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 * Field Workers (Harvest), Ag. Equip. Operators, Sanitation...

2. Workers Needed *	a. Total	b. H-2A Workers	Period of Intended Employment	
	55	45	3. First Date * 8/25/2023	4. Last Date * 11/18/2023

5. Will this job generally require the worker to be on-call 24 hours a day and 7 days a week? * If "Yes", proceed to question 8. If "No", complete questions 6 and 7 below. ☐ Yes ☑ No

6. Anticipated days and hours of work per week *(an entry is required for each box below)* *

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

7. Hourly Work Schedule *
a. 2 : 00 ☑ AM ☐ PM
b. 8 : 30 ☑ AM ☐ PM

Temporary Agricultural Services and Wage Offer Information

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

8b. Wage Offer *	8c. Per *	8d. Piece Rate Offer §	8e. Piece Rate Units / Estimated Hourly Rate / Special Pay Information §
$ 18 . 65	☑ HOUR ☐ MONTH	$ 00 . 00	N/A

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-300-23177-144644 Case Status: Full Certification Determination Date: 07/21/2023 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. * 1

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 50 lbs.
☑ f. Exposure to extreme temperatures
☑ g. Extensive pushing or pulling
☑ h. Extensive sitting or walking
☑ i. Frequent stooping or bending over
☑ j. Repetitive movements

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

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

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

See Addendum C

C. Place of Employment Information

1. Place of Employment Address/Location *
Diedrich Ranch 54-120 Pleasant Valley Road

2. City *	3. State *	4. Postal Code *	5. County *
Camarillo	California	93010	Ventura

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

None

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 165 E. Daily Drive

2. City *	3. State *	4. Postal Code *	5. County *
Camarillo	California	93060	Ventura

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

7. Total Units * 12

8. Total Occupancy * 45

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)* *

See Addendum C.

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

E. Provision of Meals

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

3 meals per day will be provided to workers who will be charged $15.46 per day for meals. The employer will provide three meals a day by way of a catering agreement with the following caterer: El Sandillon Contact: Alejandro Bautista 831-210-8247. No kitchen facilities or meals are provided to workers not occupying Company-provided housing. Laundry facilities are available on-site at employees' expense, wash basins are included free of charge.

2. The employer: *	☑ **WILL NOT** charge workers for meals.		
	☐ **WILL** charge each worker for meals at	**$** _____ . ____	per day, if meals are provided.

F. Transportation and Daily Subsistence

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

Workers who commute daily have the option to drive their own vehicles to the work site or come to pre-designated pickup points to ride free bus transportation to and from the work site. Continued...

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 (831) 784-1453	3. Extension § 149	4. Email Address to Apply * gpadilla@foothillpacking.com
5. Website Address (URL) to Apply * N/A		

H. Additional Material Terms and Conditions of the Job Offer

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

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

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

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

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

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

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

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

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

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

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

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

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

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

   B. Transportation from Place of Employment (Outbound)

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

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

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

   C. Daily Transportation

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

   D. Compliance with Transportation Standards

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

1. Last (family) name *	2. First (given) name *	3. Middle initial §
Erickson	Bob	
4. Title *		
VP/General Manager		

5. Signature (or digital signature) *	6. Date signed *
Digital Signature Verified and Retained By Certifying Officer	7/11/2023

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 §
Dole Fresh Vegetables	Kelner Ranch; 600-5998 Cawelti Rd Camarillo, California 93012 VENTURA	Between Cawelti Rd and 5th St	8/25/2023	11/18/2023	45
Dole Fresh Vegetables	Evans Ranch; 1682-1768 Pleasant Valley Rd Camarillo, California 93010 VENTURA	From US-101 N take Exit 52 head right on the ramp for Pleasant Valley Rd, keep right to get onto Pleasant Valley Rd(Corner of Las Posas Rd and Pleasant Valley Rd; next to Diedrich Ranch)	8/25/2023	11/18/2023	45
Dole Fresh Vegetables	Doud II Ranch 3100 Hailes Rd Oxnard, California 93033 VENTURA	From US-101 S take Exit 60 head right onto S Rice Ave, At Exit 112 head on ramp right and follow signs for Pleasant Valley Rd,Keep straight on Pleasant Valley Rd, turn right onto Hailes Rd	8/25/2023	11/18/2023	45
Dole Fresh Vegetables	Friedrich Ranch; 2-36 Pleasant Valley Rd Camarillo, California 93010 VENTURA	From US-101 N take Exit 52 head right on the ramp for Pleasant Valley Rd, keep right to get onto Pleasant Valley Rd(in front of Airport Way intersection)	8/25/2023	11/18/2023	45
Dole Fresh Vegetables	Kunisawa Ranch; 2793-2935 E. Pleasant Valley Rd Oxnard, California 93033 VENTURA	NE corner of Rice Ave and Pleasant Valley Rd	8/25/2023	11/18/2023	45
Dole Fresh Vegetables	Livingston Ranch 3485 Sturgis Rd Oxnard, California 93033 VENTURA	From US-101 take Exit 59 head right on the ramp, follow signs for Del Norte Blvd, turn right onto Del Norte Blvd, turn left onto Sturgis Rd	8/25/2023	11/18/2023	45
Dole Fresh Vegetables	Tee Kay Ranch; 3000 E. Hueneme Rd Oxnard, California 93033 VENTURA	Across the street from given address(intersection of Hueneme Rd and Rice Ave)	8/25/2023	11/18/2023	45
Dole Fresh Vegetables	D.Naumann Ranch 3460 Etting Rd Oxnard, California 93033 VENTURA	From US-101 S take Exit 60 head right onto S Rice Ave, At Exit 112 head on ramp right and follow signs for Pleasant Valley Rd, Keep straight on Pleasant Valley Rd, turn right on E Pleasant Valley Rd, turn right onto Hailes Rd, turn left onto Etting Rd	8/25/2023	11/18/2023	45

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*) *

Field Workers - Specific to Dole, Top & Tail: Heavy field work to harvest romaine lettuce in preparation for value added processing. Manual cutting is done by walking in uneven furrows behind a harvesting conveyor belt. Under the direction of the field supervisors, the worker determine the size and quality of the romaine lettuce to be harvested, and using a harvesting knife, the employee bends at the waist, grasps produce, and cuts the head from its roots. Employee then trims the outer leaves from the head and places head onto harvesting table. The process is repeated. The romaine is then topped and cored and carried down the belt where employees inspect quality, core, and remove loose leaves prior to dropping into appropriate bin. Bins are constructed and sorted directly on the trailer on a pallet. Bins may weigh up to 50 lbs. empty. Pallets may weigh up to 95 lbs. empty. Between two workers the empty pallets are carried, and bins are assembled.

Agricultural Equipment Operator: under the direction of the supervisor the agricultural equipment operator is responsible for operating farm equipment and supplying the tractor/trailer/machine/forklift with packaging materials needed for specific packs, covering the completed pallets with a plastic liner to protect the finished cartons from inclement weather, loading and unloading produce boxes, assisting in preparing the harvest machine for immediate field operation, or movement to a new location. Directing tractor/machine/forklift through the field and pulling loaded trailers out of field. Employee must conduct daily maintenance check prior to operating tractor/machine. Required to have basic knowledge of driving a tractor/machine/forklift, must pass tractor/machine/forklift safety training and demonstrate ability to operate tractor/machine/forklift in a safe manner. The passing of a safety training and demonstration of ability to operate tractor/machine in a safe manner is not a pre-hiring requirement. Any worker unable to safely operate tractor or machinery will be assigned alternate harvest tasks.

Sanitation Work: The sanitation worker is responsible for ensuring all harvest equipment is properly cleaned and sanitized daily following standards operating procedures for equipment cleaning. Must be able to read chemical labels or safety data sheets (SDS) to learn how to properly handle chemicals used. Incorporate special or rotational cleaning duties into daily schedules for specialized cleaning or sanitation that might not occur every day. Report any atypical situations in the growing areas to supervisor. This work requires an able bodied person to lift up to 50 lbs., stand, walk, bend, twist, pull, push, reach, climb, overhead work, kneeling, crawling and walk on uneven ground all day, wear clothes and shoes appropriate for working conditions, ability to take instructions and follow them, use safety equipment correctly. Employee, with proper licensing and accepted driving record, may drive the sanitation truck. Required basic knowledge of driving a tractor, forklift and harvesting machines, must pass a tractor, forklift and machine safety training and demonstrate ability to operate the equipment in a safe manner.

Employee Housing and Wellness Coordinator: Monitors the employees' health and wellbeing of agricultural workers. Educating employees in the prevention of spreading disease. Monitoring sanitation conditions of the employee quarters, on site work environment, and transportation, reporting concerns to management.

Workers may occasionally and/or sporadically perform duties associated with and directly related to the primary duties, such as cleaning up field before during and after harvest, picking up trash, discarding cartons and assisting as safety monitor when equipment is turning in the field to begin a new pass.

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*) *

The following deductions will be made from the worker's pay: FICA (if applicable); federal income tax withholding (if applicable); state and/or local tax withholding (if applicable); recovery of any loss to the Company due to damage or loss of equipment/tools; housing or furnishings (beyond normal wear and tear) caused by the worker (if any) - the employer will not make any deduction from the wage or require any reimbursement from an employee for any cash shortage, breakage, or loss of equipment, unless it can be shown that such shortage, breakage, or loss is caused by a dishonest or willful act, or by the gross negligence of the employee; medical insurance payments, if applicable; cash advances, if applicable; $20.00 check "stop payment" for lost checks, if applicable; and deductions expressly authorized by the worker in writing (if any).

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

H. Additional Material Terms and Conditions of the Job Offer

c. Job Offer Information 3

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

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

Must have 1-month work experience with the produce as defined in this application including harvest work. Specific requirements include lifting 50 pounds frequently and being able to use hand tools including cutting knives. Must be able to work under conditions where skin and clothing become heavily soiled with mud, water, grease, etc. Must be able to work outdoors in inclement weather conditions, including rain, cold, high winds, etc. Work involves bending and working in bent or stooped positions. Must be able to walk on uneven ground and stand up extensively. No smoking, alcohol, firearms in field or housing.

Continued...

d. Job Offer Information 4

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*) *

Applicants should thoroughly familiarize themselves with the job specifications and the terms and conditions of employment in this Clearance Order before contacting the employer or seeking a referral. Only workers meeting all the qualifications for Employment, who are eligible (i.e., work authorized) able, willing, and qualified to perform the work, with or without reasonable accommodations, who are eligible for employment in the United States, and who will be available at the time and place needed, should contact or be referred to the employer.

Applicants will be interviewed in person or by telephone and job offers will be extended to qualified, eligible applicants. Telephone or in-person interviews will be at no cost to workers. For specific crew and start date information, workers may contact Yuri Nunez, (831) 784-1453 ext. 140 or Gloria Padilla, (831) 784-1453 ext. 149. The employment application is completed on the first day of work and on that day the crews will receive an orientation/training session.

Documentation of identity and employment authorization (original documents only) sufficient to complete an I-9 Form, as required by the Immigration Reform and Control Act, must be in the possession of the worker at the time the worker reports for work and will be examined by the Company as a condition for completing the hiring process. Walk-in applicants whose pre-employment paperwork was completed at the time of hire must have a valid identity document when they report to work. No worker will be considered to have completed the hiring process, nor be permitted to start work, and/or occupy Company-provided housing, without completing (the pertinent sections of) an I-9 Form and presenting required documentation of identity and employment eligibility within the legally required time frames. Although the job holding office is not required to verify employment authorization documentation, Employer requests that the referring offices apprise applicants that they will be required to provide documentary proof of work authorization to the Employer.

Walk-in applications will be accepted at:

1582 Moffett Street, Ste. G
Salinas, CA 93905

Foothill Packing Referral Contact:
Yuri Nunez (831) 784-1453 ext. 140
Gloria Padilla, (831) 784-1453 ext. 149
ynunez@foothillpacking.com
gpadilla@foothillpacking.com

Contact hours are Monday thru Friday between 9:00 a.m. and 11:00 a.m. and 1:00 p.m. to 3:00 p.m. All referrals from State Workforce Agencies must be sent to the employer by telephone or email and must include referral contact name, phone number, and email address if an email address is available. Collect telephone calls will not be accepted directly from job applicants and persons inquiring about employment.

Applicants and referrals will not be considered to have applied until a properly completed and signed application is provided to the employer indicating that the worker has received a copy in writing of the Migrant and Seasonal Agricultural Worker employment disclosures (or Contract containing disclosures) required by law.

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

H. Additional Material Terms and Conditions of the Job Offer

e. Job Offer Information 5

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

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

Inbound and Return Transportation: The following provisions pertaining to provision or reimbursement for inbound and return transportation and subsistence apply only to persons recruited from outside normal commuting distance.

Continued...

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 Continued

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

In the event that an employee is injured while on the job, the Company will provide a temporary work assignment that will be as closely related to the job duties described herein, while the employee recovers from a work-related illness or injury pursuant to a physician's orders. The work assignment will not be a permanent position, it will be temporary to accommodate the injured worker under doctor's restrictions.

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 - Employer's Address and California Tax ID number

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

Foothill Packing, Inc. (also referred to herein as “Foothill Packing” “Employer” or “Company”) is headquartered in Salinas, California (1582 Moffett Street, Ste. G, Salinas, CA 93905, Phone: (831) 784-1453). The Employer has designated this office as the Application site.

California Tax ID number: 515-1185-5

h. Job Offer Information 8

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

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

Harvesting will take place in various fields in and around Ventura County, California. and consists of one area of intended employment as defined in 20 CFR §655.103(b). Specifically, the work will be completed at the following locations which are owned or operated by Dole Fresh Vegetable, Inc. (Grower):

Grower’s Corporate Headquarters:

Dole Fresh Vegetables, Inc: 2959 Salinas Hwy, Monterey, CA 93940.
Contact: Guillermo Jimenez
Phone: (928) 20-5353

Directions: From Hwy 101, taking the E Market St exit towards Salinas Street for 0.4mi, turning left on John St for 233ft, then following turn right at the 1st cross street onto CA-68 W/S Main St for 14.9mi. Dole will be on the right.

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

H. Additional Material Terms and Conditions of the Job Offer

i. Job Offer Information 9

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

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

Foothill Packing has sole discretion, within the confines of applicable Federal and State laws, to hire Field Workers (Romaine Top and Tail, Agricultural Equipment Operator, Sanitation Work, Employee Housing & Field Coordinator to work in this single site area. This includes hiring the specific number of workers needed to complete the work, as well as defining the period of need. In this case, we are hiring temporary, seasonal Field Workers (Romaine Top and Tail Value, Agricultural Equipment Operator, Sanitation Work, Employee Housing & Field Health Coordinator for the period starting on August 25, 2023, through November 18, 2023. This is the typical harvesting season for the previously listed commodities in this region.

All Field Workers (Romaine Top and Tail, Agricultural Equipment Operator, Sanitation Work, Employee Housing & Field Health Coordinator workers assigned by Foothill Packing in these locations will work under the direct control of Foothill Packing and will work in Ventura County, California.

Itinerary:

Employer will be working simultaneously at all field sites at a time throughout the contract period: August 25, 2023, through November 18, 2023.

j. Job Offer Information 10

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

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

The normal work week is 6 hours per day, Monday through Friday plus 5 hours on Saturday (35 hours per week). Saturday work is required. Workers may be requested to work on Sundays or Federal Holidays depending on the conditions of the fields, weather, and maturity of the crop. Overtime may be requested. However, Employer does not require overtime or work on Sundays and Federal Holidays. Overtime is paid after 8 hours per day and or 40 hours per week for work performed in California. The employer abides by the California Wage Order 14. The employer will abide by the seventh (7) day of rest rules.

This is regular, full-time work for a temporary period of time requiring the worker to be available for work on a daily basis. This is not “day work”. Excessive tardiness and/or absences will not be tolerated and will result in disciplinary action, in accordance to Foothill’s policies in its handbook.

Start times vary depending on the weather and working conditions may change (rain and frost) The work day start times may vary between 2:00 am and 6:00 pm and the work day end times vary between from 08:30 a.m. to 12:30 a.m. depending on the start time. Work can start early in the morning. Workers must be able to work varying shifts as required by the season and work performed. Workers are notified of any change in the start time.

Employees are expected to take meal and rest periods as outlined below. Rest and Meal periods will be staggered accordingly, an unpaid lunch break of 30 minutes for every 5 hours of work and 10 minutes paid rest period for every four hours worked or major fraction thereof. In a work day of more than 10 hours, a second unpaid meal period of 30 minutes is authorized, but may be waived if working 12 hours or less and the first meal period was taken. The second meal period cannot be waived if working more than 12 hours. Employees will be relieved of all work during meal and rest periods, if rest periods are interrupted by work, employees must notify management.

All employees not occupying employer-provided housing must provide the Company with contact information before the worker commences employment. This contact information may be used to notify the worker not to report work due to inclement weather or when work is not available or to notify the workers of any change in the worker’s daily schedule, or for any other reason.

Employees may experience a temporary reduction in work and/or a temporary work stoppage due to the natural agricultural cycle.

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

H. Additional Material Terms and Conditions of the Job Offer

k. Job Offer Information 11

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

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

Offered Wage: Workers will be paid not less than the higher of the AEWR in effect at the time work is performed, the prevailing hourly wage or piece rate, the agreed upon collective bargaining wage, or the Federal or State minimum wage for all hours worked. Employer will pay the hourly rate of $18.65 per hour (unless the wage methodology is changed by government or legal action).

If the prevailing wage or AEWR (hourly or piece rate) increases during the contract period, the employer will pay any higher rate after written notice is received from the Department of Labor. Notice can be in the form of a written letter or publication in the Federal Register.

Hourly Wage Guarantees: Workers will be guaranteed $18.65 per hour unless the wage methodology is changed by government or legal action).

Dole Top Tail Romaine are paid by the hour at the AEWR rate $18.65 per hour (unless the wage methodology is changed by government or legal action).

Overtime: Overtime is paid after 8 hours per day and or 40 hours per week for work performed in California. The employer will abide by the seventh (7) day of rest rules.

Overtime Rate: For work performed in California, overtime is one and one-half times the base salary and is $27.98.

l. Job Offer Information 12

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

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

TERMINATIONS: The employer may terminate the worker with notification to the Employment Service if the worker: (a) refuses without justified cause to perform work for which the worker was recruited and hired or refuses to follow written housing rules; (b) commits serious acts of misconduct; or (c) malingers or otherwise refuses to work in accordance with direction or is otherwise obviously unqualified to perform the job; (d) is physically able but does not demonstrate the willingness to perform the work necessary or is unable to perform at the same level of production as other workers performing the same task; (e) and fails, after completing any training or break-in period, to reach productions standards when production standards are applicable; or (f) violation of company policies and (g) other job-related reasons. Five unexcused absences by the worker will be considered a job-related reason for worker termination.

All employees must respect and follow company policies as stated in the company handbook including any new or changed policies which may be communicated to workers during the course of the season. Workers who become ill or injured for non-work related reasons and are unable to perform essential functions of the job will be released for cause if not covered by any protected leave. Employees must work in a safe manner and adhere to all safety training provided by the company. Employees must follow the directions of their supervisors regarding work efficiency and quality. Specifically, the work must adhere to the quality standards of the grower for which they are providing harvesting laboring.

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

H. Additional Material Terms and Conditions of the Job Offer

m. Job Offer Information 13

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

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

TRAINING: The Company shall provide approximately 1 hour of initial training generally conducted at the field site and up to 4 more hours of in-depth training for new hires once crews are well established throughout the season. Training will be provided to each worker for 5 days beginning on the first day of work and ending after 5 consecutive days from the first day a worker begins working. After completion of these 5 initial days of training (on day 6) workers are expected to reach the production standards of the activity based on the pace of the crew at the time work is performed.

PRODUCTION STANDARDS: Employer does not pay a piece rate. Workers must be able to perform the job and its requirements as defined in this Clearance Order after a reasonable period of on-the job training. We consider 5 days as defined above a reasonable period for on-the-job training. The production standard includes keeping up with the pace of the irrigation crew in performing the required job duties and at the time work is performed. If workers fail to keep up with the crew after the above-referenced break-in period, workers will be notified and can be terminated for failure to meet production standards after a reasonable period of on-the-job training. The employer has determined to the best of its ability the following minimum production standard as being reasonable and in line with typical productivity:

Commodity	Production Standards _____
Top & Tail Romaine	240 lbs.Per person per hour

n. Job Offer Information 14

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - COVID-19 Precautions

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

COVID-19 PRECAUTIONS: To the extent consistent: all federal, state and local COVID 19 requirements and guidelines will be implemented and strictly followed, including but not limited to the CDC, OSHA, EEOC guidelines. Moreover, all company COVID 19 policies are subject to change based on federal, state, and/or local requirements and guidelines. Any employee violating these measures will be subject to disciplinary action up to and including termination.

Housing: Isolation/self-quarantine housing will be available. Alternative emergency housing may be coordinated through the county's emergency services at the time of need.

There will be no charge for any alternative COVID 19 housing and meals will be brought to the self-quarantined employee three times per day, seven days per week.

COVID-19 Testing and Vaccinations: The employer is mandating all workers be full vaccinated and may require COVID testing prior to crossing the U.S. border at the company's expense. In the United States, employees will be given an opportunity thru the company's approved providers for vaccinations free of charge.

Please note: Time spent on vaccination appointments will be on employee's personal time and is not counted as compensable time or time worked when vaccines are not required by the Employer or government agency.

COVID-19 Testing: Employer abides by California ETS effective May 5, 2022, including the following testing protocols:

(b) COVID-19 testing.
(1) The employer shall make COVID-19 testing available at no cost to its employees within the exposed group, during employees' paid time, except:
(A) Employees who were not present at the workplace during the relevant 14-day period(s) under subsection (a).
(B) For COVID-19 cases who did not develop COVID-19 symptoms after returning to work pursuant to subsections 3205(c)(10)(A) or (B), no testing is required for 90 days after the initial onset of COVID-19 symptoms or, for COVID-19 cases who never developed symptoms, 90 days after the first positive test.
(2) COVID-19 testing shall consist of the following:
(A) Immediately upon being covered by this section, testing shall be made available to all employees in the exposed group and then again one week later. Negative COVID-19 test results of employees with COVID-19 exposure shall not impact the duration of any quarantine, isolation, or exclusion period required by, or orders issued by, the local health department.
(B) After the first two COVID-19 tests required by subsection (b)(2)(A), employers shall make COVID-19 testing available once a week at no cost, during paid time, to all employees in the exposed group who remain at the workplace, or more frequently if recommended by the local health department, until this section no longer applies pursuant to subsection (a)(2)

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 *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Required Departure, Retention of Documents, and Agricultural Work Agreement

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

REQUIRED DEPARTURE: H-2A workers must depart the United States at the completion of the work contract period. If registration upon departure is required, employer will notify such H-2A workers of the required departure registration and the place and manner of such registration.

RETENTION OF DOCUMENTS: Employer will retain the required documentation in support of its application for 3 years from the date of certification. Earnings records will be retained for not less than 3 years after completion of the work contract.

AGRICULTURAL WORK AGREEMENT: A copy of the agricultural work agreement contract or the ETA 790 and Addendum will be provided to the worker by the employer no later than on the date the work commences. H-2A workers coming from a different H-2A employer will be given a copy of the contract no later than the time an offer of employment is made.H-2A workers will be given a copy of the contract no later than the date of the visa appointment at the U.S. consulate. A copy of the work contract will be in the language understood by the worker.

p. Job Offer Information 16

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Company Regulations - Grounds for Discharge or Disciplinary Action

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

General: All employees must respect and follow company policies as stated in the company handbook including any new or changed policies which may be communicated to workers during the course of the season. The employer may terminate the worker with notification to the Employment Service if the worker: (a) refuses without justified cause to perform work for which the worker was recruited and hired or refuses to follow written housing rules; (b) commits serious acts of misconduct; or (c) malingers or otherwise refuses to work in accordance with direction or is otherwise obviously unqualified to perform the job; (d) is physically able but does not demonstrate the willingness to perform the work necessary or is unable to perform at the same level of production as other workers performing the same task; (e) and fails, after completing any training or break-in period, to reach productions standards when production standards are applicable; or (f) violation of company policies and (g) other job-related reasons. Five unexcused absences by the worker will be considered a job-related reason for worker termination.

Excessive absenteeism or tardiness
If you know that you will be absent from work the following day, inform your foreman and give him the reason why you will not be reporting for work. Any reasonable absence will be considered an excused absence. An employee with the fourth unexcused absences will be subject to progressive disciplinary action up to discharge.

If you know that you will be late the following day, inform your foreman in advance. If you have trouble getting to work in the morning, call he Company office and ask them to inform your foreman. Being late for work on more than three days without giving prior notice or calling in will be considered ground for dismissal.
Failure to meet production standards; After the fifth day of employment (on day 6) workers are expected to reach the production standards of the activity based on the pace of the crew at the time work is performed
Unauthorized use of machinery or equipment
Unsafe or careless use of machinery or equipment
Repeat damage to machinery or equipment
Being under the influence of alcohol or illegal drugs
Gambling, horseplay, fighting or deliberately injuring another employee on the job.
Disregard of safety rules
Stealing company or employee property
Possessing firearms or illegal weapons
Leaving the worksite without informing the foreman
Bringing unauthorized people in to the work area
Having overnight guests or prostitutes in the company operated housing.
Solicitation of money or merchandise at the worksite without the permission or management
Willfully damaging Company or employer property. Workers will be deducted for willful damage or loss to such tools, equipment and housing.
Providing false information on the employment applications
Sleeping on the job.
Possession of pornography in company housing, transportation or job site.
Possession of illegal drugs in company housing, transportation or job site.
Violation of Zero tolerance policies such as Harassment, violence or aggression and being under the influence of alcohol and/or drugs.
Violations of Housing posted housing rules.
Violation of Food Safety Policies and Protocols

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

H. Additional Material Terms and Conditions of the Job Offer

q. Job Offer Information 17

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

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

No deductions except those required or permitted by law will be made which bring the worker's earnings for any pay period below the applicable statutory federal or state minimum wage.

r. Job Offer Information 18

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Pay Deductions - First Work Week Guarantee and 3/4 Guarantee

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

First Work Week Guarantee: The Company will provide United States workers referred through this Clearance Order with 35 hours of work for the week beginning with the anticipated starting date of employment set forth on this clearance order unless the employer amends the date of need in accordance with 20 CFR §653.501 (d) (2) (v).

If the worker fails to confirm the starting date of employment with the order-holding office between 5 and 9 working days before the date of need set forth on this clearance order, the worker will be disqualified from this assurance. For the purposes of this guarantee, a workday shall mean 6 hours per day Monday through Friday plus 5 hours on Saturday and shall exclude Sunday and Federal holidays. The hourly rate for the first work week guarantee is $18.65/hr. (All workers will begin work in California)

Guarantee: Employer guarantees to offer employment for a minimum of of the hours and workdays of the total specified period during which the work contract and all extensions thereof are in effect, beginning with the first day after a worker arrives at the place of employment and ending on the expiration date specified in the work contract or extensions thereof. In Act of God termination, the guarantee period ends on the date of termination. Employer is not liable for payment of the guarantee to H-2A workers if the H-2A worker 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) (50 percent rule).

If the employer fails to provide the worker with the amount of work required under this guarantee, the employer will pay the worker the amount the worker would have earned had the worker worked for the guaranteed number of work hours. In determining whether this guarantee of employment has been met, the employer will count all hours of work actually performed (including hours over 7 in a day voluntarily worked, and hours voluntarily worked on Sunday and/or Federal holidays), and any hours of work offered which the worker fails to work, up to a maximum of 6 hours Monday through Friday and 5 hours on Saturday provided such hours offered and not worked are shown on the worker's paystub.

If the worker voluntarily abandons employment before the end of the period of employment set forth on this clearance order, or is terminated for cause, the worker is not entitled to the guarantee set forth above.

The hourly rate for purposes of the guarantee is $18.65/hr. (unless the wage methodology is changed by the government or legal action). The employer will take into account the average hourly rate when computing the guarantee if the duties are combined. If the workers are paid on a group rate basis for a specific activity, the guarantee is based on the average hourly group rate earning or the required hourly wage rate, whichever is higher.

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

H. Additional Material Terms and Conditions of the Job Offer

s. Job Offer Information 19

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Pay Deductions - Abandonment of Employment or Termination for Cause | Contract of Impossibility

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

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, employer will notify the DOL and, if applicable, the DHS, in writing no later than 2 working days after termination. Employees will be deemed to have abandoned the contract regardless of any express termination for cause, if such employee fails to show up for work at the assigned time and place for 5 consecutive workdays. When employer timely complies with the notice requirement, employer is not responsible for the worker's return transportation and the worker is not entitled to the guarantee.

Contract of Impossibility: If, before the ending date of the period of employment set forth on this clearance order, 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 anticipated period of employment impossible, the Company may terminate the worker's employment. Whether such an event constitutes a contract impossibility will be determined by the CO. In the event of such termination, the employer will fulfill the above guarantee for the period that has elapsed from the first workday the worker is at the employer's place of employment and is ready, willing, able and eligible to work, until the date employment is terminated. The employer also assures that it will make efforts to transfer the worker to other comparable employment acceptable to the worker and, where applicable, consistent with existing immigration laws.

In situations where a transfer is not affected, the employer will: 1) offer to return the worker at the Company's expense, to the place from which the worker, disregarding intervening employment, came to work for the Company, or 2) transfer the worker to the worker's next certified H-2A employer, whichever the worker prefers; and 3) reimburse the worker the full amount of any deductions made from the worker's pay by the employer for transportation and subsistence expenses to the place of employment (if such deductions exist, if reimbursement has not yet been made, or if the employer did not advance such payments). The employer will also ensure that workers are paid for any inbound transportation and subsistence costs if such workers have not yet been reimbursed or if the employer has not advanced such costs. Reimbursement for daily subsistence and transportation is $15.46 per day and up to $59.00 a day with receipts.

Throughout this contract, for purposes of inbound and outbound transportation and subsistence reimbursement, for H-2A workers, the place from which the worker came to work for the Employer are the designated places of recruitment: Zamora, Michoacn Mexico, Guasave, Sinaloa Mexico, Acambaro, Guanajuato Mexico, and San Luis Rio Colorado, Sonora Mexico. The recruitment location for reimbursement is based on where the applicant applied for and interviewed for the H-2A job opportunity. For U.S. workers who reside outside a reasonable commute distance, the place of recruitment is also where the applicant applied for and interviewed for the H-2A job opportunity.

t. Job Offer Information 20

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Pay Deductions - Earnings Statements and Payday

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

Earnings Statements: The employer will furnish to the worker on each payday a written statement with the following information, pursuant to 20 CFR sec. 655.122(k) and applicable state laws (if any):

The workers total earnings for the pay period;
The workers hourly rate and/or piece rate of pay;
The hours of employment offered to the worker (showing offers in accordance with the Three-fourths guarantee as determined in paragraph (i) of this section, separate from any hours offered over and above the guarantee);
The hours actually worked by the worker;
An itemization of all deductions made from the worker's wages;
If piece rates are used, the units produced daily;
Beginning and ending dates of the pay period; and
The employers name, address, and FEIN.

Employer assures that the earnings records required to be retained in its files will be made available for inspection as set out in 20 CFR 655.122(j)(2).

Payday: Workers will be paid on a weekly basis by check. Payday is Thursday of the week following the end of the payroll period. Photo identification may be required to receive live paycheck.

Employee checks that are stolen, destroyed or lost in while in their possession must be reported immediately to their Supervisor or Foreman and a request for a new check filed with Payroll along with an authorization to deduct the "Stop Payment" fee from the reissued paycheck. A "Stop Payment" order will be placed with the Bank. If the check has not cleared within 10-days, a new check will be issued. The employee will be charged $20.00 to cover "stop payment" processing costs. If the employee's check clears before the "Stop Payment" order is in place, Foothill Packing Inc. will not issue a new check.

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

H. Additional Material Terms and Conditions of the Job Offer

u. Job Offer Information 21

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Pay Deductions - Workers Compensation and Surety Bond

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

Worker's Compensation: All employees are covered by workers' compensation insurance in accordance with California law. This insurance provides payment of medical benefits and time loss payments to a worker who is accidentally injured on the job. Employer assures that its workers' compensation policy will remain valid throughout the contract period.

A workers' compensation and employer's liability insurance policy is held by Foothill Packing covering the Workers Compensation Law of the States of Arizona and California. Insurance coverage is provided by XL Insurance America, Inc. The policy number is: RWC5000457-07. The Policy is effective beginning 02/01/2023 and expires 02/01/2024.

Surety Bond: The Company has purchased the required surety bond in the amount of $17,438 made payable to the Administrator, WHD, United States Department of Labor and remains in effect for 3 years from the last date of the H-2A contract period. This surety bond complies with the regulations set out at 29 CFR section 501.9.

v. Job Offer Information 22

1. Section/Item Number *	E.1	2. Name of Section or Category of Material Term or Condition *	Meal Provision - Location and Description of Housing /Housing Rules Part 1 of 2

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

The employer will offer housing, bedding (mattresses, blankets, sheets, pillows and pillowcases), storage for personal belongings, and utilities at no cost to workers recruited from beyond normal commuting distances who are unable to return to their place of residence on a daily basis.

The employer provides free dormitory-style housing which meets local, state, and federal standards. Housing is located in apartments owned and/or leased by the Company which conforms to DOL-mandated housing standards within applicable federal statutes, regulations and codes. The Company assures that all rental and/or public accommodations will meet local, state, or federal standards.

Housing is located at Days Inn Camarillo, 165 E Daily Drive Camarillo, CA 93060.

Days Inn Camarillo will provide Foothill Packing, Inc, with accommodation for 45 workers during the contract period. Days Inn Camarillo has reserved 12 units and 45 beds for up to 4 people per room. This will include full cooking facilities & utensils, refrigerator, dining, and common area. Each worker will be provided with their own bed & a place to store their belongings. Grocery and laundry facilities are all withing walking distance.

Directions to housing: From US-101 South take exit 146 for CA-154 toward Los Olivos/Lake Cachuma, turn left onto CA-154 E/San Marcos Pass Rd, take the 1st exit onto CA-154 E/San Marcos Pass Rd, Use the left 2 lanes to turn left to merge onto US-101 S, take exit 55 for Las Posadas Rd, follow Las Posadas Rd to E Daily Dr, turn right onto E Daily Dr. Turn right after Taco Bell and destination will be on the right.
Employer-provided housing will be clean and in compliance with applicable housing standards when made available for occupancy and will be maintained in compliance with applicable standards during the period of occupancy. The Employer assures that all rental and/or public accommodations will be clean and meet applicable local, State or Federal Standards. Workers occupying employer-provided housing will be responsible for maintaining their living areas in a neat, clean manner and in compliance with the employer's "Housing Complex Rules", a copy of which will be provided upon assignment to housing. Specifically, workers must maintain housing in the same conditions as provided by the employer at the time of initial occupancy (i.e., beds may not be moved closer together; mattresses may not be moved onto the floor). Failure to comply with these rules may result in action, up to and including removal from the housing and termination of employment.

Housing units may be inspected by a Company inspector, designee, landlord, or landlord's representative. This may occur as frequently as once a week to ensure the unit is in good condition.

Family Housing:
As provided by regulation, housing is to be provided to families who request it and only if it is the prevailing practice in the area of intended employment. It is not the practice in Ventura, County California.
Workers may be reached at the following address and phone number:
ADDRESS: 1582 Moffett Street, Suite G, Salinas, 93905
PHONE : Contact : Yuri Nunez, (831) 784-1453 ext. 140
Gloria Padilla, (831) 784-1453 ext. 149

Mail intended for workers should be addressed to the worker at the housing address above. In case of emergency only, workers occupying employer-provided housing may be contacted by calling Yuri Nunez, (831) 784-1453 ext. 140 or Gloria Padilla, (831) 784-1453 ext. 149

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

H. Additional Material Terms and Conditions of the Job Offer

w. Job Offer Information 23

1. Section/Item Number *	E.1	2. Name of Section or Category of Material Term or Condition *	Meal Provision - Location and Description of Housing /Housing Rules Part 2 of 2

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

Workers eligible for employer-provided housing may elect to provide their own housing at the worker's expense. Such election must be in writing. The Company assumes no responsibility whatsoever for housing arranged by workers on their own. The employer will not provide a housing allowance or assistance to workers eligible for employer-provided housing who elect to provide their own housing. Workers who elect to provide their own housing will also not be offered or provided transportation from their elected housing to pre-designated pick-up points (i.e., Workers will not be picked up at their elected housing by the employer). Such workers may decide to provide their own transportation to and from the work site. They may also decide to provide their own transportation to and from the pre-designated pick-up points in order to ride free bus transportation to and from the pre-designated pick-up points to the fields where they will be working.

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

Housing is offered to workers only. No housing will be provided to non-workers.

Female workers will be offered housing with bedroom and bathroom facilities shared only with other female workers. Common areas of the housing may be shared with male workers.

No tenancy in employer-provided housing is created by the offer of employer-provided housing. The employer retains possession and control of the housing premises at all time. Workers housed under the terms of this Clearance Order shall vacate the housing promptly upon termination of employment.

Reasonable repair costs of damage other than that cause by normal wear and tear will be deducted from the earnings of workers found to have been responsible for willful or negligent damage to housing or furnishings. The employer will not make any deduction from the wage or require any reimbursement from an employee for any cash shortage, breakage, or loss of equipment, unless it can be shown that such shortage, breakage, or loss is caused by a dishonest or willful act, or by the gross negligence of the employee.

x. Job Offer Information 24

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

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

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 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 worksite to such subsequent employer's worksite, 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 50 percent rule as described in sec. 655.135(d) of this subpart with respect to the referrals made after the employer's date of need.

For workers who complete 50 percent of the work period, the Company will reimburse the worker for costs incurred by the worker for transportation and reasonable subsistence from the place from which the worker has come to work for the Company which is the place of recruitment as defined above. For U.S. workers who come to work for the employer from beyond a reasonable commute distance, the Employer will reimburse such costs or advance such costs if the Employer advanced such costs for H-2A workers.

Notwithstanding the language in the preceding paragraph (i.e. reimbursement of inbound transportation and subsistence and visa costs at the 50% mark), the employer will reimburse inbound transportation and subsistence and visa costs before the end of the first week, if required by law. (i.e. If an employee (U.S. or H-2A worker) pays for inbound transportation and/or subsistence and such costs reduces the first work week's wage below the required wage rate, the Employer will reimburse the employee before the end of the first work week.)

Inbound: Employees in the H-2A program (U.S. corresponding workers who are unable to return to their permanent place of residence on a daily basis and H-2A workers) are reimbursed for travel and food expenses incurred from the place of recruitment to the final job destination. For H-2A workers, Foothill provides transportation buses that pick up the employees from the place of recruitment, takes them to the consulate appointments and drops them off at the designated housing facility near the place of employment. This whole process is verified through the pay stubs of their subsistence checks and is cross checked by matching it to the paperwork the employees sign asserting that they did receive reimbursement for travel expenses. For U.S. workers, if Foothill advances the costs of inbound transportation to H-2A workers, Foothill will also advance such costs for U.S. workers who are unable to return to their permanent place of residence each day. The amount each employee is reimbursed varies and is dependent on the place of recruitment, days of travel and length of consulate appointment process. Any costs incurred for subsistence is reimbursed upon arrival and before the end of the first work week but only if such amount reduces the wage below the required wage.

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

H. Additional Material Terms and Conditions of the Job Offer

y. Job Offer Information 25

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

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

Throughout this contract, for purposes of inbound and outbound transportation and subsistence reimbursement, for H-2A workers, the place from which the worker came to work for the Employer are the designated place of recruitment: Zamora, Michoacn Mexico, Guasave, Sinaloa Mexico, Acambaro, Guanajuato Mexico, and San Luis Rio Colorado, Sonora Mexico. The recruitment location for reimbursement is based on where the applicant applied for and interviewed for the H-2A job opportunity. For U.S. workers who reside outside a reasonable commute distance, the place of recruitment is also where the applicant applied for and interviewed for the H-2A job opportunity.

Outbound: Foothill will provide a bus for the workers to travel from the place of employment to the Border. Foothill will also provide transportation for the workers to travel from the place of employment back to the place of recruitment, at no charge to the workers. Foothill will reimburse the workers for any additional reasonable travel expenses. For U.S. workers who come to work for Foothill from beyond a reasonable commute distance, Foothill will reimburse outbound transportation and subsistence or advance such costs, when required, from the place of employment to the place of recruitment.

Subsistence will be reimbursed at the rate of $15.46 per day without documentation and actual expenditures, and at actual cost up to a maximum of $59.00 per day with documentation of actual expenditures. The amount of reimbursement for transportation shall be the worker's actual cost, but not more that the most economical and reasonable common carrier transportation charges for the distance involved.

If the worker completes the period of employment, the Company will provide or pay for the worker's transportation and subsistence from the place of employment to the place from which the worker came to work for the employer which is the place of recruitment as defined above. Return transportation will not be provided to workers who voluntarily abandon employment before the end of the employment period, or who are terminated for cause. For the purposes of this paragraph, the "period of employment" shall be the period from the first workday the worker is at the Company's work site and is ready, willing, able and eligible to work, until the anticipated ending day of employment set forth on this Clearance Order, or until the services of the worker are no longer required, whichever comes first.

If a sufficient number of able, willing qualified and eligible workers are available in a single facility at the same time to come to work for the Company from a location beyond normal commuting distance, the Company may arrange transportation and subsistence at the most economical rate attainable for such workers. The cost of inbound transportation and subsistence will be reimbursed as set forth in this Clearance Order.

In the event of the death of a worker during the time the worker is employed under this Clearance Order, the worker's remains will be returned to the worker's permanent home at no cost to the worker or the worker's family.

z. Job Offer Information 26

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

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

The pre-designated pickup point is located at Days Inn Camarillo, 165 E Daily Drive Camarillo, CA 93060. Workers living in Company provided housing will be provided free transportation to and from the company-provided housing and the work site. Workers living in company provided housing also have the option to drive their own vehicles to the worksite. The employer may utilize the services of a carpool/van service using Cal Van, in which vouchers will be provided to the workers who choose to use this voluntary service. Workers who choose to utilize the vanpool will not be charged for such use.

Foothill Packing maintains a fleet of registered and properly insured vehicles, all of which are listed on the Orange Card Foothill will provide at the 9142A stage.
Foothill has the following vehicles available to transport H-2A workers:
43 buses of various makes, including GMC/Bluebird/ Chevy/ Freightliner/ Thomas, each of which is rated to carry between 38-44 passengers. 15 passenger CalVans may be used when available as well. Multiple busses will be used to transport workers and multiple trips will be made by busses when necessary.
Workers will be picked up from the housing location approximately one-hour before the day's start time and transported back to the housing location at the end of the workday.
All vehicles identified are authorized for use under a valid FLC Certificate of Registration

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

H. Additional Material Terms and Conditions of the Job Offer

. Job Offer Information 27

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

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

Work is performed in open fields and may involve exposure to mud, dust, wind, heat, cold, and other natural elements. Temperatures can range from 30 degrees Fahrenheit to over 100 degrees Fahrenheit during the period of employment. Workers should come prepared with appropriate clothing and footwear for the environmental and working conditions described.

This work may entail exposure to plant pollens, insects, and noxious plants, and to fields and plant materials which have been treated with insect and/or disease control sprays. The employer will comply with all worker protection standards and re-entry restrictions applicable to pesticides and other chemicals used in the fields. Workers are also required to comply with all applicable worker protection standards and re-entry times. Workers must listen to, understand and follow instructions of company supervisors and managers.

Daily individual work assignments will be made by, and at the sole discretion of, the Company as the needs of the harvesting operation dictate. Workers will be assigned to specific worksites by the company.

Workers are expected to assist in maintaining work areas and company property in a neat and clean condition by not littering. Lunch must be eaten in the assigned area(s) away from the employee's work site and in accordance to company Food Safety policies.

Workers will be expected to comply with all provisions of this Clearance Order and the Company's work rules, policies and procedures, and to perform all assigned tasks in a professional and efficient manner. Failure to do so will subject the worker to the employer's disciplinary procedures. Foothill Packing endeavors to produce a premium product. This is a demanding, competitive business. A high-quality product is expected and demanded by our customers. Sloppy or improper work cannot, and will not, be tolerated.

All safety rules and instructions must be meticulously observed throughout the workday. All Foothill Packing rules and policies must be followed, to the extent that they do not conflict with the provisions of this Clearance Order and/or the U.S. Department of Labor's H-2A regulations.

. Job Offer Information 28

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

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

All Food Safety rules must be adhered to, including following company food safety policies. A copy of the applicable rules and policies will be provided to each worker on or before the first day of work. A copy of the applicable rules and policies will be provided to each worker on or before the first day of work, which includes a Dispute Resolution Agreement outlining procedures to follow in raising concerns to seek their prompt resolution with an option to arbitrate unresolved matters. Employees will have access to the Job Service Complaint System, as described in 20 CFR part 658, subpart E. Failure to comply with the Company policies and/or meet expectations will result in the applications of disciplinary procedures, up to and including termination.

No non-workers will be permitted at the worksites or on Company property without permission of the company except where access is required and/or limited pursuant to California Labor Code Sections 1140.2 and 1152 and 8 California Code of Regulations 20900. Specifically, no persons conducting activities prohibited by law are permitted on company premises or in housing. Visitors must sign in and out of company premises and housing upon arrival and departure and are not permitted to remain in the housing overnight. Importantly, no non-working children may be present at or adjacent to the work site or left in vehicles at or adjacent to the work site or in Company provided housing during the workday. Workers arriving to work with non-working children or other non-workers will be sent home.

Employees must not report for work, enter the work site or perform service while under the influence of or having used alcohol or any illegal controlled substance. Employees must not report for work, or perform service, while under the influence of, or impaired by, prescription drugs, medications or other substances that may in any way adversely affect their alertness, coordination, reaction response or safety. The employer may require the worker to submit to a drug test at the employer's expense upon the occurrence of a reportable accident or upon reasonable suspicion.

Please note: Time spent processing a social security number will be on employee's personal time and is not counted as compensable time or time worked.

Tools and equipment: The Company will provide the tools and equipment necessary to perform all required tasks at no cost to the worker. Tools and equipment include knives, hairnets, beard nets, plastic gloves, aprons, sleeves will be provided if needed to perform the job. The reasonable repair and/or replacement cost of tools or equipment may be deducted from the worker's paycheck for willful damage or loss of such tools or equipment. The employer will not make any deduction from the wage or require any reimbursement from an employee for any cash shortage, breakage, or loss of equipment, unless it can be shown that such shortage, breakage, or loss is caused by a dishonest or willful act, or by the gross negligence of the employee.

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