, marijuana, illegal controlled substances, or any other substance that may in any way adversely affect their alertness, coordination, reaction or safety. Employer-paid post-hire random, upon suspicion, and post-accident drug and/or alcohol testing required, (if there is a reason to believe the accident was caused by drugs and /or alcohol).

Workers failing to produce a sufficient number of piece rate units to earn the Adverse Effect Wage Rate (AEWR) for all hours worked during a pay period will be paid on an hourly basis at the AEWR for that pay period. Workers paid on an hourly basis who fail to perform their duties in a timely and proficient manner will be provided up to three warnings and will be coached/instructed on working faster and more efficiently. Worker may be terminated upon issuance of third warning. Workers injured on the job and unable to perform the full range of duties may be offered light duty, if available. Light duty tasks may vary depending on availability of task, nature of worker's injury, and instructions from worker's physician. Light duty tasks may include, but are not limited to, any combination of the following: Fruit checking - Check fruit in bins to ensure proper levels. Ensure optimal level for stacking. Check tickets for placement.

r. Job Offer Information 18

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

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

In accordance with 8 CFR 214.2(h)(5)(xi)(A) and 20 CFR 655.135(j)-(k), employer prohibits the solicitation and payment of recruitment fees by workers. Workers who pay or are solicited to pay such a fee must inform the employer immediately. Employer will investigate all claims of illegal fees and take immediate remedial action as appropriate.

FIRST WEEK'S PAY. Failure to contact the respective SWA office within the timeframe specified in 20 CFR 653.501(c)(3)(i) shall disqualify any applicant from the assurances set forth therein.

The employer will pay the highest of the AEWR, the prevailing hourly wage or piece rate, an agreed-upon collective bargaining wage, and the federal and state minimum wages in effect at the time work is performed. Employer will pay each worker by check, pay card, and/or direct deposit (employer pays any associated fees).

Employer will pay each worker by check on Friday. The payroll period is bi-weekly.

Workers shall receive a paid 10-minute rest break for every four (4) hours worked. Rest breaks will be paid at the regular rate of pay. If workers are paid by a piece rate (see above), the regular rate of pay shall be determined by dividing the total piece rate earnings for the pay period by the total hours worked in that period, exclusive of rest breaks, or the minimum hourly rate required by law, whichever is greater. Workers shall accrue one (1) hour of paid sick leave for every 40 hours worked. Sick leave will be paid at regular rate of pay. Workers are entitled to use paid sick leave beginning on the 90th calendar day after the contract start date. Unused sick leave of 40 hours or less will be carried over to the following year.

ADDITIONAL TERMS, CONDITIONS, AND ASSURANCES.
DEPARTURE ACKNOWLEDGEMENT. Employer will advise all foreign H-2A beneficiaries of their responsibility to depart the United States upon separation of employment or completion of the H-2A contract period, unless the beneficiary obtains an extension of status.

All work is compensated at the hourly rate specified in the job order with the exception of any specified piece rates. No piece rate compensation will be lower than the prevailing piece rates in the area of intended employment. When work is performed according to the stated piece rate schedule, workers are guaranteed that they will be paid no less than the applicable H-2A hourly rate for each hour worked.
Employer may request, but not require, workers to work more than the stated daily hours and/or on a worker's Sabbath or federal holidays. Workers will have an unpaid lunch break. Worker must report to work at designated time and place each day. Daily or weekly work schedule may vary due to weather, sunlight, temperature, crop conditions, and other factors. Employer will notify workers of any change to start time.

At the Employer's discretion, it may release workers for a period of time, as determined by the Employer. During this time, workers may travel home at the employee's cost. The Employer will provide employees with a specific time frame for the break. Any leave by the worker outside of this authorized break period will be considered an absence. Workers may return home or leave area.

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