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 * Shuttle Drivers, Farmworkers & Laborers

2. Workers Needed *	a. Total	b. H-2A Workers	Period of Intended Employment	
	4	4	3. First Date * 6/26/2023	4. Last Date * 3/17/2024

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**	7	c. Monday	7	e. Wednesday	6	g. Friday
0	b. Sunday	7	d. Tuesday	7	f. Thursday	6	h. Saturday

7. Hourly Work Schedule *
a. 7 : 00 ☑ AM ☐ PM
b. 2 : 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 . 17	☑ HOUR ☐ MONTH	$ 84 . 00	Corn Detassel$84.00 per clean acre; (minimum 0.10 acres per hour) (estimated wage rate is $21.00/hour or 0.25/acre per hour. $17.17 per hour guaranteed.

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-300-23117-972720 Case Status: Full Certification Determination Date: 05/26/2023 Validity Period: _____ to _____

B. Minimum Job Qualifications/Requirements

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

2. Work Experience: number of months required. * 0

3. Training: number of months required. * 0

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

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

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

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

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

Criminal background checks and drug testing: Everglades Harvesting may conduct criminal background checks and/or drug/alcohol testing at the employer's expense on all new applicants post-employment. Failure to pass criminal background check and/or drug/alcohol screening is grounds for termination.

C. Place of Employment Information

1. Place of Employment Address/Location *
1000 County Road 200

2. City *	3. State *	4. Postal Code *	5. County *
Seymour	Illinois	61875	Champaign

6. Additional Place of Employment Information. *(If no additional information, enter "**NONE**" below)* *
483

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 *
Days Inn - 914 W Bloomington Rd,

2. City *	3. State *	4. Postal Code *	5. County *
Seymour	Illinois	61821	Champaign

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

7. Total Units * 14

8. Total Occupancy * 28

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)* *

Family housing is not available and the provision of family housing is not a prevailing practice in the area of intended employment. The employer will use the housing unit as the designated pick-up location 825 Malerich Drive, Lincoln, IL 62656.

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.)

Per 655.122(g), Breaking Taco will provide three (3) meals per day for 28 workers. The employer will deduct $15.46 per day from the workers residing at Days Inn - 914 W. Bloomington Rd. Champaign, IL 61821.

2. The employer: *	❑ **WILL NOT** charge workers for meals.		
	☑ **WILL** charge each worker for meals at	$ 15 . 46	per day, if meals are provided.

F. Transportation and Daily Subsistence

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

The employer will provide free transportation to all workers to the grocery store, banking facility, and laundry services once a week to access the necessities, utilizing a fleet of authorized passenger buses (seating capacity ranging from 44-52) listed on Everglades Harvesting's FLC Certificate which will be operated by an authorized FLCE.

See Addendum C

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

See Addendum C

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

G. Referral and Hiring Instructions

1. Explain how prospective applicants may be considered for employment under this job order, including verifiable contact information for the employer (or the employer's authorized hiring representative), methods of contact, and the days and hours applicants will be considered for the job opportunity. * *(Please begin response on this form and use Addendum C if additional space is needed.)* See Addendum C		
2. Telephone Number to Apply * +1 (863) 675-8500	3. Extension § N/A	4. Email Address to Apply * HR@evergladesharvesting.com
5. Website Address (URL) to Apply * SeasonalJobs.dol.gov		

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 §
Meador	Paul	J
4. Title *		
President		

5. Signature (or digital signature) *	6. Date signed *
Digital Signature Verified and Retained By Certifying Officer	5/10/2023

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
	Corn Detassel	$ 17 . 17	Hour	$84.00 per clean acre; (minimum 0.10 acres per hour) (estimated wage rate is $21.00/hour or 0.25/acre per hour. $17.17 per hour guaranteed.
	Roguing	$ 17 . 17	Hour	$17.17 per hour guaranteed
	Receiving / Sorting Green Corn	$ 17 . 17	Hour	$17.17 per hour guaranteed
	Loading / Unloading dryer bins	$ 17 . 17	Hour	$17.17 per hour guaranteed
	Choppers	$ 17 . 17	Hour	$17.17 per hour guaranteed
	Silage Loadout	$ 17 . 17	Hour	$17.17 per hour guaranteed
	Cob Loadout	$ 17 . 17	Hour	$17.17 per hour guaranteed
	Shelter Duties	$ 17 . 17	Hour	$17.17 per hour guaranteed
	Tractor Operator	$ 17 . 17	Hour	$17.17 per hour guaranteed
	General Farm labor	$ 17 . 17	Hour	$17.17 per hour guaranteed

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
	Shuttle Bus Driver (53-3053)	$ 17 . 17	Hour	$17.17 per hour guaranteed
		$ _____ . _____		
		$ _____ . _____		
		$ _____ . _____		
		$ _____ . _____		
		$ _____ . _____		
		$ _____ . _____		
		$ _____ . _____		
		$ _____ . _____		
		$ _____ . _____		

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 §
Bayer Crop Science LP	1000 E 3400N Rd Paxton, Illinois 60957 CHAMPAIGN	262	6/26/2023	3/17/2024	4
Bayer Crop Science LP	1299-1201 County Rd 100 E Seymour, Illinois 61875 CHAMPAIGN	673	6/26/2023	3/17/2024	4
Bayer Crop Science LP	10001-10933 3700E Mason City, Illinois 62664 MASON	591	6/26/2023	3/17/2024	4
Bayer Crop Science LP	1340 CR 500 E Champaign, Illinois 61822 CHAMPAIGN	422	6/26/2023	3/17/2024	4
Bayer Crop Science LP	1015 N Farmer City, Illinois 61842 DE WITT	53	6/26/2023	3/17/2024	4
Bayer Crop Science LP	12750 Grand Road Farmer City, Illinois 61842 DE WITT	521	6/26/2023	3/17/2024	4
Bayer Crop Science LP	1016 Co Rd 2850 Dewey, Illinois 61840 CHAMPAIGN	246	6/26/2023	3/17/2024	4
Bayer Crop Science LP	1300 County Road 0 E White Heath, Illinois 61884 CHAMPAIGN	472	6/26/2023	3/17/2024	4
Bayer Crop Science LP	1019 E 300 North Road McLean, Illinois 61574 MCLEAN	1469, 1478, 1479	6/26/2023	3/17/2024	4
Bayer Crop Science LP	1297 E 800 North Rd Stanford, Illinois 61774 MCLEAN	1209	6/26/2023	3/17/2024	4

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 §
Bayer Crop Science LP	1000 E 2350 North Rd DeLand, Illinois 61839 PIATT	415	6/26/2023	3/17/2024	4
Bayer Crop Science LP	1289-1299 E 2750 North Rd Mansfield, Illinois 61854 PIATT	79	6/26/2023	3/17/2024	4
Bayer Crop Science LP	175 Co Rd 1500 Seymour, Illinois 61875 CHAMPAIGN	473	6/26/2023	3/17/2024	4
Bayer Crop Science LP	1140 County Road 3000 N Dewey, Illinois 61840 CHAMPAIGN	215	6/26/2023	3/17/2024	4
Bayer Crop Science LP	1174 Co Rd 400 East Champaign, Illinois 61822 CHAMPAIGN	468	6/26/2023	3/17/2024	4
Bayer Crop Science LP	1080 3000 N Dewey, Illinois 61840 CHAMPAIGN	223	6/26/2023	3/17/2024	4
Bayer Crop Science LP	1065 County Road 300 Seymour, Illinois 61875 CHAMPAIGN	531	6/26/2023	3/17/2024	4
Bayer Crop Science LP	1020 County Road 400 E Seymour, Illinois 61875 CHAMPAIGN	475	6/26/2023	3/17/2024	4
Bayer Crop Science LP	1435 County Road 3200 North Rantoul, Illinois 61866 CHAMPAIGN	256	6/26/2023	3/17/2024	4
Bayer Crop Science LP	1598-1500 N 1400 East Rd Monticello, Illinois 61856 PIATT	677	6/26/2023	3/17/2024	4

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 §
Bayer Crop Science LP	1582 County Rd 0 Seymour, Illinois 61875 PIATT	465	6/26/2023	3/17/2024	4
Bayer Crop Science LP	1030 E and Old Principal Rd Farmer City, Illinois 61842 PIATT	636	6/26/2023	3/17/2024	4
Bayer Crop Science LP	13501-14499 3100E Mason City, Illinois 62664 MASON	177	6/26/2023	3/17/2024	4
Bayer Crop Science LP	10427-11475 County Road 3600 Mason City, Illinois 62664 MASON	590	6/26/2023	3/17/2024	4
Bayer Crop Science LP	1050 County Road 500 E Seymour, Illinois 61875 CHAMPAIGN	615	6/26/2023	3/17/2024	4
Bayer Crop Science LP	1400-1498 County Rd 300 E Seymour, Illinois 61875 CHAMPAIGN	674	6/26/2023	3/17/2024	4
Bayer Crop Science LP	1050 East 3400 North Rd Rantoul, Illinois 61866 CHAMPAIGN	210	6/26/2023	3/17/2024	4
Bayer Crop Science LP	1058 County Road 3000 N Dewey, Illinois 61840 CHAMPAIGN	243, 245	6/26/2023	3/17/2024	4
Bayer Crop Science LP	1373 Co Rd 300 N Seymour, Illinois 61822 CHAMPAIGN	474, 477	6/26/2023	3/17/2024	4
Bayer Crop Science LP	1225 N 3250 East Rd Farmer City, Illinois 61842 MCLEAN	136	6/26/2023	3/17/2024	4

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 §
Bayer Crop Science LP	10714 N 3150 East Rd Le Roy, Illinois 61722 MCLEAN	40	6/26/2023	3/17/2024	4
Bayer Crop Science LP	10715 N 3150 East Rd Le Roy, Illinois 61722 MCLEAN	39	6/26/2023	3/17/2024	4
Bayer Crop Science LP	10734 N 3150 East Rd Arrowsmith, Illinois 61722 MCLEAN	34	6/26/2023	3/17/2024	4
Bayer Crop Science LP	10775 N 3150 East Road Le Roy, Illinois 61722 MCLEAN	550	6/26/2023	3/17/2024	4
Bayer Crop Science LP	14480?14608 N County Road 1900 E Havana, Illinois 62644 MASON	548	6/26/2023	3/17/2024	4
Bayer Crop Science LP	14659?14935 N County Road 1900 E Havana, Illinois 62644 MASON	669, 670	6/26/2023	3/17/2024	4
Bayer Crop Science LP	14991-15451 N County Road 1900 E Havana, Illinois 62644 MASON	406, 407	6/26/2023	3/17/2024	4
Bayer Crop Science LP	10969-11669 Wagonseller Road Mason City, Illinois 62664 MASON	597	6/26/2023	3/17/2024	4
Bayer Crop Science LP	1100 S East Ave Manito, Illinois 61546 MASON	477	6/26/2023	3/17/2024	4
Bayer Crop Science LP	19539 County Road 2350 E Topeka, Illinois 61567 MASON	308	6/26/2023	3/17/2024	4

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 §
Bayer Crop Science LP	15000 CR 3300N Mason City, Illinois 62664 MASON	267	6/26/2023	3/17/2024	4
Bayer Crop Science LP	15019-15099 N County Road 2100 E Havana, Illinois 62644 MASON	533, 484	6/26/2023	3/17/2024	4
Bayer Crop Science LP	19136-19230 US-136 Havana, Illinois 62644 MASON	690	6/26/2023	3/17/2024	4
Bayer Crop Science LP	19339 CR 3200E Manito, Illinois 61546 MASON	106	6/26/2023	3/17/2024	4
Bayer Crop Science LP	11001-11513 MacKinaw Rd Mackinaw, Illinois 61755 TAZEWELL	1310	6/26/2023	3/17/2024	4
Bayer Crop Science LP	1116 Towerline RD Delavan, Illinois 61734 TAZEWELL	572	6/26/2023	3/17/2024	4
Bayer Crop Science LP	1501-1639 2706th St Atlanta, Illinois 61723 LOGAN	1550	6/26/2023	3/17/2024	4
Bayer Crop Science LP	1116-1158 2400th St Hartsburg, Illinois 62643 LOGAN	1560	6/26/2023	3/17/2024	4
Bayer Crop Science LP	23990 Prairie Chapel Road Farmer City, Illinois 61842 DE WITT	620	6/26/2023	3/17/2024	4
Bayer Crop Science LP	11200 Liberty Road DeWitt, Illinois 61842 DE WITT	44	6/26/2023	3/17/2024	4

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 §
Bayer Crop Science LP	15266 Co Rd 8 Farmer City, Illinois 61842 DE WITT	662	6/26/2023	3/17/2024	4
Bayer Crop Science LP	2009-2001 400 N Weldon, Illinois 61882 DE WITT	665	6/26/2023	3/17/2024	4
Bayer Crop Science LP	22889 Prarie Chapel Rd Farmer City, Illinois 61842 DE WITT	58	6/26/2023	3/17/2024	4
Bayer Crop Science LP	14761 Woodridge Rd Farmer City , Illinois 61842 DE WITT	525	6/26/2023	3/17/2024	4
Bayer Crop Science LP	11450 Coyote Rd Green Valley, Illinois 61534 TAZEWELL	115	6/26/2023	3/17/2024	4
Bayer Crop Science LP	11501 Alvin Rd Green Valley, Illinois 61534 TAZEWELL	186	6/26/2023	3/17/2024	4
Bayer Crop Science LP	11503 Antioch Rd Tremont, Illinois 61568 TAZEWELL	1613	6/26/2023	3/17/2024	4
Bayer Crop Science LP	12900 McLean Rd Minier, Illinois 61759 TAZEWELL	1207	6/26/2023	3/17/2024	4
Bayer Crop Science LP	11871 Hamann Road Green Valley, Illinois 61534 TAZEWELL	327	6/26/2023	3/17/2024	4
Bayer Crop Science LP	11943 Alvin Rd Green Valley, Illinois 61534 TAZEWELL	187	6/26/2023	3/17/2024	4

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 §
Bayer Crop Science LP	15101?15715 N County Road 2100 E Havana, Illinois 62644 MASON	431	6/26/2023	3/17/2024	4
Bayer Crop Science LP	15500 N County Road 3100 E Mason City, Illinois 62664 MASON	515, 521	6/26/2023	3/17/2024	4
Bayer Crop Science LP	15615 N County Road 1900 E Havana, Illinois 62664 MASON	557	6/26/2023	3/17/2024	4
Bayer Crop Science LP	12001-12317 County Road 3700 E Mason City, Illinois 62664 MASON	589	6/26/2023	3/17/2024	4
Bayer Crop Science LP	20545 E County Road 1600N Havana, Illinois 62644 MASON	397	6/26/2023	3/17/2024	4
Bayer Crop Science LP	15919-16097 N County Road 2500 E Easton, Illinois 62633 MASON	392	6/26/2023	3/17/2024	4
Bayer Crop Science LP	15452-15850 N County Road 1900 E Havana, Illinois 62664 MASON	558	6/26/2023	3/17/2024	4
Bayer Crop Science LP	25479 1400 N Farmer City, Illinois 61842 DE WITT	555	6/26/2023	3/17/2024	4
Bayer Crop Science LP	24811 Prarie Chapel Rd Farmer City, Illinois 61842 DE WITT	523	6/26/2023	3/17/2024	4
Bayer Crop Science LP	12282 Liberty Rd Farmer City, Illinois 61842 DE WITT	108	6/26/2023	3/17/2024	4

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 §
Bayer Crop Science LP	2550 East Rd Farmer City, Illinois 61842 DE WITT	50, 60, 684	6/26/2023	3/17/2024	4
Bayer Crop Science LP	1240 E 2500 North Rd Mansfield, Illinois 61854 PIATT	451	6/26/2023	3/17/2024	4
Bayer Crop Science LP	14640-14648 W Barrett Rd Chandlerville, Illinois 62627 CASS	894	6/26/2023	3/17/2024	4
Bayer Crop Science LP	12459 W Gum Town Rd Virginia, Illinois 62691 CASS	803	6/26/2023	3/17/2024	4
Bayer Crop Science LP	2450 East Rd Farmer City, Illinois 61842 DE WITT	59, 687	6/26/2023	3/17/2024	4
Bayer Crop Science LP	24980 Prairie Chapel Road Farmer City, Illinois 61842 DE WITT	539	6/26/2023	3/17/2024	4
Bayer Crop Science LP	15555 Dogwood Rd. Farmer City, Illinois 61842 DE WITT	56	6/26/2023	3/17/2024	4
Bayer Crop Science LP	12501 Rosewood Rd Farmer City, Illinois 61842 DE WITT	115	6/26/2023	3/17/2024	4
Bayer Crop Science LP	27700 FC Road near N 1295 Rd Farmer City, Illinois 61842 DE WITT	635	6/26/2023	3/17/2024	4
Bayer Crop Science LP	1256-1200 E 2600 North Rd Mansfield, Illinois 61854 PIATT	680	6/26/2023	3/17/2024	4

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 §
Bayer Crop Science LP	1274-1200 E 2750 North Rd Mansfield, Illinois 61854 PIATT	685	6/26/2023	3/17/2024	4
Bayer Crop Science LP	1601 Allen Rd Green Valley, Illinois 61534 TAZEWELL	202	6/26/2023	3/17/2024	4
Bayer Crop Science LP	1503 Allen Road Green Valley, Illinois 61534 TAZEWELL	214	6/26/2023	3/17/2024	4
Bayer Crop Science LP	21042-21498 3100E Forest City, Illinois 61532 MASON	539	6/26/2023	3/17/2024	4
Bayer Crop Science LP	16000-16044 2600E Easton, Illinois 62633 MASON	314	6/26/2023	3/17/2024	4
Bayer Crop Science LP	21001-21255 E County Road 1500N Havana, Illinois 62644 MASON	398	6/26/2023	3/17/2024	4
Bayer Crop Science LP	16701-16781 3100E Mason City, Illinois 62664 MASON	160	6/26/2023	3/17/2024	4
Bayer Crop Science LP	21798 CR 3000E Forest City, Illinois 61532 MASON	524	6/26/2023	3/17/2024	4
Bayer Crop Science LP	17000-17948 E County Road 1500 N Havana, Illinois 62644 MASON	667	6/26/2023	3/17/2024	4
Bayer Crop Science LP	17751-18371 E County Road 1500 N Havana, Illinois 62644 MASON	668	6/26/2023	3/17/2024	4

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 §
Bayer Crop Science LP	18201-19141 N County Road 3200 E Manito, Illinois 61546 MASON	200	6/26/2023	3/17/2024	4
Bayer Crop Science LP	17950-18736 E County Road 1500 N Havana, Illinois 62644 MASON	403	6/26/2023	3/17/2024	4
Bayer Crop Science LP	33738 CR 2300N Manito, Illinois 61546 MASON	101	6/26/2023	3/17/2024	4
Bayer Crop Science LP	17375 N Co Rd 2930 E Forest City, Illinois 61532 MASON	127	6/26/2023	3/17/2024	4
Bayer Crop Science LP	25800 Prairie Chapel Road Farmer City, Illinois 61842 DE WITT	538	6/26/2023	3/17/2024	4
Bayer Crop Science LP	13545 Liberty Rd. Farmer City, Illinois 61842 DE WITT	62	6/26/2023	3/17/2024	4
Bayer Crop Science LP	13546 Liberty Rd Farmer City, Illinois 61842 DE WITT	57	6/26/2023	3/17/2024	4
Bayer Crop Science LP	13598-13912 N County Road 2300 E Havana, Illinois 62644 MASON	483	6/26/2023	3/17/2024	4
Bayer Crop Science LP	13691-14499 County Road 2950E Mascon City, Illinois 62664 MASON	245	6/26/2023	3/17/2024	4
Bayer Crop Science LP	18625 E County Road 1600 N Havana, Illinois 62644 MASON	405	6/26/2023	3/17/2024	4

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 §
Bayer Crop Science LP	13773 CR 3800E San Jose, Illinois 62682 MASON	497	6/26/2023	3/17/2024	4
Bayer Crop Science LP	19285-19699 US-136 Havana, Illinois 62644 MASON	666	6/26/2023	3/17/2024	4
Bayer Crop Science LP	14264 County Road 14000th East Green Valley, Illinois 61534 MASON	309	6/26/2023	3/17/2024	4
Bayer Crop Science LP	21400-21498 North St Forest City, Illinois 61532 MASON	102	6/26/2023	3/17/2024	4
Bayer Crop Science LP	26650 Prarie Chapel Rd. Farmer City, Illinois 61842 DE WITT	64	6/26/2023	3/17/2024	4
Bayer Crop Science LP	26000 Old Principal Road Farmer City, Illinois 61842 DE WITT	2	6/26/2023	3/17/2024	4
Bayer Crop Science LP	14500 Woodridge Road Farmer City, Illinois 61842 DE WITT	524	6/26/2023	3/17/2024	4
Bayer Crop Science LP	23799-23001 Rainbow Rd Farmer City, Illinois 61842 DE WITT	467	6/26/2023	3/17/2024	4
Bayer Crop Science LP	19500 Marina Road Weldon, Illinois 61882 DE WITT	516	6/26/2023	3/17/2024	4
Bayer Crop Science LP	24540 Prairie Chapel Road Farmer City, Illinois 61842 DE WITT	508	6/26/2023	3/17/2024	4

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 §
Bayer Crop Science LP	29172-29394 County Road 2100 Forest City, Illinois 61532 MASON	511	6/26/2023	3/17/2024	4
Bayer Crop Science LP	19769 E County Road 1500 N Havana, Illinois 62644 MASON	404, 671, 672, 678	6/26/2023	3/17/2024	4
Bayer Crop Science LP	24006 CR 3200E Manito, Illinois 61546 MASON	413	6/26/2023	3/17/2024	4
Bayer Crop Science LP	23293 N County Rd 3050 E Forest City, Illinois 61546 MASON	119	6/26/2023	3/17/2024	4
Bayer Crop Science LP	24550 Jacobs Road Manito, Illinois 61546 MASON	228, 262	6/26/2023	3/17/2024	4
Bayer Crop Science LP	20501-20845 County Road 2300 E Topeka, Illinois 61567 MASON	331	6/26/2023	3/17/2024	4
Bayer Crop Science LP	29968 County Road 2000 N Forest City, Illinois 61532 MASON	181, 212	6/26/2023	3/17/2024	4
Bayer Crop Science LP	33001-33463 1900 N Manito, Illinois 61546 MASON	120	6/26/2023	3/17/2024	4
Bayer Crop Science LP	19745 CR 3200E Manito, Illinois 61546 MASON	103	6/26/2023	3/17/2024	4
Bayer Crop Science LP	1511 E250 North Road McLean, Illinois 61754 MCLEAN	1495	6/26/2023	3/17/2024	4

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 §
Bayer Crop Science LP	1651 E 400 North Rd McLean, Illinois 61754 MCLEAN	1473	6/26/2023	3/17/2024	4
Bayer Crop Science LP	154-2 N 3700 East Rd Mansfield, Illinois 61854 MCLEAN	688	6/26/2023	3/17/2024	4
Bayer Crop Science LP	2018 N 3700 East Rd Bellflower , Illinois 61882 MCLEAN	124	6/26/2023	3/17/2024	4
Bayer Crop Science LP	20650 Parnell Road Farmer City, Illinois 61842 DE WITT	178, 181	6/26/2023	3/17/2024	4
Bayer Crop Science LP	15500 Rosewood Road Farmer City, Illinois 61842 DE WITT	574	6/26/2023	3/17/2024	4
Bayer Crop Science LP	21236 State Highway 54 DeWitt, Illinois 61842 DE WITT	49	6/26/2023	3/17/2024	4
Bayer Crop Science LP	22575 State Highway 54 DeWitt, Illinois 61842 DE WITT	617	6/26/2023	3/17/2024	4
Bayer Crop Science LP	24746 CR 3200E Manito, Illinois 61546 MASON	418	6/26/2023	3/17/2024	4
Bayer Crop Science LP	15889 Nichols Road Green Valley, Illinois 61534 MASON	304	6/26/2023	3/17/2024	4
Bayer Crop Science LP	33701 CR 2550N Manito, Illinois 61546 MASON	353	6/26/2023	3/17/2024	4

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 §
Bayer Crop Science LP	38001-38399 E County Road 1200 N Mason City, Illinois 62664 MASON	138, 139	6/26/2023	3/17/2024	4
Bayer Crop Science LP	33492 CR 1900N Manito, Illinois 61546 MASON	544	6/26/2023	3/17/2024	4
Bayer Crop Science LP	2137 E 250 North Rd McLean, Illinois 61754 MCLEAN	1470	6/26/2023	3/17/2024	4
Bayer Crop Science LP	1648 E 400 North Rd McLean, Illinois 61754 MCLEAN	1490	6/26/2023	3/17/2024	4
Bayer Crop Science LP	20850 3150E Manito, Illinois 61546 MASON	350	6/26/2023	3/17/2024	4
Bayer Crop Science LP	16599-16799 N County Road 1970 E Havana, Illinois 62644 MASON	691, 692, 693	6/26/2023	3/17/2024	4
Bayer Crop Science LP	33330-33996 E County Road 2400 N Manito, Illinois 61546 MASON	421	6/26/2023	3/17/2024	4
Bayer Crop Science LP	31568 CR 2400N Manito, Illinois 61546 MASON	381	6/26/2023	3/17/2024	4
Bayer Crop Science LP	31000-31660 1900 N Manito, Illinois 61545 MASON	584	6/26/2023	3/17/2024	4
Bayer Crop Science LP	24779 CR 1100N Easton, Illinois 62633 MASON	429	6/26/2023	3/17/2024	4

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 §
Bayer Crop Science LP	2200E Havana, Illinois 62644 MASON	399, 549	6/26/2023	3/17/2024	4
Bayer Crop Science LP	30103 County Road 2050 N Forest City, Illinois 61532 MASON	184	6/26/2023	3/17/2024	4
Bayer Crop Science LP	29879 CR 2300N Forest City, Illinois 61532 MASON	368	6/26/2023	3/17/2024	4
Bayer Crop Science LP	18291-18299 County Road 3100 Manito, Illinois 61546 MASON	507	6/26/2023	3/17/2024	4
Bayer Crop Science LP	18385-18999 3100E Forest City, Illinois 61532 MASON	588	6/26/2023	3/17/2024	4
Bayer Crop Science LP	33301-33539 County Road 1800N San Jose, Illinois 62682 MASON	559	6/26/2023	3/17/2024	4
Bayer Crop Science LP	24201-24737 Townline Road Tremont, Illinois 61568 TAZEWELL	1603	6/26/2023	3/17/2024	4
Bayer Crop Science LP	18419 Gum Town Rd Virginia, Illinois 62691 CASS	801, 802	6/26/2023	3/17/2024	4
Bayer Crop Science LP	22339 Chandlerville Rd Chandlerville, Illinois 62627 CASS	820, 821, 837	6/26/2023	3/17/2024	4
Bayer Crop Science LP	18831-18859 County Road 2350 E Topeka, Illinois 61567 MASON	178	6/26/2023	3/17/2024	4

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 §
Bayer Crop Science LP	2300 E Weldon, Illinois 61882 DE WITT	654	6/26/2023	3/17/2024	4
Bayer Crop Science LP	23150 State Highway 54 Farmer City, Illinois 61842 DE WITT	116	6/26/2023	3/17/2024	4
Bayer Crop Science LP	22582 Prarie Chapel Rd Farmer City, Illinois 61842 DE WITT	68	6/26/2023	3/17/2024	4
Bayer Crop Science LP	2410 White Pigeon Road Clinton, Illinois 61727 DE WITT	518	6/26/2023	3/17/2024	4
Bayer Crop Science LP	29201 CR 2300N Forest City, Illinois 61532 MASON	297	6/26/2023	3/17/2024	4
Bayer Crop Science LP	29243 Forest City Ditch Rd Forest City, Illinois 61532 MASON	192	6/26/2023	3/17/2024	4
Bayer Crop Science LP	19558 Jacobs Rd Manito, Illinois 61546 MASON	543, 556	6/26/2023	3/17/2024	4
Bayer Crop Science LP	19601-19999 N County Road 3200 E Manito, Illinois 61546 MASON	330, 596	6/26/2023	3/17/2024	4
Bayer Crop Science LP	28997 Forest City Ditch Rd Forest City, Illinois 61532 MASON	526	6/26/2023	3/17/2024	4
Bayer Crop Science LP	33001 E Co Rd 2550 N Manito, Illinois 61546 MASON	324	6/26/2023	3/17/2024	4

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 §
Bayer Crop Science LP	29260 CR 2000N Forest City, Illinois 61532 MASON	271	6/26/2023	3/17/2024	4
Bayer Crop Science LP	36000-36998 CR 1200N Mason City, Illinois 62664 MASON	133	6/26/2023	3/17/2024	4
Bayer Crop Science LP	298-200 County Rd 800 N Ivesdale, Illinois 61851 CHAMPAIGN	672	6/26/2023	3/17/2024	4
Bayer Crop Science LP	201-299 County Rd 1100 N Seymour, Illinois 61875 CHAMPAIGN	675	6/26/2023	3/17/2024	4
Bayer Crop Science LP	32248 CR 1450N Mason City, Illinois 62664 MASON	249	6/26/2023	3/17/2024	4
Bayer Crop Science LP	20496 CR 3000E Forest City, Illinois 61532 MASON	437	6/26/2023	3/17/2024	4
Bayer Crop Science LP	31067-31999 E County Road N Manito, Illinois 61546 MASON	197	6/26/2023	3/17/2024	4
Bayer Crop Science LP	20501-20999 N County Road 3150 E Manito, Illinois 61546 MASON	98, 100	6/26/2023	3/17/2024	4
Bayer Crop Science LP	33743 CR 2400N Manito, Illinois 61546 MASON	430	6/26/2023	3/17/2024	4
Bayer Crop Science LP	30800 CR 2050N Forest City, Illinois 61532 MASON	541	6/26/2023	3/17/2024	4

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 §
Bayer Crop Science LP	37113-37199 County Road 1450 N San Jose, Illinois 62682 MASON	576	6/26/2023	3/17/2024	4
Bayer Crop Science LP	2478 CR 1000 Champaign, Illinois 61822 CHAMPAIGN	265	6/26/2023	3/17/2024	4
Bayer Crop Science LP	23453-24099 Townline Rd Tremont, Illinois 61568 TAZEWELL	1604	6/26/2023	3/17/2024	4
Bayer Crop Science LP	21001-21699 Red Shale Hill Road Tremont, Illinois 61568 TAZEWELL	1618	6/26/2023	3/17/2024	4
Bayer Crop Science LP	2500 E De Land, Illinois 61839 DE WITT	526, 540	6/26/2023	3/17/2024	4
Bayer Crop Science LP	22000 Parnell Rd DeWitt, Illinois 61842 DE WITT	549	6/26/2023	3/17/2024	4
Bayer Crop Science LP	2147-2155 400 N Weldon, Illinois 61882 DE WITT	480	6/26/2023	3/17/2024	4
Bayer Crop Science LP	2376 N 900 East Rd Sangamon, Illinois 61854 PIATT	418	6/26/2023	3/17/2024	4
Bayer Crop Science LP	3001-3099 N 1100 East Rd Mansfield, Illinois 61854 PIATT	658	6/26/2023	3/17/2024	4
Bayer Crop Science LP	2851-2899 N 1000 East Rd Mansfield, Illinois 61854 PIATT	663	6/26/2023	3/17/2024	4

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 §
Bayer Crop Science LP	2162 N 400 E Rd Deland, Illinois 61839 PIATT	416	6/26/2023	3/17/2024	4
Bayer Crop Science LP	2200 N 425 East Rd Deland, Illinois 61839 PIATT	466	6/26/2023	3/17/2024	4
Bayer Crop Science LP	21701-22599 Red Shale Hill Rd Tremont, Illinois 61568 TAZEWELL	1610	6/26/2023	3/17/2024	4
Bayer Crop Science LP	2443 N 550 East Rd Deland, Illinois 61839 PIATT	448	6/26/2023	3/17/2024	4
Bayer Crop Science LP	2200-2262 Minier Rd Armington, Illinois 61721 TAZEWELL	1535	6/26/2023	3/17/2024	4
Bayer Crop Science LP	22655-22673 Townline Rd Tremont, Illinois 61568 TAZEWELL	1615	6/26/2023	3/17/2024	4
Bayer Crop Science LP	3483 E 1100 North Rd Stanford, Illinois 61774 MCLEAN	1419	6/26/2023	3/17/2024	4
Bayer Crop Science LP	37500 E 200 North Rd Bellflower , Illinois 61724 MCLEAN	103	6/26/2023	3/17/2024	4
Bayer Crop Science LP	2591 E 250 North Rd McLean, Illinois 61754 MCLEAN	1481	6/26/2023	3/17/2024	4
Bayer Crop Science LP	2201 N 200 East Rd McLean, Illinois 61754 MCLEAN	1472	6/26/2023	3/17/2024	4

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 §
Bayer Crop Science LP	2201 N 3700 E road Bellflower , Illinois 61724 MCLEAN	94	6/26/2023	3/17/2024	4
Bayer Crop Science LP	2750 E 250 North Rd McLean, Illinois 61754 MCLEAN	1480	6/26/2023	3/17/2024	4
Bayer Crop Science LP	2203 N 800 East Road Deland, Illinois 61839 PIATT	419, 437	6/26/2023	3/17/2024	4
Bayer Crop Science LP	2204 Deland Monticello Rd Deland, Illinois 61839 PIATT	417	6/26/2023	3/17/2024	4
Bayer Crop Science LP	22132-22300 Townline Rd Tremont, Illinois 61568 TAZEWELL	1614	6/26/2023	3/17/2024	4
Bayer Crop Science LP	2410 Wagonseller Road Green Valley, Illinois 61534 TAZEWELL	112	6/26/2023	3/17/2024	4
Bayer Crop Science LP	2897 N 1000 East Rd Mansfield, Illinois 61854 PIATT	70	6/26/2023	3/17/2024	4
Bayer Crop Science LP	2894 N 1000 East Rd Mansfield, Illinois 61854 PIATT	82	6/26/2023	3/17/2024	4
Bayer Crop Science LP	2598-2500 N 1300 East Rd Mansfield, Illinois 61854 PIATT	690	6/26/2023	3/17/2024	4
Bayer Crop Science LP	2803 N 800 East Rd Mansfield, Illinois 61854 PIATT	678, 679	6/26/2023	3/17/2024	4

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 §
Bayer Crop Science LP	2851 N 900 East Rd Mansfield, Illinois 61854 PIATT	91	6/26/2023	3/17/2024	4
Bayer Crop Science LP	2883 N 1000 East Rd Mansfield, Illinois 61854 PIATT	80	6/26/2023	3/17/2024	4
Bayer Crop Science LP	2300 N 1000 E Rd Mansfield, Illinois 61854 PIATT	464	6/26/2023	3/17/2024	4
Bayer Crop Science LP	280 CR 1100 N Seymour, Illinois 61875 CHAMPAIGN	637	6/26/2023	3/17/2024	4
Bayer Crop Science LP	2820 CR 1200 Rantoul, Illinois 61866 CHAMPAIGN	212	6/26/2023	3/17/2024	4
Bayer Crop Science LP	3279 Co Rd 1300 Rantoul, Illinois 61866 CHAMPAIGN	216	6/26/2023	3/17/2024	4
Bayer Crop Science LP	3153 County Road 600 Fisher, Illinois 61843 CHAMPAIGN	244	6/26/2023	3/17/2024	4
Bayer Crop Science LP	29001-29099 Oakford Rd Chandlerville, Illinois 62627 CASS	897	6/26/2023	3/17/2024	4
Bayer Crop Science LP	36951-36999 County Road 1400 N Mason City, Illinois 62664 MASON	563	6/26/2023	3/17/2024	4
Bayer Crop Science LP	37534-37998 E County Road 1200N Mason City, Illinois 62664 MASON	1234	6/26/2023	3/17/2024	4

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 §
Bayer Crop Science LP	33200 2400N Manito, Illinois 61546 MASON	384	6/26/2023	3/17/2024	4
Bayer Crop Science LP	32000-32848 E County Road 2400 N Manito, Illinois 61546 MASON	386	6/26/2023	3/17/2024	4
Bayer Crop Science LP	35998-35170 US Hwy 136 San Jose , Illinois 62682 MASON	162	6/26/2023	3/17/2024	4
Bayer Crop Science LP	3100E Forest City, Illinois 61532 MASON	150	6/26/2023	3/17/2024	4
Bayer Crop Science LP	6001-6429 N County Road 3430 E Mason City, Illinois 62664 MASON	592	6/26/2023	3/17/2024	4
Bayer Crop Science LP	33253 CR 1800N Manito, Illinois 61546 MASON	99, 107, 555	6/26/2023	3/17/2024	4
Bayer Crop Science LP	3800E Mason City, Illinois 62664 MASON	155	6/26/2023	3/17/2024	4
Bayer Crop Science LP	29605 CR 2300N Forest City, Illinois 61532 MASON	300	6/26/2023	3/17/2024	4
Bayer Crop Science LP	30000-30998 CR 2050N Forest City, Illinois 61532 MASON	490	6/26/2023	3/17/2024	4
Bayer Crop Science LP	32825 E County Road 2050 N Manito, Illinois 61546 MASON	517	6/26/2023	3/17/2024	4

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 §
Bayer Crop Science LP	31000-31498 CR 2050N Manito, Illinois 61546 MASON	581	6/26/2023	3/17/2024	4
Bayer Crop Science LP	30497-30799 County Road 1900 Manito, Illinois 61532 MASON	516, 585, 586	6/26/2023	3/17/2024	4
Bayer Crop Science LP	36503-37255 County Road 1500 N Mason City, Illinois 62682 MASON	575, 569	6/26/2023	3/17/2024	4
Bayer Crop Science LP	3250 E 200 North Rd Farmer City, Illinois 61842 MCLEAN	109, 128	6/26/2023	3/17/2024	4
Bayer Crop Science LP	4647 E 1000 North Rd Stanford, Illinois 61774 MCLEAN	1440	6/26/2023	3/17/2024	4
Bayer Crop Science LP	30120 Old Principal Rd. Farmer City, Illinois 61842 MCLEAN	533	6/26/2023	3/17/2024	4
Bayer Crop Science LP	34217 E 500 North Rd. Arrowsmith, Illinois 61722 MCLEAN	135	6/26/2023	3/17/2024	4
Bayer Crop Science LP	6370 N 3200 East Rd Arrowsmith, Illinois 61722 MCLEAN	78	6/26/2023	3/17/2024	4
Bayer Crop Science LP	250 County Road 1100 Seymour, Illinois 61875 CHAMPAIGN	481	6/26/2023	3/17/2024	4
Bayer Crop Science LP	301-375 County Rd 900 N Ivesdale, Illinois 61851 CHAMPAIGN	667	6/26/2023	3/17/2024	4

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 §
Bayer Crop Science LP	2538 N 3800 East Rd Bellflower , Illinois 61724 MCLEAN	35	6/26/2023	3/17/2024	4
Bayer Crop Science LP	30150 Old Principal Rd Le Roy, Illinois 61752 MCLEAN	77	6/26/2023	3/17/2024	4
Bayer Crop Science LP	304 N 250 East Rd McLean, Illinois 61754 MCLEAN	14741	6/26/2023	3/17/2024	4
Bayer Crop Science LP	469 E 400 North Rd McLean, Illinois 61754 MCLEAN	1461, 1464, 1465	6/26/2023	3/17/2024	4
Bayer Crop Science LP	4864 E 1000 North Rd Stanford, Illinois 61774 MCLEAN	1415	6/26/2023	3/17/2024	4
Bayer Crop Science LP	7716 County Rd 3100 E Le Roy, Illinois 61752 MCLEAN	669	6/26/2023	3/17/2024	4
Bayer Crop Science LP	31000 East 100 North Road Le Roy, Illinois 61752 MCLEAN	75	6/26/2023	3/17/2024	4
Bayer Crop Science LP	30496 CR 2100N Forest City, Illinois 61532 MASON	551	6/26/2023	3/17/2024	4
Bayer Crop Science LP	31000-31710 E County Road 1600 N Mason City, Illinois 62664 MASON	583	6/26/2023	3/17/2024	4
Bayer Crop Science LP	31000-31998 CR 1900N Manito, Illinois 61546 MASON	573	6/26/2023	3/17/2024	4

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 §
Bayer Crop Science LP	268 N 3450 East Rd Farmer City, Illinois 61842 MCLEAN	655	6/26/2023	3/17/2024	4
Bayer Crop Science LP	31007 E 100 North Rd Le Roy, Illinois 61752 MCLEAN	66	6/26/2023	3/17/2024	4
Bayer Crop Science LP	2741 600th Ave Emden, Illinois 62635 LOGAN	566	6/26/2023	3/17/2024	4
Bayer Crop Science LP	2854 County Road 800 E Dewey, Illinois 61840 CHAMPAIGN	211	6/26/2023	3/17/2024	4
Bayer Crop Science LP	810 E Southmoor St Manito, Illinois 61546 MASON	577	6/26/2023	3/17/2024	4
Bayer Crop Science LP	5778 Chapel Rd Green Valley, Illinois 61534 MASON	435	6/26/2023	3/17/2024	4
Bayer Crop Science LP	28000-28438 US-136 Forest City, Illinois 61532 MASON	161	6/26/2023	3/17/2024	4
Bayer Crop Science LP	6485-7201 N 300 East Rd Stanford , Illinois 61774 MCLEAN	1541	6/26/2023	3/17/2024	4
Bayer Crop Science LP	2800-2884 E 250 North Road McLean, Illinois 61754 MCLEAN	1483	6/26/2023	3/17/2024	4
Bayer Crop Science LP	34775 E 100 North Rd Farmer City, Illinois 61842 MCLEAN	527	6/26/2023	3/17/2024	4

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 §
Bayer Crop Science LP	28054-28298 County Road 1800N Forest City, Illinois 61532 MASON	156, 157	6/26/2023	3/17/2024	4
Bayer Crop Science LP	6500 N 3300 East Rd Arrowsmith , Illinois 61722 MCLEAN	129	6/26/2023	3/17/2024	4
Bayer Crop Science LP	35148 E 500 North Road Arrowsmith , Illinois 61722 MCLEAN	123	6/26/2023	3/17/2024	4
Bayer Crop Science LP	28342 E 200 North Rd Le Roy, Illinois 61752 MCLEAN	532	6/26/2023	3/17/2024	4
Bayer Crop Science LP	32319-32875 1900 N Manito, Illinois 61546 MASON	122	6/26/2023	3/17/2024	4
Bayer Crop Science LP	32443 CR 1900N Manito, Illinois 61546 MASON	109	6/26/2023	3/17/2024	4
Bayer Crop Science LP	US-136 Mason City, Illinois 62664 MASON	147, 148, 149	6/26/2023	3/17/2024	4
Bayer Crop Science LP	7951 Lynn Rd Hopedale , Illinois 61747 TAZEWELL	1250	6/26/2023	3/17/2024	4
Bayer Crop Science LP	32753 Hartford Rd Armington, Illinois 61721 TAZEWELL	1510	6/26/2023	3/17/2024	4
Bayer Crop Science LP	30250?30998 E County Road 1450 N Mason City, Illinois 62664 MASON	176	6/26/2023	3/17/2024	4

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 §
Bayer Crop Science LP	99-51 E Rte 48 Weldon, Illinois 61882 DE WITT	691	6/26/2023	3/17/2024	4
Bayer Crop Science LP	CO rd 4 and E 1000 North Rd Farmer City, Illinois 61842 DE WITT	670	6/26/2023	3/17/2024	4
Bayer Crop Science LP	751 Depot Rd Farmer City, Illinois 61842 DE WITT	556	6/26/2023	3/17/2024	4
Bayer Crop Science LP	800 N Farmer City, Illinois 61842 DE WITT	548/	6/26/2023	3/17/2024	4
Bayer Crop Science LP	7800 Adam Road DeWitt, Illinois 61882 DE WITT	476	6/26/2023	3/17/2024	4
Bayer Crop Science LP	n 2300 east road and IL 54 Farmer City, Illinois 61842 DE WITT	661	6/26/2023	3/17/2024	4
Bayer Crop Science LP	5500 Hampshire Road Weldom , Illinois 61182 DE WITT	517	6/26/2023	3/17/2024	4
Bayer Crop Science LP	33138-33398 Armington Rd Armington, Illinois 61721 TAZEWELL	1522	6/26/2023	3/17/2024	4
Bayer Crop Science LP	32501-33999 Hartford Rd Armington, Illinois 61721 TAZEWELL	1514	6/26/2023	3/17/2024	4
Bayer Crop Science LP	33228 Center Rd Armington, Illinois 61721 TAZEWELL	1505	6/26/2023	3/17/2024	4

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 §
Bayer Crop Science LP	5782 Chapel Rd Green Valley, Illinois 61534 TAZEWELL	111	6/26/2023	3/17/2024	4
Bayer Crop Science LP	746 Mason Rd Armington, Illinois 61721 TAZEWELL	1520	6/26/2023	3/17/2024	4
Bayer Crop Science LP	38550 E 200 North Rd Bellflower , Illinois 61724 MCLEAN	48	6/26/2023	3/17/2024	4
Bayer Crop Science LP	4505 N 3400 East Rd. Arrowsmith, Illinois 61722 MCLEAN	167	6/26/2023	3/17/2024	4
Bayer Crop Science LP	6069?6099 McLean County Line Rd McLean, Illinois 61721 MCLEAN	New 1430	6/26/2023	3/17/2024	4
Bayer Crop Science LP	32500-33998 Hartford Rd Armington, Illinois 61721 TAZEWELL	1512, 1513	6/26/2023	3/17/2024	4
Bayer Crop Science LP	33509 Hartford Rd Armington, Illinois 61721 TAZEWELL	1511	6/26/2023	3/17/2024	4
Bayer Crop Science LP	County Road 3500 Stanford, Illinois 61774 TAZEWELL	1215	6/26/2023	3/17/2024	4
Bayer Crop Science LP	30704-31146 County Road 1800 N Forest City, Illinois 61532 MASON	587	6/26/2023	3/17/2024	4
Bayer Crop Science LP	638 N 3250 East Road Farmer City, Illinois 61842 MCLEAN	616	6/26/2023	3/17/2024	4

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 §
Bayer Crop Science LP	6626 N 390 East Rd McLean, Illinois 61754 MCLEAN	1456	6/26/2023	3/17/2024	4
Bayer Crop Science LP	6575-7751 N 100E Rd Stanford, Illinois 61774 MCLEAN	1211, 1212	6/26/2023	3/17/2024	4
Bayer Crop Science LP	6069 N 3400 East Rd Arrowsmith, Illinois 61722 MCLEAN	133	6/26/2023	3/17/2024	4
Bayer Crop Science LP	9360 N 500 East Rd Stanford, Illinois 61774 MCLEAN	1414	6/26/2023	3/17/2024	4
Bayer Crop Science LP	5160 McLean Rd Armington, Illinois 61721 MCLEAN	1459	6/26/2023	3/17/2024	4
Bayer Crop Science LP	518 N 3375 East Rd. Farmer City, Illinois 61842 MCLEAN	535	6/26/2023	3/17/2024	4
Bayer Crop Science LP	35853 E 100 North Rd Farmer City, Illinois 61842 MCLEAN	528	6/26/2023	3/17/2024	4
Bayer Crop Science LP	US Hwy 136 County Road 3375 Farmer City, Illinois 61842 MCLEAN	561	6/26/2023	3/17/2024	4
Bayer Crop Science LP	898 E 1000 North Rd Stanford, Illinois 61774 MCLEAN	1413	6/26/2023	3/17/2024	4
Bayer Crop Science LP	4507 N 3300 East Rd Arrowsmith, Illinois 61722 MCLEAN	681, 682	6/26/2023	3/17/2024	4

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 §
Bayer Crop Science LP	9243 S Beardstown Drainage Rd Beardstown, Illinois 62618 CASS	829	6/26/2023	3/17/2024	4
Bayer Crop Science LP	5395?5403 Arenzville Rd Beardstown, Illinois 62618 CASS	852	6/26/2023	3/17/2024	4
Bayer Crop Science LP	5367 US-67 Beardstown, Illinois 62618 CASS	840	6/26/2023	3/17/2024	4
Bayer Crop Science LP	4064-4084 Berger Lane Beardstown, Illinois 62618 CASS	828	6/26/2023	3/17/2024	4
Bayer Crop Science LP	E 2000 N Rd Weldon, Illinois 61882 PIATT	537	6/26/2023	3/17/2024	4
Bayer Crop Science LP	3103 N 900 East Rd Mansfield, Illinois 61854 PIATT	67, 507	6/26/2023	3/17/2024	4
Bayer Crop Science LP	31758 E 200 North Rd Le Roy, Illinois 61752 MCLEAN	38	6/26/2023	3/17/2024	4
Bayer Crop Science LP	33900 E 100 North Rd Farmer City, Illinois 61842 MCLEAN	553	6/26/2023	3/17/2024	4
Bayer Crop Science LP	558 E 1100 North Rd Stanford, Illinois 31774 MCLEAN	1442	6/26/2023	3/17/2024	4
Bayer Crop Science LP	672 N 3250 East Rd Farmer City, Illinois 61842 MCLEAN	71	6/26/2023	3/17/2024	4

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 §
Bayer Crop Science LP	N 2900 E Rd and E 1500 North Rd Farmer City, Illinois 61842 DE WITT	656	6/26/2023	3/17/2024	4
Bayer Crop Science LP	4145 State Highway 48 Weldon, Illinois 61882 DE WITT	519	6/26/2023	3/17/2024	4
Bayer Crop Science LP	58 Old US Hwy 150 Farmer City, Illinois 61842 DE WITT	659	6/26/2023	3/17/2024	4
Bayer Crop Science LP	E 200 North Rd. Farmer City , Illinois 61842 MCLEAN	54	6/26/2023	3/17/2024	4
Bayer Crop Science LP	3505 N 3400 East Rd Farmer City, Illinois 61842 MCLEAN	63	6/26/2023	3/17/2024	4
Bayer Crop Science LP	US 136 and N 3375 East Rd Farmer City, Illinois 61842 MCLEAN	668	6/26/2023	3/17/2024	4
Bayer Crop Science LP	35501 E 300 North Rd. Farmer City, Illinois 61842 MCLEAN	571	6/26/2023	3/17/2024	4
Bayer Crop Science LP	E 1000 North Rd Farmer City, Illinois 61842 DE WITT	45, 547, 683	6/26/2023	3/17/2024	4
Bayer Crop Science LP	Barefoot Farm, 2700 E Farmer City, Illinois 61842 DE WITT	660	6/26/2023	3/17/2024	4
Bayer Crop Science LP	416 County Road 1400 N Champaign, Illinois 61822 CHAMPAIGN	459	6/26/2023	3/17/2024	4

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 §
Bayer Crop Science LP	420 County Road 1300 Champaign, Illinois 61822 CHAMPAIGN	484	6/26/2023	3/17/2024	4
Bayer Crop Science LP	468 County Road 1300 Champaign, Illinois 61822 CHAMPAIGN	489	6/26/2023	3/17/2024	4
Bayer Crop Science LP	470-450 County Rd 3300 N Foosland, Illinois 61845 CHAMPAIGN	686	6/26/2023	3/17/2024	4
Bayer Crop Science LP	65 E County Road 900 N Seymour, Illinois 61875 CHAMPAIGN	621	6/26/2023	3/17/2024	4
Bayer Crop Science LP	448 Co Rd 1000 N Seymour , Illinois 61851 CHAMPAIGN	470	6/26/2023	3/17/2024	4
Bayer Crop Science LP	799-701 County Rd 6 Ivesdale, Illinois 61851 CHAMPAIGN	671	6/26/2023	3/17/2024	4
Bayer Crop Science LP	398-380 County Rd 18 Seymour, Illinois 61875 CHAMPAIGN	657	6/26/2023	3/17/2024	4
Bayer Crop Science LP	990 County Road 200 Ivesdale, Illinois 61851 CHAMPAIGN	529	6/26/2023	3/17/2024	4
Bayer Crop Science LP	598-500 County Rd 900 N Ivesdale, Illinois 61851 CHAMPAIGN	562, 563	6/26/2023	3/17/2024	4
Bayer Crop Science LP	519-599 Main St South Pekin, Illinois 61564 TAZEWELL	547	6/26/2023	3/17/2024	4

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 §
Bayer Crop Science LP	472-860 Mason Rd Armington, Illinois 61721 TAZEWELL	1523	6/26/2023	3/17/2024	4
Bayer Crop Science LP	N County Road 3300 E Manito, Illinois 61546 MASON	121, 508	6/26/2023	3/17/2024	4
Bayer Crop Science LP	9803 CR 2500E Easton, Illinois 62633 MASON	166	6/26/2023	3/17/2024	4
Bayer Crop Science LP	4501-4715 Arenzville Rd Beardstown, Illinois 62618 CASS	850, 851	6/26/2023	3/17/2024	4
Bayer Crop Science LP	982 E 3050 N Road Mansfield, Illinois 61854 PIATT	69	6/26/2023	3/17/2024	4
Bayer Crop Science LP	451-465 2500th St Emden, Illinois 62635 LOGAN	205	6/26/2023	3/17/2024	4
Bayer Crop Science LP	IL-48 and E 2000 N Rd Weldon, Illinois 61882 PIATT	676	6/26/2023	3/17/2024	4

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 perform duties as instructed and assigned by their supervisor. The worker will walk down the aisles between the plants in the corn fields to detassel seed corn and remove rogue plants, weeds, and volunteer corn plants from seed corn production fields. The worker may perform additional field and seed mill duties to include receiving and sorting green corn, loading and unloading corn into dryer bins, shelling corn, loading out silage and cobbs, and operating, cleaning, and storing the equipment associated therewith. In order to perform this kind of work, the worker must be able to work outside for at least 6 hours a day in all kinds of weather and be in possession of the requisite strength and endurance, working quickly and skillfully with their hands.

The employer will provide the tools necessary to perform the described job duties without charge to the worker. The employer will charge the worker for reasonable costs related to the worker's refusal or negligent failure to return the tools or due to such worker's willful damage or destruction of the tools.

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

Shuttle Bus Driver: Inspect vehicle and safety equipment on bus before driving. Pick up workers at hotel/living quarters and transport workers to work site. Report any accidents/injuries. Keep vehicle clean, transfer workers from one worksite to another when necessary. Provide documents/licenses to federal agencies when requested. Transport workers back to hotel at the end of the workday. Operating a company vehicle during the period of employment the driver must possess a valid driver's license issued by the United States or foreign equivalent license to operate the company vehicle in accordance with license restrictions and vehicle classification applicable to that license.

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*) *

FICA taxes, income tax, state income tax, cash advances, overpayment to the employer due to the worker?s damage or loss of equipment or housing items where it is shown that the worker is responsible, any other deductions expressly authorized by the worker.

**** The employer will pay a wage that is the highest of the AEWR, the prevailing hourly wage or piece rate, the agreed-upon collective bargaining wage, or the Federal or State minimum wage, except where a special procedure is approved for an occupation or specific class of agricultural employment.

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 *	G.1	2. Name of Section or Category of Material Term or Condition *	Referral and Hiring Instructions

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

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

All referrals are to be made to Paul Meador at 1331 Commerce Drive, LaBelle, FL 33935 Telephone: 863-675-8500. Collect calls will not be accepted. Walk-in applicants will be accepted. The office hours are Monday thru Friday from 9:00 a.m. to 11:00 a.m. and 1:00 p.m. to 3:00 p.m. All local intrastate applicants may apply directly to the employer. All interstate applicants are encouraged but not required to first contact the Job Order holding office prior to contacting the employer for any updated information regarding the job prior to referral. For referrals from beyond normal commuting distance, an application may be sent to the employer or a telephone interview may be requested. The employer will contact all applicants by phone who have submitted an application to conduct an interview.

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

All hired referred and walk-in applicants must bring with them original documentation of identity and employment eligibility documents (original documents only), sufficient to complete the I-9 Form within 3 days of employment. All workers from within normal commuting distance recruited against this Job Order will not be provided housing and transportation.

d. Job Offer Information 4

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

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

Workers choose and pay for their own travel to the consulate in Monterey. Upon receipt of a visa, the employer will pay for the worker(s) transport to the place of employment. The employer will pay for the worker(s) stay in Monterey, I-94, and Visa fees. The employer will reimburse the worker(s) for their meals incurred during travel. The employer will pay for the outbound travel from Monterrey to their hometown using the receipts from the travel arrangement the workers chose.

See Addendum C

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 *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Anticipated Range of Hours:

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

Seven (7) hours per day, Monday through Thursday and six (6) hours Friday & Saturday, is normal, however, the worker may be requested but not required to work additional hours per day and the Sabbath and/or federal holidays and Sunday depending upon the condition of the crop, weather, maturity of the crop and market conditions.

f. Job Offer Information 6

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

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

Due to communal living arrangements where workers entitled to free housing will reside in close proximity to one another with limited residential supervision, and due to food safety considerations, employer will conduct criminal background checks on all applicants offered employment in order to minimize the occurrence of crimes among residents. Therefore, any and all employment offers are contingent upon applicants having no history of being either a “habitual felony offender” or “habitual violent felony offender” as defined in Sections 775.084(1)(a) and (b), Florida Statutes, and the absence of convictions of (1) a felony or attempt or conspiracy to commit a felony of violence, including but not limited to convictions for arson, aggravated or sexual battery, aggravated stalking, armed burglary, robbery, aggravated assault, aggravated child abuse, aggravated abuse of an elderly person or disabled adult, kidnapping, manslaughter or murder, and (2) misdemeanor offenses as described in Chapters 784(assault and battery), 790 (weapons), 800 (lewdness), 806 (arson & criminal mischief), 810 (burglary), 812 (theft), 856 (drunkenness), and 893 (drug abuse), Florida Statutes, or (3) comparable felony and misdemeanor statutes of other jurisdictions.

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

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

Sanitation Requirements: For food and general safety purposes, all workers will be required and expected to follow common sanitary practices at all times. This is particularly critical when working in agricultural crops for human consumption. Employees are required to cleanse their hands by washing them thoroughly with soap and water after using the bathroom and before entering the fields. All workers must report all injuries and illnesses to their employer. As well any communicable diseases such as but not limited to diarrhea, or any other infectious disease or illness. Workers shall report immediately any cuts or abrasions that cause open bleeding. No tobacco, food, gum, candy, drink (other than water) or medication is allowed while working in the field. No jewelry, watches or fingernails longer than 1/8" are allowed. No open toe shoes or sandals are permitted. Glass bottles, drinking glasses, or any item made from glass are prohibited in the field. Improper hygiene will not be tolerated. Throw the used bathroom tissue into the toilet every time, then flush the toilet. Keep the restrooms, rest areas and portable facilities in the field clean for others.

General Conditions: On the first work day, the employer will provide specific instructions and/or training (up to 1 hour) in the proper way to perform the crop activity. Thereafter, the worker will be expected to perform the task with diligence as instructed.

As per 8 CFR Part 214.2, an H-2A worker who violates the terms and conditions of the H-2A contract, including remaining beyond the specific period of authorized stay or engaging in unauthorized employment, will not be eligible for admission into the United States for a period of 5 years.

h. Job Offer Information 8

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

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

1.Keep house Clean
2.Sweep all floors daily
3.Mop all floors weekly
4.Do not leave trash in yard
5.DO NOT DAMAGE HOUSE
6.No loud music or parties after dark
7.Do NOT leave A/C on during the day
8.Do not cover/remove smoke alarms
9.Do not remove heaters/fire extinguishers from home
10.Do not use extension cords
11.Do not remove/tear screen on doors/windows
12.No fighting or weapons will be allowed
13.No alterations to units are allowed
14.No consumption of alcohol or illegal substances are permitted

Bathroom:
1.Flush toilet paper after every use
2.Place toilet paper, after use, in toilet before flushing. Don?t put in waste basket.
3.When dirty, clean off surfaces: top of toilet bowl, sink and shower
4.Take out waste basket when full

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 - Housing Rules II

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

Bedroom:
1.Make your bed
2.Do not take beds apart or move beds
3.No guest allowed staying overnight
4.Keep personal belongings in own space
5.No food is allowed to be stored in bedrooms

This housing is being offered to from your employer as an extra benefit from this company. You have to be employed by this company in order to be permitted to live in the housing provided. Non?employees are not permitted to stay at the worker housing. Tenancy is from week to week. In the event that your employment ceases, workers will have reasonable time to find alternative housing.

Your housing unit can be and will be inspected by a company representative weekly or monthly by the Department of Health. These inspections are to help assure that all housing units are maintained in healthy and neat conditions.

**IMPORTANT
You are responsible for ALL damages done to your housing unit during your stay. Any damages that are not caused by normal wear and tear will be deducted from your pay. Continuous violations of the housing rules can result in your termination of employment as well as your right to live at the housing provided by the company.

NOTE: The Company makes a big effort in finding good and secure housing for everyone?s convenience. It is important that you avoid leaving valuable items as well as money in the housing units when you leave. The company will be not responsible for any stolen items from the housing units.

j. Job Offer Information 10

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

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

Termination or Other Discipline: Employer may discipline and/or terminate the worker from their employment with notification to the Job Service local office if the worker: (a) refuses without justified cause to perform work for which the worker was recruited and hired or refuses to follow housing rules; (b) commits serious acts of misconduct; (c) malingers or otherwise refuses to work in accordance with directions or otherwise demonstrates that they are unqualified to perform the job; (d) is physically able but does not demonstrate the willingness to perform the work necessary; (e) fails to meet the established productivity standard indicated in the petition after the one-day (6 hour) training and 6-day acclimation period; (f) or other job-related reasons; (g) falsifies identification, personnel, medical or other work-related records; (h) commits acts of violence towards another employee or third party; (i) has a record of a criminal conviction or status as a registered sex offender that the employer reasonably believes, consistent with current law, will impair the safety and living conditions of other workers.

In general, with respect to Item A(b) above, ?serious acts of misconduct? include but are not limited to one or more of the following: theft from the employer or other workers; fraud or falsifying work related records, intoxication during the work day; use of illegal drugs; disobeying a reasonable instruction given by the employer, supervisor or manager; abusing or threatening other employees or a supervisor or manager; spitting on another employee, using profanity or other demeaning words towards another employee; engaging in physical or verbal bullying or harassment of another employee engaging in conduct which physically harms another employee or damages the employer?s or another worker?s personal property.

Five unexcused absences by the worker will be considered a job-related reason for worker termination. Workers must work at a sustained, vigorous pace and make bona fide efforts to work efficiently and continuously that are reasonable under the working conditions. Each worker must clean their work area each day and dispose of trash and discarded items in provided receptacles. The employer will report workers who, a) voluntarily abandon employment before the end of the contract period, or b) workers who are terminated for cause, to the Chicago National Processing Center, and H-2A workers to the Department of Homeland Security, in writing or other approved method, not later than two (2) days after the abandonment or termination occurs.

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 *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Reasons for Termination II

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

Abandonment will be deemed to begin after a worker fails to report for work at the regularly scheduled time for five (5) consecutive working days without the written consent of the employer. The employer will not be responsible for providing or paying for transportation and subsistence expenses of absconders, and such absconders will not be entitled to the guarantee.

Workers must notify the employer prior to voluntarily terminating their employment. All wages due will be forwarded to the last known address for workers that leave without providing notice, once address verification has been provided. It is imperative that workers provide a complete and accurate permanent address to the employer no later than the first day of employment. The employer has a no rehire policy for workers who fail to complete their contract of employment. Termination for lawful job related reasons before the specified ending date listed in this application will disqualify the employee from future employment opportunities with the employer. Workers who abandon their employment without notice during the period covered by this work agreement also will be disqualified from future employment opportunities.

Voluntary resignations before the specified ending date listed in this application may also disqualify the employee from future employment opportunities. For workers who resign their employment voluntarily, the employer will consider and evaluate special circumstances and hardship cases on a case-by-case basis. Employees, without exception, are required to notify appropriate supervisory staff prior to voluntarily terminating their employment to be considered and eligible for exemption to the no rehire policy.

l. Job Offer Information 12

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

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

In the event of termination for medical reasons occurring after arrival on the job as a result of employment, or in the event of termination resulting from an Act of God, the employer will provide or pay reasonable costs of return transportation and subsistence to the place of recruitment and reimburse worker for reasonable costs of transportation and subsistence incurred by the worker to get to the place of employment.

Pursuant to DOL regulations at 20 CFR 655.122(o), if, before the expiration date specified in the work contract, the services of the worker are no longer required for reasons beyond the control of the employer due to fire, weather, or other Act of God that makes the fulfillment of the contract impossible, the employer may terminate the work contract. Whether such an event constitutes a contract impossibility will be determined by the Certifying Officer. In the event of contract impossibility, the employer must fulfill a three-fourths guarantee for the time that has elapsed from the start of the work contract to the time of its termination. The employer will make efforts to transfer the worker to other comparable employment acceptable to the worker, consistent with existing immigration law, as applicable. If such transfer is not available, the employer will: (1) 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 the workers next certified H-2A employer, whichever the worker prefers; (2) Reimburse the worker the full amount of any deductions made from the worker?s pay by the employer for transportation and subsistence expensed to the place of employment; and (3) Pay the worker for any costs incurred by the worker for transportation and daily subsistence to that employer?s place of employment. Daily subsistence will be computed as set forth in subparagraph (h) of 20 CFR 655.122. 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.

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 *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Workplace Standards and Rules

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

The employer expects all employees to adhere to the standards and expectations for conduct (?Work Rules?) which it believes are necessary for the company?s safe and efficient operations.

The Work Rules listed below, and others that may be established from time to time, are not all-inclusive. These standards are only examples of the types of prohibited conduct for which employees may be disciplined or terminated. They are published to provide a general understanding of what your employer considers to be unacceptable conduct. The employer may impose disciplinary action in those instances where management decides such action is appropriate up to and including termination of employment for cause.

1.Failure to perform work assigned by a supervisor or manager, consistent with the terms of your contract.

2.Falsification of company records or documents, or other material forms of dishonesty, fraud, theft, or the misuse of property.

3.Leaving the farm property during scheduled working hours without the permission of your supervisor or manager.

4.Deliberately abusing, destroying, damaging, or defacing farm property, tools and/or equipment, including the personal property of others.

5.Each worker will be assigned a buddy to ensure health and safety while employed by Everglades Harvesting. Workers are required to follow the ?Buddy System?.

n. Job Offer Information 14

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Workplace Standards and Rules II

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

6.Taking part in any conduct which may endanger health or safety of fellow employees or bring discredit to employer, its supervisors or managers.

7.Improper or illegal use of alcoholic beverages, illegal drugs, controlled substances, or prescribed medications.

8.Failure or refusal to cooperate in a company investigation.

9.Improper behavior in performing your job.

10.Violation of the employer?s policies or procedures ? including but not limited to housing rules of occupancy ? which have been established to protect the employer?s property and equipment, as well as to help safeguard the health and safety of its employees.

11.Tolerating, participating in, or initiating an event or act that is reasonably considered to be threatening verbal or written behavior or workplace violence. This type of prohibited conduct may include engaging in verbal or harassing conduct or behavior towards a co-worker.

12.Engaging in verbal or prohibited acts of prohibited employment discrimination or retaliation against another employee.

13.Possessing cell phones inside work areas such as the fields, groves, orchards and/or packing facility. Cell phones must be left during working hours in the bus, van or at the housing facilities, with the exception of circumstances in which a worker is attempting to communicate illegal or dangerous working conditions to the company or toll-free confidential complaint hotline.

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

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

The employer's transportation payment will 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 of the daily subsistence payment will be 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 less than the amount permitted under 655.173(a).

If the worker completes the work contract period, or if the employee is terminated without cause, and the worker has no immediate subsequent H-2A employment, the employer will 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. 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 worksite to such subsequent employer's worksite, the employer will provide or pay 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 worksite to such subsequent employer's worksite, the subsequent employer will 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 50 percent rule as described in 655.135(d) with respect to the referrals made after the employer's date of need.

Employer will use charter buses for inbound/outbound transportation of workers.

p. Job Offer Information 16

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

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

Each vehicle will pick up workers in the morning to begin the workday and will return workers to the housing site in the afternoon following the completion of the workday. All transportation is employer provided and at no cost to the workers. Daily transportation to and from the worksite is available to all workers, including those who do not reside in employer-provided housing.

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