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

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

A. Job Offer Information

1. Job Title * Farmworkers and Laborers

2. Workers Needed *	a. Total	b. H-2A Workers	Period of Intended Employment	
	120	120	3. First Date * 9/1/2023	4. Last Date * 12/16/2023

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

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

40	**a. Total Hours**	7	c. Monday	7	e. Wednesday	7	g. Friday
0	b. Sunday	7	d. Tuesday	7	f. Thursday	5	h. Saturday

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

Temporary Agricultural Services and Wage Offer Information

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

See Addendum C

8b. Wage Offer *	8c. Per *	8d. Piece Rate Offer §	8e. Piece Rate Units / Estimated Hourly Rate / Special Pay Information §
$ 17 . 34	☑ HOUR ☐ MONTH	$ ____ . ___	

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.)

The employer will make the following deductions from the worker's wages: FICA taxes and federal income tax withholdings as required by Federal, State, and local law.

H-2A Case Number: H-300-23182-161792 Case Status: Full Certification Determination Date: 07/25/2023 Validity Period: _____ to _____

B. Minimum Job Qualifications/Requirements

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

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

3. Training: number of months required. * 0

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

☐ a. Certification/license requirements
☐ b. Driver requirements
☑ c. Criminal background check
☑ d. Drug screen
☑ e. Lifting requirement 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)*

Employer may conduct drug/alcohol testing post-employment and at the employer's expense.

Employer may conduct criminal background checks post-employment and at the employer's expense.

C. Place of Employment Information

1. Place of Employment Address/Location *
9339 Atwood Road

2. City *	3. State *	4. Postal Code *	5. County *
Charleviox	Michigan	49720	Charlevoix

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

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 *
9040 Eastman Road

2. City *	3. State *	4. Postal Code *	5. County *
Beulah	Michigan	49617	Benzie

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

7. Total Units * 1

8. Total Occupancy * 60

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.)

Employer will furnish free and convenient cooking and kitchen facilities so that workers may prepare their own meals. No charge will be made for the provided beds, appliances, cooking utensils and similar items furnished to workers to whom housing is provided hereunder unless unlawfully removed or damaged beyond normal wear and tear. Employer will provide (on a voluntary basis) weekly transportation to assure workers access to stores where they can purchase groceries. If for any reason the kitchen facilities become unavailable due to fire or calamity, the employer will provide 3 meals per day for which a deduction shall be made until the kitchen facilities become operable.

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

F. Transportation and Daily Subsistence

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

The employer will provide free transportation between the employer's housing and the worksite for any worker who is provided housing. The use of transportation by the worker is voluntary, and no worker will be required as a condition of employment to utilize the transportation offered by the employer.

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.)

After a worker has completed fifty percent of the work contract period, the employer will reimburse the worker for the cost of transportation and subsistence from the place the worker came from to the place of work, if such costs are borne by the worker.

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.)

Interested candidates are to contact their local State Workforce Agency (SWA). Candidates should be fully apprised by the local SWA office of the terms, conditions and nature of employment prior to referral and may be given a copy of the ETA Form 790 and its corresponding attachments. SWA agents who have screened candidates for all season availability, legality to work in the US, and who are willing, able and qualified to perform the job duties may fax referrals to 231-361-5904; or mail them to 9689 W. Walker Road, Manton, MI 49663. Applicants referred on this job order should be advised that they must possess legal, suitable documents to complete Form I-9 as required by USCIS and the Department of Homeland Security.

Person seeking employment as a farm laborer must be available for the entire period requested by the employer, possess 3 months experience hand harvesting fruits and vegetables with verifiable sources, may be subject to a post hire background check at no expense of their own and pass a post-hire free of charge drug test. These steps are intended to ensure that the safety of the work environment and end consumer is not compromised as mandated by the Global G.A.P Audit, the FDA Food Safety Modernization Act (FSMA) and the USDA Good Agricultural Practices & Good Handling Practices Audit. Convictions of criminal conduct that present a potential compromise of food security in accordance with the Public Health Security and Bioterrorism Preparedness and Response Act of 2002 will be cause for discharge. The employer may terminate the worker (foreign and/or domestic) with notification to the employment service if employer discovers a criminal conviction record or status as a registered sex offender that employer reasonably believes, consistent with current law, will impair the safety and living conditions of other workers. Although an international or US drivers license is not required, all applicants must be in compliance with Federal, State and local licensing requirements for safe employer vehicle operation. Applicants who have been disbarred from licensing for multiple DUIs will not be eligible.

2. Telephone Number to Apply *	3. Extension §	4. Email Address to Apply *
+1 (231) 468-6046	N/A	beth@arleneresourcemanagement.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 §
VanDrie	Elizabeth	
4. Title *		
Manager		

5. Signature (or digital signature) *	6. Date signed *
Digital Signature Verified and Retained By Certifying Officer	7/10/2023

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 §
Bolt Farm	Peebles Rd and Atwood Charlevioux, Michigan 49720 CHARLEVOIX		9/1/2023	12/16/2023	8
Bolt Farm	Dennis Rd and Atwood Charlevioux, Michigan 49720 CHARLEVOIX		9/1/2023	12/16/2023	8
Bolt Farm	Sequanota Rd and Phelps Rd East Jordan, Michigan 49720 CHARLEVOIX		9/1/2023	12/16/2023	8
Lou Putney Orchards	1561 Scenic Highway Elberta, Michigan 49628 BENZIE		9/1/2023	12/16/2023	12
Lou Putney Orchards	9245 Mud Lake Road Bear Lake, Michigan 49614 MANISTEE		9/1/2023	11/4/2023	12
Lou Putney Orchards	3559 Paul Rose Road Frankfort, Michigan 49635 BENZIE		9/1/2023	11/4/2023	12
Lou Putney Orchards	4286 Raymond Rd Frankfort, Michigan 49635 BENZIE		9/1/2023	11/4/2023	12
Lou Putney Orchards	Taylor Road, 20 acres N of rd Bear Lake, Michigan 49614 MANISTEE		9/1/2023	11/4/2023	12
Lou Putney Orchards	44.512190 85.118768 Frankfort, Michigan 49635 BENZIE		9/1/2023	11/4/2023	12
Twin Maples Farm	16625 Center Road Frankfort, Michigan 49635 GRAND TRAVERSE		9/1/2023	11/3/2023	7

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Twin Maple Farm	6032 Joyfield Traverse City, Michigan 49686 GRAND TRAVERSE		9/1/2023	11/3/2023	7
Zane Gray	4281 Hulbert Road Interlochen, Michigan 49643 GRAND TRAVERSE		9/1/2023	11/1/2023	4
Zane Gray	6159 Mick Road Benzonia, Michigan 49616 BENZIE		9/1/2023	11/1/2023	4
Zane Gray	4150 Crawford Road Frankfort, Michigan 49616 BENZIE		9/1/2023	11/1/2023	4
Zane Gray	4433 Crawford Road Frankfort, Michigan 49616 BENZIE		9/1/2023	11/1/2023	4
Gray's Fruit Farm	3472 Paul Rose Road Frankfort, Michigan 49635 BENZIE		9/1/2023	11/11/2023	8
Gray's Fruit Farm	Silverville Road Frankfort, Michigan 49635 BENZIE		9/1/2023	11/11/2023	8
Gray's Fruit Farm	2519 Scenic Highway Frankfort, Michigan 49635 BENZIE		9/1/2023	11/11/2023	8
Gray's Fruit Farm	1330 Edenhill Road Beulah, Michigan 49617 BENZIE		9/1/2023	11/11/2023	8
Gray's Fruit Farm	7738 Worden Road Beulah, Michigan 49617 BENZIE		9/1/2023	11/11/2023	8

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Gray's Fruit Farm	1550 Edenhill Road Beulah, Michigan 49617 BENZIE		9/1/2023	11/11/2023	8
Gray's Fruit Farm	4319 Rice Road Benzonia, Michigan 49616 BENZIE		9/1/2023	11/11/2023	8
Gray's Fruit Farm	Rice Rd and Mick Rd Benzonia, Michigan 49616 BENZIE		9/1/2023	11/11/2023	8
Cornerstone Fruit Farm LLC	10593 US 31 Williamsburg, Michigan 49690 GRAND TRAVERSE		9/1/2023	11/1/2023	10
Brown's Tree Farm	2425 S Blodgett Road Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	4
Northpoint Farms	8055 Angell Road Williamsburg, Michigan 49690 GRAND TRAVERSE		9/1/2023	11/1/2023	15
Northpoint Farms	44.839521 -85.409170 Williamsburg, Michigan 49690 GRAND TRAVERSE	Home	9/1/2023	11/1/2023	15
Northpoint Farms	44.806885 -85.477405 Williamsburg, Michigan 49690 GRAND TRAVERSE	New Hope	9/1/2023	11/1/2023	15
Northpoint Farms	44.977295 -85.365003 Williamsburg, Michigan 49690 GRAND TRAVERSE	Boals	9/1/2023	11/1/2023	15
Northpoint Farms	44.984621 -85.356735 Williamsburg, Michigan 49690 GRAND TRAVERSE	Boals Home	9/1/2023	11/1/2023	15

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Northpoint Farms	45.010436 -85.354803 Williamsburg, Michigan 49620 GRAND TRAVERSE	Dawson	9/1/2023	11/1/2023	15
Northpoint Farms	45.109563 -85.323110 Williamsburg, Michigan 49690 GRAND TRAVERSE	East Point	9/1/2023	11/1/2023	15
Sleeping Bear Orchard LLC	11225 S Leelanau Highway Empire, Michigan 49630 LEELANAU		9/4/2023	10/31/2023	12
Sleeping Bear Orchard LLC	44.81947, -86.03669 Empire, Michigan 49630 LEELANAU	Wiesen	9/4/2023	10/31/2023	12
Sleeping Bear Orchard LLC	44.4923.24, -86.04531 Empire, Michigan 49630 LEELANAU	Dads	9/4/2023	10/31/2023	12
Sleeping Bear Orchard LLC	44.482396, -86.12788 Empire, Michigan 49630 LEELANAU	Ziegler	9/4/2023	10/31/2023	12
Kolarik Brothers Farm	45.080975 -85.677729 North Port, Michigan 49670 LEELANAU		9/1/2023	11/5/2023	6
Kolarik Brothers Farm	8288 Kolarik Road North Port, Michigan 49670 LEELANAU		9/1/2023	11/5/2023	6
Putney Beef or Fruit	4281 Joyfield Road Arcadia, Michigan 49613 BENZIE		9/15/2023	11/11/2023	14
Putney Beef or Fruit	Akies and Joyfield Arcadia, Michigan 49613 BENZIE		9/15/2023	11/11/2023	14

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Putney Beef or Fruit	L and S West Putney Road Arcadia, Michigan 49613 BENZIE		9/15/2023	11/11/2023	14
Putney Beef or Fruit	Dryhill Putney Rd and Taylor Rd Arcadia, Michigan 49613 BENZIE		9/15/2023	11/11/2023	14
Putney Beef or Fruit	Orrs, Corner of Joyfield and Bovard Rd Frankfort, Michigan 49613 BENZIE		9/15/2023	11/11/2023	14
Putney Beef or Fruit	Shiviles - 5376 Benzie Benzonia, Michigan 49616 BENZIE		9/15/2023	11/11/2023	14
Putney Beef or Fruit	Petersons - Gilbert Road Arcadia, Michigan 49613 BENZIE		9/15/2023	11/11/2023	14
Putney Beef or Fruit	M22 and Joyfield Benzonia, Michigan 49613 BENZIE		9/15/2023	11/11/2023	14
Putney Beef or Fruit	Matzinger Rd and Taylor Rd Benzonia, Michigan 49613 BENZIE		9/15/2023	11/11/2023	14
Putney Beef or Fruit	Airport Corner of Taylor and Keller Road Arcadia, Michigan 49613 BENZIE		9/15/2023	11/11/2023	14
Koster Dairy	1871 S 7 Mile Falmouth, Michigan 49632 MISSAUKEE		9/1/2023	12/16/2023	35
Koster Dairy	9 Mile and Beeler Aetna TWP, Michigan 49632 MISSAUKEE		9/1/2023	12/16/2023	35

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Koster Dairy	9 Mile and Kelly Road Aetna TWP, Michigan 49632 MISSAUKEE		9/1/2023	12/16/2023	35
Koster Dairy	840 E. Lotan Road Falmouth, Michigan 49632 MISSAUKEE		9/1/2023	12/16/2023	35
Koster Dairy	Rosted Rd & McGee Road Lake City, Michigan 49632 MISSAUKEE		9/1/2023	12/16/2023	35
Koster Dairy	13 Mile & Kelly Rd Merritt, Michigan 49632 MISSAUKEE		9/1/2023	12/16/2023	35
Wirth Dairy Farm	Crossroads: 70th and 3 Mile Evart, Michigan 49631 OSCEOLA		9/1/2023	12/16/2023	35
Wirth Dairy Farm	8335 80th Avenue Evart, Michigan 49631 OSCEOLA		9/1/2023	12/16/2023	35
Wirth Dairy Farm	7 Mile and River Road Evart, Michigan 49631 OSCEOLA		9/1/2023	12/16/2023	35
Wirth Dairy Farm	90th and 95th Evart, Michigan 49631 OSCEOLA		9/1/2023	12/16/2023	35
Silver Creek Dairy	5160 S. Vandermeulen Road McBain, Michigan 49657 MISSAUKEE		9/1/2023	12/16/2023	35
Silver Creek Dairy	VanderMeulen and Blue Road McBain, Michigan 49657 MISSAUKEE		9/1/2023	12/16/2023	35

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Silver Creek Dairy	Lotan Road and M-66 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	35
Silver Creek Dairy	2540 N. Star City Road Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	35
Prosperous Farms	3688 E. Prosper Road Falmouth, Michigan 49632 MISSAUKEE		9/1/2023	12/16/2023	35
Prosperous Farms	7050 E Finkle Road Falmouth, Michigan 49632 MISSAUKEE	Moddersville	9/1/2023	12/16/2023	35
Prosperous Farms	6020 S 9 Mile Road Falmouth, Michigan 49632 MISSAUKEE	9 Mile	9/1/2023	12/16/2023	35
Gernaat Dairy	6790 E. Mulder Road Falmouth, Michigan 49632 MISSAUKEE		9/1/2023	12/16/2023	35
Dekam Organics Inc	5061 S 7 Mile Road Falmouth, Michigan 49632 MISSAUKEE		9/1/2023	12/16/2023	35
Dekam Organics Inc	Sanborn and Tunerville Rd Falmouth, Michigan 49632 MISSAUKEE		9/1/2023	12/16/2023	35
Dekam Organics Inc	7 Mile and M-55 Falmouth, Michigan 49632 MISSAUKEE		9/1/2023	12/16/2023	35
Dekam Organics Inc	7 Mile and Prosper Road Falmouth, Michigan 49632 MISSAUKEE		9/1/2023	12/16/2023	35

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Yonkman Dairy LLC	20 Mile Rd and Steadman Rd Marion, Michigan 49601 OSCEOLA		9/1/2023	12/16/2023	35
Yonkman Dairy LLC	Lucas Road and County Line Road McBain, Michigan 49657 MISSAUKEE		9/1/2023	12/16/2023	35
Yonkman Dairy LLC	Stoney Corner Rd and Lucas Rd McBain, Michigan 49657 MISSAUKEE		9/1/2023	12/16/2023	35
Yonkman Dairy LLC	Strief Rd and Brown Rd McBain, Michigan 49657 MISSAUKEE		9/1/2023	12/16/2023	35
Yonkman Dairy LLC	10851 W Strief Road McBain, Michigan 49657 MISSAUKEE		9/1/2023	12/16/2023	35
Pine Crest Dairy	11295 E 48 Road Cadillac, Michigan 49601 WEXFORD		9/1/2023	12/16/2023	35
Pine Crest Dairy	M-115 and 46 Road Cadillac, Michigan 49601 WEXFORD		9/1/2023	12/16/2023	35
Pine Crest Dairy	9630 S Seeley Road Cadillac, Michigan 49601 WEXFORD		9/1/2023	12/16/2023	35
Pine Crest Dairy	20 Mile Road Marion, Michigan 49601 WEXFORD		9/1/2023	12/16/2023	35
Pine Crest Dairy	20 Mile and 135th Avenue Tustin, Michigan 49601 WEXFORD		9/1/2023	12/16/2023	35

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Pine Crest Dairy	McBain Rd and S 47 Rd Cadillac, Michigan 49601 WEXFORD		9/1/2023	12/16/2023	35
Many Blessings Dairy	7742 S Lucas Road McBain, Michigan 49657 MISSAUKEE		9/1/2023	12/16/2023	35
Bovan Dairy Farm Inc.	5479 W. Stoney Corners Road McBain, Michigan 49657 MISSAUKEE		9/1/2023	12/16/2023	35
Benthem Brothers Dairy	Stoney Corners Rd and Lucas Road McBain, Michigan 49657 MISSAUKEE		9/1/2023	12/16/2023	35
Benthem Brothers Dairy	Meyering Rd and Lucas Rd McBain, Michigan 49657 MISSAUKEE		9/1/2023	12/16/2023	35
Benthem Brothers Dairy	Geers Rd and Blodgett Rd McBain, Michigan 49657 MISSAUKEE		9/1/2023	12/16/2023	35
Benthem Brothers Dairy	110th and 21 Mile Road McBain, Michigan 49657 MISSAUKEE		9/1/2023	12/16/2023	35
Benthem Brothers Dairy	M-66 and Lotan Rd McBain, Michigan 49657 MISSAUKEE		9/1/2023	12/16/2023	35
Benthem Brothers Dairy	Meyering Rd and Stoney Corners Rd McBain, Michigan 49657 MISSAUKEE		9/1/2023	12/16/2023	35
Benthem Brothers Dairy	80th and 17 Mile McBain, Michigan 49657 MISSAUKEE		9/1/2023	12/16/2023	35

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Benthem Brothers Dairy	Seeley Rd and Stoney Corners McBain, Michigan 49657 MISSAUKEE		9/1/2023	12/16/2023	35
Benthem Brothers Dairy	7927 W. Stoney Corners Road McBain, Michigan 49657 MISSAUKEE		9/1/2023	12/16/2023	35
Benthem Brothers Dairy	Dickerson/Stoney Corners McBain, Michigan 49657 MISSAUKEE		9/1/2023	12/16/2023	35
Benthem Brothers Dairy	Meyering/Morey McBain, Michigan 49657 MISSAUKEE		9/1/2023	12/16/2023	35
Benthem Brothers Dairy	Lucas/Strief McBain, Michigan 49657 MISSAUKEE		9/1/2023	12/16/2023	35
Benthem Brothers Dairy	Meyering/Dickerson McBain, Michigan 49657 MISSAUKEE		9/1/2023	12/16/2023	35
Benthem Brothers Dairy	Green/Strief McBain, Michigan 49657 MISSAUKEE		9/1/2023	12/16/2023	35
VanPolen Farms	21626 70th Avenue Marion, Michigan 49657 OSCEOLA		9/1/2023	12/16/2023	35
SandHill Farm	10520 S Forward Rd Marion, Michigan 49665 OSCEOLA		9/1/2023	12/16/2023	35
Veddler Dairy Farms	7217 County Line Rd Marion, Michigan 49665 OSCEOLA		9/1/2023	12/16/2023	35

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Veddler Dairy Farms	7880 Hibma Road Marion, Michigan 49665 OSCEOLA		9/1/2023	12/16/2023	35
Veddler Dairy Farms	7295 Hibma Road Marion, Michigan 49665 OSCEOLA		9/1/2023	12/16/2023	35
Veddler Dairy Farms	90th Avenue Highland, Michigan 49665 OSCEOLA		9/1/2023	12/16/2023	35
Hillside Dairy	3378 S. 8 Mile Road Falmouth, Michigan 49632 MISSAUKEE		9/1/2023	12/16/2023	35
Hillside Dairy	Kelly Road and 8 Mile Falmouth, Michigan 49632 MISSAUKEE		9/1/2023	12/16/2023	35
GW Dairy	1910 E. Meyering Road Marion, Michigan 49665 OSCEOLA		9/1/2023	12/16/2023	35
Gingrich Meadows	14888 18 Mile Road Leroy, Michigan 49655 OSCEOLA		9/1/2023	12/16/2023	35
Garlomar Farms Inc	2630 S 8 Mile Road Falmouth, Michigan 49632 MISSAUKEE		9/1/2023	12/16/2023	35
DeRuiter Dairy LLC	350 W. Brinks Road Marion, Michigan 49665 OSCEOLA		9/1/2023	12/16/2023	35
Autumn Vista Dairy	22 Mile and 5th Avenue Marion, Michigan 49665 OSCEOLA		9/1/2023	12/16/2023	35

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Autumn Vista Dairy	M55 and 9 Mile Lake City, Michigan 49665 MISSAUKEE		9/1/2023	12/16/2023	35
Autumn Vista Dairy	1150 W Stoney Corners Rd McBain, Michigan 49657 MISSAUKEE		9/1/2023	12/16/2023	35
Autumn Vista Dairy	19 Mile and 15 Avenue Marion, Michigan 49657 MISSAUKEE		9/1/2023	12/16/2023	35
Autumn Vista Dairy	County Line and Green Road McBain, Michigan 49657 MISSAUKEE		9/1/2023	12/16/2023	35
Autumn Vista Dairy	20 Mile and Sherman Road Lake City, Michigan 49657 MISSAUKEE		9/1/2023	12/16/2023	35
Buning Dairy	349 Prosper Road Falmouth, Michigan 49632 MISSAUKEE		9/1/2023	12/16/2023	35
Buning Dairy	Lotan and Burkett Rd McBain, Michigan 49632 MISSAUKEE		9/1/2023	12/16/2023	35
Buning Dairy	5908 S 8 Mile Road Falmouth, Michigan 49632 MISSAUKEE		9/1/2023	12/16/2023	35
Cow Pleasant Dairy	5731 N. Winn Road Weidman, Michigan 48893 ISABELLA		9/1/2023	12/16/2023	35
Sunshine Acres	7036 Hibma Road Marion, Michigan 49665 OSCEOLA		9/1/2023	12/16/2023	35

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Sunshine Acres	70th Avenue and 21 Mile Marion, Michigan 449665 MISSAUKEE		9/1/2023	12/16/2023	35
Sunshine Acres	15 Mile and 50th Avenue Marion, Michigan 49665 MISSAUKEE		9/1/2023	12/16/2023	35
Sunshine Acres	17 Mile and 120th Avenue Tustin, Michigan 49665 MISSAUKEE		9/1/2023	12/16/2023	35
Lucky 7	10550 S Strief Road McBain, Michigan 49657 MISSAUKEE		9/1/2023	12/16/2023	35
Lucky 7	Brown Rd and Stoney Corner McBain, Michigan 49657 MISSAUKEE		9/1/2023	12/16/2023	35
Lucky 7	Geers Rd and 47 Mile Road Cadillac, Michigan 49657 MISSAUKEE		9/1/2023	12/16/2023	35
Lucky 7	8110 W 4 Road Mesick, Michigan 49657 MISSAUKEE		9/1/2023	12/16/2023	35
Lucky 7	10570 S Brown Road McBain, Michigan 49657 MISSAUKEE		9/1/2023	12/16/2023	35
Doddedale Farms	3287 E Prospeer Road Falmouth, Michigan 49632 MISSAUKEE		9/1/2023	12/16/2023	35
Tacoma Dairy	180 W Blue Road Falmouth, Michigan 49632 MISSAUKEE		9/1/2023	12/10/2023	30

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Up North Fields	823 Michigan Avenue Benzonia, Michigan 49616 BENZIE		9/1/2023	10/7/2023	1
Up North Fields	9040 Eastman Road Beulah, Michigan 49617 MISSAUKEE		9/1/2023	10/7/2023	1
Jason Lake	11255 Elk Lake Road Williamsburg, Michigan 49690 GRAND TRAVERSE		9/18/2023	10/31/2023	5
Dutchman Tree Farms (Alexander)	2309-11-4101 Manton, Michigan 49663 WEXFORD	Alexander	9/1/2023	12/16/2023	120
Dutchman Tree Farms (Anderson)	Sec 34 NE1/2 of the NE1/4 Bear Lake, Michigan 49645 MANISTEE	Anderson	9/1/2023	12/16/2023	120
Dutchman Tree Farms (Andrash)	57-004-016-033-00 Manton, Michigan 49663 MISSAUKEE	Andrash	9/1/2023	12/16/2023	120
Dutchman Tree Farms (Arlene Hill South)	57-004-021-006-00 Manton, Michigan 49663 MISSAUKEE	Arlene Hill	9/1/2023	12/16/2023	120
Dutchman Tree Farms (Aten)	57-004-017-018-00 Manton, Michigan 49663 MISSAUKEE	Aten	9/1/2023	12/16/2023	120
Dutchman Tree Farms (Aten 2)	57-004-017-011-00 Manton, Michigan 49663 MISSAUKEE	Aten 2	9/1/2023	12/16/2023	120
Dutchman Tree Farms (Ballmer)	44.40621, -85.28751 Manton, Michigan 49663 MISSAUKEE	Ballmer	9/1/2023	12/16/2023	120

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Dutchman Tree Farms (Bear Lake)	51-02-022-200-05 Bear Lake, Michigan 49614 MANISTEE	Bear Lake	9/1/2023	12/16/2023	120
Dutchman Tree Farms (Beem Manton Hill)	2309-15-3301 Manton, Michigan 49663 MISSAUKEE	Beem	9/1/2023	12/16/2023	120
Dutchman Tree Farms (Beuhler)	57-002-023-007-00 Manton, Michigan 49663 MISSAUKEE	Beuhler	9/1/2023	12/16/2023	120
Dutchman Tree Farms (Bever)	57-004-002-007-00 Manton, Michigan 49663 MISSAUKEE	Bever	9/1/2023	12/16/2023	120
Dutchman Tree Farms (BH - ARNOLD RD)	57-002-027-008-00 Manton, Michigan 49663 MISSAUKEE	BH	9/1/2023	12/16/2023	120
Dutchman Tree Farms (BH - ARNOLD RD) 2	57-002-028-001-00 Manton, Michigan 49663 MISSAUKEE	BH	9/1/2023	12/16/2023	120
Dutchman Tree Farms (BH - RHOBY WOODS)	57-004-002-002-85 Manton, Michigan 49663 MISSAUKEE	BH	9/1/2023	12/16/2023	120
Dutchman Tree Farms (Bishop)	Sec 12 SE1/4 of the NE1/4 Manton, Michigan 49663 MISSAUKEE	Bishop	9/1/2023	12/16/2023	120
Dutchman Tree Farms (Blaszak Dave)	Part of SW 1/4 of SE 1/4, being 31.6 acres Lake City, Michigan 49651 MISSAUKEE	Blaszak	9/1/2023	12/16/2023	120
Dutchman Tree Farms (Bryon Helsel)	57-007-032-008-10 Lake City, Michigan 49651 MISSAUKEE	Bryon	9/1/2023	12/16/2023	120

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Dutchman Tree Farms (Bud Gernaat)	44.20834, -85.30265 McBain, Michigan 49657 MISSAUKEE	Bud	9/1/2023	12/16/2023	120
Dutchman Tree Farms (Burkett)	57-012-015-015-00 Lake City, Michigan 49651 MISSAUKEE	Burkett	9/1/2023	12/16/2023	120
Dutchman Tree Farms (Christianson Rd)	44.3961, -86.19216 Onekama, Michigan 49675 MANISTEE	Christianson	9/1/2023	12/16/2023	120
Dutchman Tree Farms (Conservatory)	03-001-402-17 Arcadia, Michigan 49613 BENZIE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Conservatory 2)	03-001-129-11 Arcadia, Michigan 49613 BENZIE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Conservatory 3)	03-001-142-70 Arcadia, Michigan 49613 BENZIE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Conservatory 4)	03-001-327-00 Arcadia, Michigan 49613 BENZIE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Conservatory 5)	03-001-402-16 Arcadia, Michigan 49613 BENZIE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Corner 40)	57-009-023-008-00 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Culvers)	SEC W 530.48 FT FROM NE COR S 250.66 FT, Bear Lake, Michigan 49651 MANISTEE		9/1/2023	12/16/2023	120

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Dutchman Tree Farms (Dairy Farm)	57-009-024-005-00 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farm (Dale)	51-12-017-425-01 Bear Lake, Michigan 49614 MANISTEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Donnelly)	57-009-012-005-90 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Donnelly 2)	57-009-012-004-70 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Donnelly 3)	57-009-012-004-35 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Donnelly 4)	57-009-012-004-00 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Dorland-Shaggy Cow)	57-012-019-007-00 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Duddles)	67-15-015-001-00 McBain, Michigan 49657 OSCEOLA		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Douglas Valley)	5042-4592 Schoedel Rd Manistee, Michigan 49660 MANISTEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Duddles Highland)	67-06-004-007-00 McBain, Michigan 49657 OSCEOLA		9/1/2023	12/16/2023	120

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Dutchman Tree Farms (Dymek)	8337-8001 W Rhoby Rd Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Ebels)	NW 1/4 of the NW 1/4 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (EH 10Rd)	8000-8498 E 10 Rd Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (EH Bever)	8547-8339 W Rhoby Rd10 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (EH Bucks)	8940 W Cutcheon Rd Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (EH Home Farm)	S 45 Mile Rd Cadillac, Michigan 49601 WEXFORD		9/1/2023	12/16/2023	120
Dutchman Tree Farms (EH Pontius)	Pontius Rd SE Kalkaska, Michigan 49646 KALKASKA		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Ellens)	57-013-035-002-10 McBain, Michigan 49657 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Ellens 2)	57-013-035-002-80 McBain, Michigan 49657 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Ellens 3)	57-013-035-008-50 McBain, Michigan 49657 MISSAUKEE		9/1/2023	12/16/2023	120

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Dutchman Tree Farms (Ellens 4)	57-013-035-008-80 McBain, Michigan 49657 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Ellens 5)	57-013-035-001-00 McBain, Michigan 49657 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Elmer Henjal)	7363 M-66 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Emerald 160)	57-015-006-009-00 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Emerald Blodgett)	57-004-010-010-00 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Emerald Highland)	67-06-003-011-00 McBain, Michigan 49657 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Emerald Jimm. O. 40)	2309-13-2301 Manton, Michigan 49663 WEXFORD		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Emerald M-55 South)	57-012-004-005-00 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Emerald North M-55)	57-007-034-007-25 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Emerald M-55 S. West)	57-012-004-012-00 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Dutchman Tree Farms (Emery Barn)	57-004-016-015-70 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Eubanks)	57-009-024-003-00 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Fleis)	Sec 23 SE1/4 of SE1/4 Cadillac, Michigan 49601 WEXFORD		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Fleis Ben Tower)	6370-6598 W 8 Rd Mesnick, Michigan 49668 WEXFORD		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Fleir Bungee)	7945-7729 Florey's Ranch Rd Buckley, Michigan 49620 WEXFORD		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Fleis Kingsley)	44.58345, -85.57464 Kingsley, Michigan 49649 WEXFORD		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Frank Smith)	57-004-007-003-20 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Fuehring - Block Hse)	64-007-030-300-01 Hart, Michigan 49436 OCEANA		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Fuehring - Hemmingson)	64-007-030-300-03 Hart, Michigan 49436 OCEANA		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Fuehring - Fenton)	64-007-030-400-06 Hart, Michigan 49436 OCEANA		9/1/2023	12/16/2023	120

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Dutchman Tree Farms (Fuehring - Atland)	64-007-030-200-08 Hart, Michigan 49436 OCEANA		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Fuehring - Liesberg)	2566 N. 64th Ave. Hart, Michigan 49436 OCEANA		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Fuehring - Chessnass)	64-007-030-200-06 Hart, Michigan 49436 OCEANA		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Fuller)	57-004-009-001-00 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Gillow)	3241 W Houghton Lake Rd Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Graceland East)	Nugent Rd. Benzonia, Michigan 49616 BENZIE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Graceland West)	Forester Rd. Benzonia, Michigan 49616 BENZIE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Gr Valley - Cass 42)	Sec 15 NE 1/4 of NW 1/4 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Gr Valley - Cass 42)	Sec 15 SE 1/4 of NW 1/4 EXC W 94 ft thof Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Gr Valley - Clark)	Sec 24 SE 1/4 of SE 1/4 EXC S 25 Rds of E 32 Rds therof & EXC W 375 FT thereof Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Dutchman Tree Farms (Gr Valley - Ham Creek)	Sec 24 E 70 A of E 1.2 of NW 1/4 EXC E 1/2 of E 1/2 of NE 1/4 of NW 1/4 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Gr Valley - New Rd)	Sec 30 Part of N 1/2 of NE 1/4 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Green Rd - Winrick)	57-009-013-044-00 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Greenway Lucas Rd.)	57-009-012-001-00 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Greiner 140th Ave)	140th Ave Hart, Michigan 49420 OCEANA		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Greiner Jackson Rd)	113-1 W Jackson Rd, Hart, Michigan 49420 OCEANA		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Greiner Madison Rd)	2774-2612 E Madison Rd Hart, Michigan 49420 OCEANA		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Grover)	57-004-016-002-00 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Grover 2)	57-004-016-004-00 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Hacker/Gilbert)	57-009-023-007-00 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Dutchman Tree Farms (Halpin)	2309-13-1301 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Harris Bud)	009-022-001-00 W 1/2 of the NE 1/4 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Harrisons)	2309-02-1201 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Helsel, June, Bruce)	57-004-008-003-00 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Helsel Ed - Bucks)	SEC 14 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Helsel Ed - Bucks)	SEC 14 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Helsel Ed - Bucks)	SEC 14 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Helsel Ed - Bucks)	SEC 14 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Hejnal)	Mike and Tony Rd Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Helton)	57-004-017-002-00 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Dutchman Tree Farms (Holmes)	N 60 A of of SE Tustin, Michigan 49688 OSCEOLA		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Holmes 2)	That part of of NW LYG E of US 131 25.01A Tustin, Michigan 49688 OSCEOLA		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Holmes 3)	E of SW Tustin, Michigan 49688 OSCEOLA		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Holmes 4)	N of E of NW FRL Tustin, Michigan 49688 OSCEOLA		9/1/2023	12/16/2023	120
Dutchman Tree Farm (Hopkins Creek)	57-002-027-004-00 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Hughston Portion)	57-009-025-001-00 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Irwin)	57-004-021-002-00 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Jarvis)	57-002-032-009-00 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Jarvis II)	57-002-032-010-00 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (J Overzetts)	2309-13-3101 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Dutchman Tree Farms (Joels Farm)	57-004-002-006-00 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (John Deere (Sherman))	57-012-030-006-00 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Joyfiled)	Co Rd 602 Arcadia, Michigan 49613 BENZIE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Judah)	E 1/2 OF THE E 1/2 OF THE NW 1/4 SEC 1 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Kitchen)	44.30063, -85.24546 7492-7798 W Kelly Rd Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Klecker North & South)	57-004-018-010-00 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Kolodziej)	N1/2 of SW1/ of the NW1/4 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Lake City West)	57-009-014-013-00 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Lan Bridson)	57-004-004-017-00 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Lanning/Arnold)	57-002-027-002-00 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Dutchman Tree Farms (Larsen - Bear Lake)	51-009-003-125-01 Bear Lake, Michigan 49614 MANISTEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (LC. Nursery Woods)	57-009-690-033-00 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (LC. Nursery Woods 2)	57-009-013-011-50 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Lembke)	67-15-010-019-00 Tustin, Michigan 49688 OSCEOLA		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Lentini M42)	57-004-007-016-70 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Lentini M42 2)	57-004-007-016-00 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Hughston Portion)	57-009-025-001-00 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Lindeman Rd.)	51-02-008-200-04 Bear Lake, Michigan 49614 MANISTEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Longs)	57-004-010-012-00 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Lonny)	57-004-016-029-50 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Dutchman Tree Farms (Luetzow)	57-007-016-003-00 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutcman Tree Farms (Lutke/Peasley)	57-004-009-018-00 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Lutke/Peasley 2)	57-004-009-016-00 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farm (Lutke/Peasley 3)	57-004-009-017-00 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (M66)	57-012-030-009-10 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Bear Lake)	51-02-022-200-05 Bear Lake, Michigan 49614 MANISTEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Manton Airport East)	2410-27-1101 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farm (Manton S)	2309-22-2101 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (McGee)	57-007-025-020-50 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farm (Mcnaab)	44.41102, -85.36576 10999-10673 No 16 Rd Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Dutchman Tree Farms (McPhee, N. Loading Yard , McPhee House)	57-004-016-014-00 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Meister - Erdman)	SEC 2 T23N N of the SE Onekama, Michigan 49675 MANISTEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Meister - Home)	Sec 12 SE (w/ 10 ac exc) Onekama City, Michigan 49675 MANISTEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Meister - M22)	SW of SW , EXC COM SE COR THEREOF FOR POB, T N373.67 FT, TH N 88 DEG 25 MIN 25 SEC W 300 FT, T S 373.67 FT, Th S 88 Onekama City, Michigan 49675 MANISTEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Methodist Church\Root Farm)	57-004-005-016-00 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/1/2023	120
Dutchman Tree Farms (MIKE ROBERTS II)	57-004-016-029-80 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Miller Casey)	57-009-014-014-00 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Miller Corner)	S Green Road Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farm (Mister Dave Home)	Milarch Rd Bear Lake, Michigan 49614 MANISTEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Morey Hill)	57-002-036-016-00 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Dutchman Tree Farm (Morey Hill 2)	57-002-036-019-00 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Mussellman)	57-002-036-019-00 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms - Nelson Poma	05-11-130-006-50 Mancelona, Michigan 49614 ANTRIM		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Neuman)	150th Ave Tustin, Michigan 49688 OSCEOLA		9/1/2023	12/16/2023	120
Dutchman Tree Farm (New Shop)	9999-9171 Walker Rd Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (NPN)	002-034-009-30 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (NPN 2)	057-007-036-002-00 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (NPN 3)	57-009-020-024-50 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (NPN 4)	57-009-013-010-00 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (NPN 5)	57-009-013-014-00 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Dutchman Tree Farms (NPN 6)	010-074-011-30 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (NPN 7)	011-018-004-50 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (NPN 8)	011-007-003-00 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (NPN 9)	011-018-004-75 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Old Shop)	57-004-003-008-00 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Parsonage)	57-004-016-007-00 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (PJ'S)	57-007-036-002-00 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Postma East)	N Lucas Rd Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Postma East)	N Lucas Rd Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Powell Mtn North)	57-002-027-011-00 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Dutchman Tree Farms (Powell Mtn. South)	57-002-034-006-00 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Prehn - Helsel)	57-004-016-022-00 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Prehn - Helsel 2)	57-004-017-006-00 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Prehn - Helsel 3)	57-004-017-001-00 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (PS Davenport)	44.31342, -85.19561 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (PS Edmunds)	5592 E Edmonds Rd Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (PS Lanning)	N Lanning Rd Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (PS Mulders)	9999-9109 S Lucas Rd, McBain, Michigan 49657 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (PS Musselman Hills)	44.48642, -85.20929 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (PS Nursery)	6060-6198 W Jennings Rd Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Dutchman Tree Farms (Raymer Darrell)	8368-8498 E 20 Rd Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Raymer)	SE 1/4 of NW 1/4 SEC 2 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Reeders)	57-004-003-002-00 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Rendon)	57-009-014-002-10 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Rendon East)	57-009-014-001-00 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Renns/Aten)	57-004-009-025-00 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Rivera)	NE 1/4 OF SW 1/4 & NW 1/4 OF SW 1/4 SEC 17 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Roberts)	57-004-016-029-90 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Roby 2)	67-06-005-001-00 McBain, Michigan 49657 OSCEOLA		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Roby)	67-06-005-003-00 McBain, Michigan 49657 OSCEOLA		9/1/2023	12/16/2023	120

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Dutchman Tree Farms (Rozeveld)	9269 S Call Rd McBain, Michigan 49657 OSCEOLA		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Ruby)	44.68835, -85.17479 Kalkaska, Michigan 49646 KALKASKA		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Rudies)	9213-9001 Hibma Rd Marion, Michigan 49665 OSCEOLA		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Schneider)	57-009-023-001-00 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Schafer)	NE of Tuttle Rd, S of Major rd, E side of Ordway Scottville, Michigan 49454 MASON		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Sharps)	57-004-004-011-00 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Sloat)	7400 W Rhoby Rd Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Slocum)	03-001-402-17 Blaine, Michigan 49635 MANISTEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Slocum 2)	03-001-129-11 Blaine, Michigan 49635 MANISTEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Slocum 3)	03-001-142-70 Blaine, Michigan 49635 MANISTEE		9/1/2023	12/16/2023	120

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Dutchman Tree Farms (Slocum 4)	03-001-327-00 Blaine, Michigan 49635 MANISTEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Stauffer)	57-004-009-007-85 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Stauffer 2)	57-004-009-007-00 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Stauffer 3)	Sec 21 N 1/2 of SW 1/4 of SE 1/4 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Stauffer Shannon)	57-004-009-012-90 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Stephani)	57-009-013-013-00 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Swartz)	57-004-009-002-00 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms	1/2 of NW 1/4 Falmouth, Michigan 49632 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Tebos Call Rd)	3710 Call Road Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Test Plot)	57-004-016-011-50 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Dutchman Tree Farms (Tory)	57-002-033-005-00 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (TRS)	57-007-036-042-075 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (TRS DTF)	57-009-013-035-00 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (TRS DTF 2)	57-009-013-040-00 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Vandermeulen)	673 N. Vandermeulen Road Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Walters)	57-009-014-015-00 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Walton)	57-004-008-010-00 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Westmass)	57-013-033-007-00 McBain, Michigan 49657 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Wiltzer)	57-013-034-011-25 McBain, Michigan 49657 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Winkle)	57-05-020-003-00 McBain, Michigan 49657 MISSAUKEE		9/1/2023	12/16/2023	120

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Dutchman Tree Farms (Wolforth)	57-004-007-017-00 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Zetzman)	57-004-0110-008-00 Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Zuiderveen)	57-013-025-009-85 McBain, Michigan 49657 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms	9689 W. Walker Road Manton, Michigan 49663 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Nursery)	2300 S. Morey Road Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Maidens)	9487 Maidens Road Bear Lake, Michigan 49614 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Ardis Fld #3)	44.329979 -85.178120 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Ardis Fld #4)	44.330896 -85.182180 Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Ardis Fld #5)	Call Rd and Davis Road Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Ardis Fld #8)	Call Road and Davis Road Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Dutchman Tree Farms (Ardis Fld #15)	5200 W. Davis Road Lake City, Michigan 49651 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Vana/Gugle)	N 800 FT of NE 1/4 of NE 1/4 EXC N 369 Ft of E 250 FT McBain, Michigan 49657 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Wiltzer South)	67-06-003-002-00 McBain, Michigan 49657 MISSAUKEE		9/1/2023	12/16/2023	120
Dutchman Tree Farms (Wiltzer II)	67-06-003-005-00 McBain, Michigan 49657 MISSAUKEE		9/1/2023	12/16/2023	120
Williams Orchards	9360 S Novak Rd Cedar, Michigan 49621 LEELANAU		9/1/2023	12/16/2023	12
Williams Orchards	5085 Townline Road Cedar, Michigan 4962149657 MISSAUKEE		9/1/2023	12/16/2023	12
Williams Orchards	3435 S Good Harbor Trail Cedar, Michigan 49621 MISSAUKEE		9/1/2023	12/16/2023	12
Williams Orchards	13700 Solon Road Cedar, Michigan 49621 MISSAUKEE		9/1/2023	12/16/2023	12
Williams Orchards	3383 E Hohnke Road Cedar, Michigan 49621 LEELANAU		9/1/2023	12/16/2023	12
Williams Orchards	573 Ryant Road Maple City, Michigan 49664 MISSAUKEE		9/1/2023	12/16/2023	12

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Williams Orchards	3165 E Bodus Road Cedar, Michigan 49621 MISSAUKEE		9/1/2023	12/16/2023	12
HT Vineyards LLC	45-107859, -85.631924 Northport, Michigan 49670 MISSAUKEE	Matheson Road	9/1/2023	12/16/2023	10
HT Vineyards LLC	9622 E Kolarik Road Suttons Bay, Michigan 49682 MISSAUKEE		9/1/2023	12/16/2023	10
HT Vineyards LLC	45.099253, -85.64168 Suttons Bay, Michigan 49682 MISSAUKEE	Swede Road	9/1/2023	12/16/2023	10
HT Vineyards LLC	45.102880, -85.664912 Suttons Bay, Michigan 49682 MISSAUKEE	Kelch Road	9/1/2023	12/16/2023	10
HT Vineyards LLC	44.864747, -85.961897 Suttons Bay, Michigan 49682 LEELANAU	Kulpa Farm	9/1/2023	12/16/2023	10
HT Vineyards LLC	45.0150028, -85.697449 Suttons Bay, Michigan 49682 MISSAUKEE	Aurora	9/1/2023	12/16/2023	10
HT Vineyards LLC	44.983004, -85.773730 Suttons Bay, Michigan 49682 MISSAUKEE	Good Harbor	9/1/2023	12/16/2023	10
HT Vineyards LLC	45.111411, -85.622111 Suttons Bay, Michigan 49682 MISSAUKEE	Edlin	9/1/2023	12/16/2023	10
Brown's Poplar Ridge Orchard	11317 Erdman Road Onekama, Michigan 49675 MANISTEE		9/1/2023	12/16/2023	15

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Brown's Poplar Ridge Orchard	44.24089, -86.12270 Onekama, Michigan 49675 MANISTEE		9/1/2023	12/16/2023	15
Brown's Poplar Ridge Orchard	44.24214, -86.11530 Onekama, Michigan 49675 MANISTEE		9/1/2023	12/16/2023	15
Brown's Poplar Ridge Orchard	44.24433, -86.11451 Onekama, Michigan 49675 MANISTEE		9/1/2023	12/16/2023	15
Brown's Poplar Ridge Orchard	44.23593, -86.10486 Onekama, Michigan 49675 MANISTEE		9/1/2023	12/16/2023	15
Brown's Poplar Ridge Orchard	44.23408, -86.11148 Onekama, Michigan 49675 MANISTEE		9/1/2023	12/16/2023	15
Walter and Ward Johnson Co LLC	16373 Center Road Traverse City, Michigan 49686 GRAND TRAVERSE	WJ Home	9/1/2023	11/15/2023	20
Walter and Ward Johnson Co LLC	44.97251389, -85.50495 Traverse City, Michigan 49686 GRAND TRAVERSE	Tabone	9/1/2023	11/15/2023	20
Walter and Ward Johnson Co LLC	44.97252, -85.51263 Traverse City, Michigan 49686 GRAND TRAVERSE	Ordway	9/1/2023	11/15/2023	20
Walter and Ward Johnson Co LLC	44.90787222, -85.51532222 Traverse City, Michigan 49686 GRAND TRAVERSE	Ladley	9/1/2023	11/15/2023	20
Walter and Ward Johnson Co LLC	44.91173333, -85.541294444 Traverse City, Michigan 49686 GRAND TRAVERSE	McCracken	9/1/2023	11/15/2023	20

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Walter and Ward Johnson Co LLC	15259 Smokey Hollow Road Traverse City, Michigan 49686 GRAND TRAVERSE	Family	9/1/2023	11/15/2023	20
Walter and Ward Johnson Co LLC	15963 Penisula Drive Traverse City, Michigan 49686 GRAND TRAVERSE	Forty	9/1/2023	11/15/2023	20
Walter and Ward Johnson Co LLC	14947 Center Road Traverse City, Michigan 49686 GRAND TRAVERSE	WWJ Main	9/1/2023	11/15/2023	20
Walter and Ward Johnson Co LLC	44.92056389, -85.522775 Traverse City, Michigan 49686 GRAND TRAVERSE	Krupka	9/1/2023	11/15/2023	20
Walter and Ward Johnson Co LLC	44.940675, -85.51608333 Traverse City, Michigan 49686 GRAND TRAVERSE	Heller 2	9/1/2023	11/15/2023	20
Walter and Ward Johnson Co LLC	16625 Center Road Traverse City, Michigan 49686 GRAND TRAVERSE	Dohm	9/1/2023	11/15/2023	20
Wunsch Farms	16888 Wunsch Road Traverse City, Michigan 49686 GRAND TRAVERSE		9/1/2023	11/4/2023	15
Wunsch Farms	44.845374, -85.548304 Traverse City, Michigan 49686 GRAND TRAVERSE	Mayer 6	9/1/2023	11/4/2023	15
Wunsch Farms	44.918388, -85.536836 Traverse City, Michigan 49686 GRAND TRAVERSE	SOB 29	9/1/2023	11/4/2023	15
Wunsch Farms	44.818564, -85.560364 Traverse City, Michigan 49686 GRAND TRAVERSE	Riley	9/1/2023	11/4/2023	15

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Wunsch Farms	44.818239, -85.562839 Traverse City, Michigan 49686 GRAND TRAVERSE	Shea	9/1/2023	11/4/2023	15
Wunsch Farms	44.824458, -85.560622 Traverse City, Michigan 49686 GRAND TRAVERSE	Vogel	9/1/2023	11/4/2023	15
Wunsch Farms	44.824746, -85.555459 Traverse City, Michigan 49686 GRAND TRAVERSE	Hawthorne	9/1/2023	11/4/2023	15
Wunsch Farms	44.913269, -85.536057 Traverse City, Michigan 49686 GRAND TRAVERSE	Zeintek	9/1/2023	11/4/2023	15
Wunsch Farms	44.950258, -85.499883 Traverse City, Michigan 49686 GRAND TRAVERSE	Rose	9/1/2023	11/4/2023	15
Wunsch Farms	44-950141, -85.505282 Traverse City, Michigan 49686 GRAND TRAVERSE	John 7	9/1/2023	11/4/2023	15
Wunsch Farms	44.939203, -85.515705 Traverse City, Michigan 49686 GRAND TRAVERSE	JB 41	9/1/2023	11/4/2023	15
Wunsch Farms	44.935617, -85.515597 Traverse City, Michigan 49686 GRAND TRAVERSE	Tom 39	9/1/2023	11/4/2023	15
Wunsch Farms	44.935463, -85.520617 Traverse City, Michigan 49686 GRAND TRAVERSE	Wunsch 143	9/1/2023	11/4/2023	15
Wunsch Farms	44.932104, -85.515693 Traverse City, Michigan 49686 GRAND TRAVERSE	Crampton	9/1/2023	11/4/2023	15

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Wunsch Farms	44.936461, -85.513835 Traverse City, Michigan 49686 GRAND TRAVERSE	Raul 17	9/1/2023	11/4/2023	15
Wunsch Farms	44.932074, -85.511578 Traverse City, Michigan 49686 GRAND TRAVERSE	Adele	9/1/2023	11/4/2023	15
Wunsch Farms	44.860928, -85.519243 Traverse City, Michigan 49686 GRAND TRAVERSE	Ochs	9/1/2023	11/4/2023	15
Wunsch Farms	44.858107, -85.510541 Traverse City, Michigan 49686 GRAND TRAVERSE	Steffy	9/1/2023	11/4/2023	15
Wunsch Farms	44.857892, -85.521761 Traverse City, Michigan 49686 GRAND TRAVERSE	Menzel	9/1/2023	11/4/2023	15
Wunsch Farms	44.890292, -85.558293 Traverse City, Michigan 49686 GRAND TRAVERSE	Neah	9/1/2023	11/4/2023	15
Wunsch Farms	44.865081, -85.53759 Traverse City, Michigan 49686 GRAND TRAVERSE	Kieft	9/1/2023	11/4/2023	15
Wunsch Farms	44.906614, -85.531266 Traverse City, Michigan 49686 GRAND TRAVERSE	Hemming	9/1/2023	11/4/2023	15
Wunsch Farms	44.911481, -85.526488 Traverse City, Michigan 49686 GRAND TRAVERSE	Gore	9/1/2023	11/4/2023	15
Wunsch Farms	44.934134, -85.508813 Traverse City, Michigan 49686 GRAND TRAVERSE	Weatherholt 1	9/1/2023	11/4/2023	15

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Wunsch Farms	44.946194, -85.493169 Traverse City, Michigan 49686 GRAND TRAVERSE	Weatherholt 2	9/1/2023	11/4/2023	15
Wunsch Farms	44.930419, -85.509991 Traverse City, Michigan 49686 GRAND TRAVERSE	Dohm	9/1/2023	11/4/2023	15
Wunsch Farms	45.102691, -85.6349878 Traverse City, Michigan 49686 GRAND TRAVERSE	Hallstedt	9/1/2023	11/4/2023	15
Bulls Farms LLC	5037 N 5 Road Mesick, Michigan 49668 MISSAUKEE		9/7/2023	10/21/2023	6
Pluger Custom LLC	20 Mile Road and Steadman Rd McBain, Michigan 49657 MISSAUKEE	Yonkmans	9/1/2023	12/16/2023	6
Pluger Custom LLC	Lucas Rd and County Line Rd McBain, Michigan 49657 MISSAUKEE	Yonkman	9/1/2023	12/16/2023	6
Pluger Custom LLC	Stoney Corner and Lucas Rd McBain, Michigan 49657 MISSAUKEE	Yonkman	9/1/2023	12/16/2023	6
Pluger Custom LLC	Strief and Brown Road McBain, Michigan 49657 MISSAUKEE	Yonkman	9/1/2023	12/16/2023	6
Pluger Custom LLC	Kelly/7 Mile Falmouth, Michigan 49657 MISSAUKEE	Koster Armstead N	9/1/2023	12/16/2023	6
Pluger Custom LLC	3121 S 7 Mile Road Falmouth, Michigan 49657 MISSAUKEE	Koster Armstead S	9/1/2023	12/16/2023	6

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Pluger Custom LLC	M55/S 7 Mile Lake City, Michigan 49657 MISSAUKEE	Koster Baase	9/1/2023	12/16/2023	6
Pluger Custom LLC	S 9 Mile/E Beeler Lake City, Michigan 49657 MISSAUKEE	Koster Bistable	9/1/2023	12/16/2023	6
Pluger Custom LLC	E Simpson/8 Mile Lake City, Michigan 49657 MISSAUKEE	Koster Blair	9/1/2023	12/16/2023	6
Pluger Custom LLC	5200 N 7 Mile Lake City, Michigan 49657 MISSAUKEE	Koster Blair N	9/1/2023	12/16/2023	6
Pluger Custom LLC	9 Mile/W Workman Lake City, Michigan 49657 MISSAUKEE	Koster Cody	9/1/2023	12/16/2023	6
Pluger Custom LLC	E Beeler/S 7 Mile Lake City, Michigan 49657 MISSAUKEE	Koster Deruiter	9/1/2023	12/16/2023	6
Pluger Custom LLC	Star City/Walker Lake City, Michigan 49657 MISSAUKEE	Koster Dodde	9/1/2023	12/16/2023	6
Pluger Custom LLC	S Turnerville/W Kelly McBain, Michigan 49657 MISSAUKEE	Koster Doug Seely	9/1/2023	12/16/2023	6
Pluger Custom LLC	S 13 Mile/E Kelly Merritt, Michigan 49657 MISSAUKEE	Koster Emery	9/1/2023	12/16/2023	6
Pluger Custom LLC	N Gray/ E Moorestown Lake City, Michigan 49657 MISSAUKEE	Koster Eric Hirzel	9/1/2023	12/16/2023	6

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Pluger Custom LLC	W Rhoby/N burkett Lake City, Michigan 49657 MISSAUKEE	Koster Ernie Corwin	9/1/2023	12/16/2023	6
Pluger Custom LLC	E Kelly/S 7 Mile Lake City, Michigan 49657 MISSAUKEE	Koster Gary	9/1/2023	12/16/2023	6
Pluger Custom LLC	N 7 Mile/E Coombs Lake City, Michigan 49657 MISSAUKEE	Koster Haskin	9/1/2023	12/16/2023	6
Pluger Custom LLC	E Lotan/S 7 Mile Falmouth, Michigan 49657 MISSAUKEE	Koster J and L	9/1/2023	12/16/2023	6
Pluger Custom LLC	N Gray/E Moorestown Lake City, Michigan 49657 MISSAUKEE	Koster Jack Loney	9/1/2023	12/16/2023	6
Pluger Custom LLC	N 7 Mile/E Packingham Lake City, Michigan 49657 MISSAUKEE	Koster Jay Wagner	9/1/2023	12/16/2023	6
Pluger Custom LLC	E Prosper/S 7 Mile Falmouth, Michigan 49657 MISSAUKEE	Koster Kelly	9/1/2023	12/16/2023	6
Pluger Custom LLC	Wagner/N 7 Mile Lake City, Michigan 49657 MISSAUKEE	Koster Kenny	9/1/2023	12/16/2023	6
Pluger Custom LLC	E Beeler/S 8 Mile Lake City, Michigan 49657 MISSAUKEE	Koster Kooly	9/1/2023	12/16/2023	6
Pluger Custom LLC	1771 S 7 Mile Road Falmouth, Michigan 49657 MISSAUKEE	Koster Home	9/1/2023	12/16/2023	6

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Pluger Custom LLC	E Cutcheon and N 8 Mile Lake City, Michigan 49657 MISSAUKEE	Koster Livingston	9/1/2023	12/16/2023	6
Pluger Custom LLC	N 8 Mile Road Lake City, Michigan 49657 MISSAUKEE	Koster Loney	9/1/2023	12/16/2023	6
Pluger Custom LLC	M 55 and Gray Lake City, Michigan 49657 MISSAUKEE	Koster Loney vandelunen	9/1/2023	12/16/2023	6
Pluger Custom LLC	7 Mile/E Beeler Lake City, Michigan 49657 MISSAUKEE	Koster Marcusse	9/1/2023	12/16/2023	6
Pluger Custom LLC	E Beeler/Mile Lake City, Michigan 49657 MISSAUKEE	Koster Outman	9/1/2023	12/16/2023	6
Pluger Custom LLC	S Merritt/E Davis Merritt, Michigan 49657 MISSAUKEE	Koster Pete	9/1/2023	12/16/2023	6
Pluger Custom LLC	E Phelps Lake City, Michigan 49657 MISSAUKEE	Koster Phelps	9/1/2023	12/16/2023	6
Pluger Custom LLC	N 8 Mile/E Cutcheon Lake City, Michigan 48657 MISSAUKEE	Koster Pollucks	9/1/2023	12/16/2023	6
Pluger Custom LLC	N Richardson/Moorestown Lake City, Michigan 49657 MISSAUKEE	Koster Ron Murray	9/1/2023	12/16/2023	6
Pluger Custom LLC	W Kelly/S Forward Falmouth, Michigan 49657 MISSAUKEE	Koster Seely	9/1/2023	12/16/2023	6

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Pluger Custom LLC	N Stevens/E Sanborn Merritt, Michigan 49657 MISSAUKEE	Koster Sherwood	9/1/2023	12/16/2023	6
Pluger Custom LLC	Rosted/McGee Lake City, Michigan 49657 MISSAUKEE	Koster Smith	9/1/2023	12/16/2023	6
Pluger Custom LLC	E Sanborn/N Stevens Lake City, Michigan 49657 MISSAUKEE	Koster Susanne	9/1/2023	12/16/2023	6
Pluger Custom LLC	Hunt-McGee/Rosted Lake City, Michigan 49657 MISSAUKEE	Koster Vanderlaan	9/1/2023	12/16/2023	6
Pluger Custom LLC	E Kelly/9 Mile Lake City, Michigan 49657 MISSAUKEE	Koster/Vern	9/1/2023	12/16/2023	6
Pluger Custom LLC	N 8 Mile/E Newman Lake City, Michigan 49657 MISSAUKEE	Koster Watson	9/1/2023	12/16/2023	6
Pluger Custom LLC	44.24994, -85.0535 Falmouth, Michigan 49686 MISSAUKEE	Prosperous Joel	9/1/2023	12/16/2023	6
Pluger Custom LLC	44.2429581, -85.0334639 Falmouth, Michigan 49686 MISSAUKEE	Prosperous Across	9/1/2023	12/16/2023	6
Pluger Custom LLC	44.27251, -85.00336 Lake City, Michigan 49686 MISSAUKEE	Prosperous Ann Reynolds	9/1/2023	12/16/2023	6
Pluger Custom LLC	44.265888, -85.0412464 Falmouth, Michigan 49686 MISSAUKEE	Prosperous Baas 1	9/1/2023	12/16/2023	6

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Pluger Custom LLC	44.2665003, -85.0338689 Falmouth, Michigan 49686 MISSAUKEE	Prosperous Baas 2	9/1/2023	12/16/2023	6
Pluger Custom LLC	44.2412811, -85.0132553 Falmouth, Michigan 49686 MISSAUKEE	Prosperous Bobs	9/1/2023	12/16/2023	6
Pluger Custom LLC	44.26378, -85.02003 Falmouth, Michigan 49686 MISSAUKEE	Prosperous Blue	9/1/2023	12/16/2023	6
Pluger Custom LLC	44.38241, -84.93384 Merritt, Michigan 49686 MISSAUKEE	Prosperous Bowman	9/1/2023	12/16/2023	6
Pluger Custom LLC	44.2633, -85.01853 Falmouth, Michigan 49686 MISSAUKEE	Prosperous Buyes	9/1/2023	12/16/2023	6
Pluger Custom LLC	44.2485157, -84.9074562 Merritt, Michigan 49686 MISSAUKEE	Prosperous Cadillac	9/1/2023	12/16/2023	6
Pluger Custom LLC	44.2082166, -84.9543859 Merritt, Michigan 49686 MISSAUKEE	Prosperous Down	9/1/2023	12/16/2023	6
Pluger Custom LLC	44.23466, -84.95758 Merritt, Michigan 49686 MISSAUKEE	Prosperous Emery	9/1/2023	12/16/2023	6
Pluger Custom LLC	44.3396632, -84.9443705 Merritt, Michigan 49686 MISSAUKEE	Prosperous Gray	9/1/2023	12/16/2023	6
Pluger Custom LLC	44.37624, -84.95176 Merritt, Michigan 49686 MISSAUKEE	Prosperous Guest	9/1/2023	12/16/2023	6

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Pluger Custom LLC	44.2780701, -85.0420749 Falmouth, Michigan 49686 MISSAUKEE	Prosperous Hogans	9/1/2023	12/16/2023	6
Pluger Custom LLC	44.24313, -85.04343 Falmouth, Michigan 49686 MISSAUKEE	Prosperous Home	9/1/2023	12/16/2023	6
Pluger Custom LLC	44.24313, -85.04343 Falmouth, Michigan 49686 MISSAUKEE	Prosperous Home 2	9/1/2023	12/16/2023	6
Pluger Custom LLC	44.2732322, -84.9775372 Falmouth, Michigan 49686 MISSAUKEE	Prosperous Hubert	9/1/2023	12/16/2023	6
Pluger Custom LLC	44.26059, -85.01287 Falmouth, Michigan 49686 MISSAUKEE	Prosperous Jenema	9/1/2023	12/16/2023	6
Pluger Custom LLC	44.26418, -85.01467 Falmouth, Michigan 49686 MISSAUKEE	Prosperous Jenema 1A	9/1/2023	12/16/2023	6
Pluger Custom LLC	44.26397, -85.005 Falmouth, Michigan 49686 MISSAUKEE	Prosperous Jenema 2	9/1/2023	12/16/2023	6
Pluger Custom LLC	44.26193, -84.99944 Falmouth, Michigan 49686 MISSAUKEE	Prosperous Jenema 4	9/1/2023	12/16/2023	6
Pluger Custom LLC	44.2629, -84.99566 Falmouth, Michigan 49686 MISSAUKEE	Prosperous Jenema 5	9/1/2023	12/16/2023	6
Pluger Custom LLC	44.2128472, -84.9535511 Falmouth, Michigan 49686 MISSAUKEE	Prosperous Longhorn	9/1/2023	12/16/2023	6

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Pluger Custom LLC	44.27849, -84.97836 Falmouth, Michigan 49686 MISSAUKEE	Prosperous Lotan	9/1/2023	12/16/2023	6
Pluger Custom LLC	44.21932, -84.93755 Falmouth, Michigan 49686 MISSAUKEE	Prosperous Mod	9/1/2023	12/16/2023	6
Pluger Custom LLC	44.21726, -84.94844 Falmouth, Michigan 49686 MISSAUKEE	Prosperous Mod Pit	9/1/2023	12/16/2023	6
Pluger Custom LLC	44.21795, -84.95239 Falmouth, Michigan 49686 MISSAUKEE	Prosperous Mod Pit Harvestore	9/1/2023	12/16/2023	6
Pluger Custom LLC	44.2199608, -84.9424973 Falmouth, Michigan 49686 MISSAUKEE	Prosperous Moddersville	9/1/2023	12/16/2023	6
Pluger Custom LLC	44.22201896, -84.93950953 Falmouth, Michigan 49686 MISSAUKEE	Prosperous North Pivot	9/1/2023	12/16/2023	6
Pluger Custom LLC	44.2680899, -85.0337849 Falmouth, Michigan 49686 MISSAUKEE	Prosperous Ories	9/1/2023	12/16/2023	6
Pluger Custom LLC	44.21729, -84.94981 Falmouth, Michigan 49686 MISSAUKEE	Prosperous Pasture	9/1/2023	12/16/2023	6
Pluger Custom LLC	44.2182, -84.94236 Falmouth, Michigan 49686 MISSAUKEE	Prosperous Reigels	9/1/2023	12/16/2023	6
Pluger Custom LLC	44.2525816, -85.0143302 Falmouth, Michigan 49686 MISSAUKEE	Prosperous School	9/1/2023	12/16/2023	6

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Pluger Custom LLC	44.21737, -84.95341 Falmouth, Michigan 49686 MISSAUKEE	Prosperous Townhill	9/1/2023	12/16/2023	6
Pluger Custom LLC	44.2644212, -85.032144 Falmouth, Michigan 49686 MISSAUKEE	Prosperous Tucker	9/1/2023	12/16/2023	6
Pluger Custom LLC	44.3126933, -84.9485599 Falmouth, Michigan 49686 MISSAUKEE	Prosperous Vaulk	9/1/2023	12/16/2023	6
Pluger Custom LLC	44.20701, -84.95751 Falmouth, Michigan 49686 MISSAUKEE	Prosperous Vandepol	9/1/2023	12/16/2023	6
Pluger Custom LLC	44.2068, -84.96017 Falmouth, Michigan 49686 MISSAUKEE	Prosperous Vandepol 2	9/1/2023	12/16/2023	6
Pluger Custom LLC	44.23583, -84.97604 Falmouth, Michigan 49686 MISSAUKEE	Prosperous Visser East	9/1/2023	12/16/2023	6
Pluger Custom LLC	44.23714, -85.01098 Falmouth, Michigan 49686 MISSAUKEE	Prosperous Visser West	9/1/2023	12/16/2023	6
Pluger Custom LLC	1663 W Stevenson Lake Road Farwell, Michigan 48622 CLARE	Cow Pleasant Albert Van Der Velpe	9/1/2023	12/16/2023	6
Pluger Custom LLC	7941 N Vandecar Rd Farwell, Michigan 48622 CLARE	Cow Pleasant Amos	9/1/2023	12/16/2023	6
Pluger Custom LLC	43.806922, -84.889235 Farwell, Michigan 48622 CLARE	Cow Pleasant Andrew Billman	9/1/2023	12/16/2023	6

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Pluger Custom LLC	43.808812, -84.889305 Farwell, Michigan 48622 CLARE	Cow Pleasant Andrew Billman 2	9/1/2023	12/16/2023	6
Pluger Custom LLC	43.731186, -84.899035 Farwell, Michigan 48622 CLARE	Cow Pleasant Vernon Winn	9/1/2023	12/16/2023	6
Pluger Custom LLC	1663 W Stevenson Rd Farwell, Michigan 48622 CLARE	Cow Pleasant Stevenson/Vandecar	9/1/2023	12/16/2023	6
Pluger Custom LLC	43.785528, -84.794063 Clare, Michigan 48622 CLARE	Cow Pleasant Herrick	9/1/2023	12/16/2023	6
Pluger Custom LLC	44.178996, -85.315182 McBain, Michigan 49657 MISSAUKEE	Lucky 7 Meyering/Brown	9/1/2023	12/16/2023	6
Pluger Custom LLC	44.186456, -85.306403 McBain, Michigan 48657 MISSAUKEE	Lucky 7 Strief/Brown	9/1/2023	12/16/2023	6
Pluger Custom LLC	44.208605, -85.306128 McBain, Michigan 49657 MISSAUKEE	Lucky 7 Layman/Geers	9/1/2023	12/16/2023	6
Pluger Custom LLC	44.194125, -85.324134 McBain, Michigan 49657 MISSAUKEE	Lucky 7 Stoney Corners/Bosscher	9/1/2023	12/16/2023	6
Pluger Custom LLC	10550 W Strief Road McBain, Michigan 48657 MISSAUKEE	Lucky 7 Stief	9/1/2023	12/16/2023	6
Pluger Custom LLC	44.208244, -85.327565 McBain, Michigan 49657 MISSAUKEE	Lucky 7 Geers/S Bosscher	9/1/2023	12/16/2023	6

D. Additional Housing Information

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Pluger Custom LLC	44.193577, -85.326215 McBain, Michigan 49657 MISSAUKEE	Lucky 7 McBain Rd	9/1/2023	12/16/2023	6
Pluger Custom LLC	44.164434, -85.360392 Tustin, Michigan 49657 MISSAUKEE	Lucky 7 52 Rd/N140	9/1/2023	12/16/2023	6
Pluger Custom LLC	44.131902, -85.384963 Tustin, Michigan 49657 OSCEOLA	Lucky 7 150th/22 Mile	9/1/2023	12/16/2023	6
Pluger Custom LLC	44.222802, -85.424759 Cadillac, Michigan 49686 MISSAUKEE	Lucky 7 E 44	9/1/2023	12/16/2023	6
Pluger Custom LLC	44.169840, -85.395621 Cadillac, Michigan 49686 MISSAUKEE	Lucky 7 43 Mile/No 52	9/1/2023	12/16/2023	6
Pluger Custom LLC	44.146978, -85.436017 Tustin, Michigan 49686 OSCEOLA	Lucky 7 N 175 th	9/1/2023	12/16/2023	6
Pluger Custom LLC	44.138352, -85.347514 Tustin, Michigan 49686 OSCEOLA	Lucky 7 150th/Baughn	9/1/2023	12/16/2023	6
Pluger Custom LLC	44.194423, -85.410178 Cadillac, Michigan 49686 MISSAUKEE	Lucky 7 McBain S 41	9/1/2023	12/16/2023	6
Pluger Custom LLC	44.236740, -85.296393 McBain, Michigan 49686 MISSAUKEE	Lucky 7 Falmouth/S Lachance	9/1/2023	12/16/2023	6

D. Additional Housing Information

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

1. Type of Housing *	2. Physical Location *	3. Additional Housing Information §	4. Total Units *	5. Total Occupancy *	6. Inspection Entity *
☑ Employer-provided ☐ Rental or public accommodations	2806 Phelps Road Traverse City, Michigan 49686 GRAND TRAVERSE	Wunsch Camp 2	1	60	☑ Local authority ☑ SWA ☐ Other State authority ☑ Federal authority ☐ Other _____
☑ Employer-provided ☐ Rental or public accommodations	3472 Paul Rose Road Frankfort, Michigan 49635 BENZIE	Gray's Camp	1	32	☑ Local authority ☑ SWA ☐ Other State authority ☑ Federal authority ☐ Other _____
☑ Employer-provided ☐ Rental or public accommodations	1561 S Scenic Highway Elberta, Michigan 49268 MISSAUKEE	Elberta Camp	1	72	☑ Local authority ☑ SWA ☐ Other State authority ☑ Federal authority ☐ Other _____
☑ Employer-provided ☐ Rental or public accommodations	9100 Kolarik Northport, Michigan 49670 MISSAUKEE	Kolarik	1	26	☑ Local authority ☑ SWA ☐ Other State authority ☑ Federal authority ☐ Other _____
☑ Employer-provided ☐ Rental or public accommodations	4990 Joyfield Road Arcadia, Michigan 49613 MANISTEE	Putney Beef and Fruit	1	20	☑ Local authority ☑ SWA ☐ Other State authority ☑ Federal authority ☐ Other _____

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

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

1. Type of Housing *	2. Physical Location *	3. Additional Housing Information §	4. Total Units *	5. Total Occupancy *	6. Inspection Entity *
☑ Employer-provided ☐ Rental or public accommodations	4719 N Lachance Road Marion, Michigan 49663 OSCEOLA	Dutchman 57-0047	1	10	☑ Local authority ☑ SWA ☐ Other State authority ☑ Federal authority ☐ Other _____
☑ Employer-provided ☐ Rental or public accommodations	9487 Maidens Road Bear Lake, Michigan 49614 MISSAUKEE	Dutchman 51-0053	1	27	☑ Local authority ☑ SWA ☐ Other State authority ☑ Federal authority ☐ Other _____
☑ Employer-provided ☐ Rental or public accommodations	2447 S Blodgett Lake City, Michigan 49651 MISSAUKEE	Dutchman 57-0005	1	7	☑ Local authority ☑ SWA ☐ Other State authority ☑ Federal authority ☐ Other _____
☑ Employer-provided ☐ Rental or public accommodations	4885 E Gautheir Road Cedar, Michigan 49621 MISSAUKEE	Dutchman 45-0259	1	16	☑ Local authority ☑ SWA ☐ Other State authority ☑ Federal authority ☐ Other _____
☑ Employer-provided ☐ Rental or public accommodations	2540 N Star City Road Lake City, Michigan 49651 MISSAUKEE	Dutchman 57-0039	1	19	☑ Local authority ☑ SWA ☐ Other State authority ☑ Federal authority ☐ Other _____

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

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*) *

The farm work position includes duties associated with the planting, cultivation, harvesting of various fruits and vegetables. This work can require standing, walking, stooping, bending, and lifting up to 50 pounds for long periods of time outdoors in all weather conditions. This work requires adherence to important food safety and quality standard operating procedures and the ability to work quickly and consistently alongside fellow workers with a positive, professional, team based attitude and a consideration for the safety and health of fellow workers and of the consumers who will purchase and consume the crops grown, harvested, packed, and shipped from the farm.

Crops Contained in Request: Apples, Cherries, Pears, Tree/Shrubs, Field Stock (Bare Root), Corn, Soybeans, Hay, Potatoes, Asparagus and Greens

Workers may perform the following job duties on any of the commodities listed above and various points during the duration of the contract.

Tree Fruit (Apples, Cherries, Pears) General Info
Workers will perform various tasks involved in planting, cultivating, and harvesting fruit, according to supervisor's instructions. Workers may till soil, plant stock, pick up rocks/roots/debris, and do pruning activities using a variety of non-mechanical tools. Workers will also perform irrigation work and assist with deer repellent.

Duties may include training of vines and trees, removing blossoms to improve yield and quality, aid in irrigation duties, aid in minor repair of wooden fruit containers and thin and/or harvest fruit. Workers will harvest fruit according to color, size and degree of maturity as specified by supervisor and place into half-bushel baskets taking the extra time, care and effort not to bruise or scar the fruit. Workers may carry full containers weighing approximately 50 lbs. to truck or trailer and stack according to supervisor's specifications. Fruit thinners will thin fruit using hands to remove excess fruit, taking care to walk around entire tree before moving onto next. Workers will be required to stay on their assigned row.

Tree Pruning
While pruning trees, workers will receive proper tools for the particular job, i.e. saw, pruners, chain saws, loppers and hand snips. These tools will be returned to the employer at the end of the task. The cost of tools destroyed maliciously or lost carelessly will be deducted from worker's wages. Workers will be assigned rows of trees and must prune each tree according to the size of the tree and the need for the pruning. Workers must take care not to damage limbs that are not being pruned. Workers must prune trees according to the above referenced requirements. In some instances, pruning will be done from a 16-foot ladder weighing up to 30 lbs. All workers must be able to lift and carry ladder, as well as work from the top of the ladder. Workers must remove all resulting materials from the tree rendered from performing pruning tasks. When pruning is complete on each tree, each worker is required to rake and scatter the resulting brush in the center of the tractor/equipment middles.

When pruning just about just about any tree, including apple trees, you always want to prune out suckers, stubs or broken branches, downward growing branches, rubbing or crisscrossing branches, upward growing interior branches, competing leaders, narrow crotches and wholrs.

b. Job Offer Information 2

1. Section/Item Number *	D.10	2. Name of Section or Category of Material Term or Condition *	Additional Housing Information

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

Owner - Up North Fields

Housing Units are built specifically for compliance with the DOL OSHA standards set forth in 29 CFR 1910.142.

The units possess beds, showers, lavatories, and space for storing personal items. There is a shared kitchen with ample cooking and refrigeration, provided appliances, a common dining area and laundry facilities. All utilities are provided free of charge. Employees residing in the housing may have mail directed to their respective addresses.

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 *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - Inbound/Outbound Con't

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

The employer will not repay transportation for workers that do not have legal, suitable documents to comply with DHS/USCIS (Form I-9), are discharged for lawful job-related reason, apply for employment knowingly unable to perform the job activities, or who abandon employment. This benefit is not applicable to local workers who are not eligible for employer-provided housing.

Upon completion of the work contract, the employer will pay economic costs of a worker's subsistence and return transportation to the place of recruitment, except when the worker will not be returning to the place of recruitment due to subsequent employment with another employer who agrees to pay such costs, the employer will then only pay for the transportation to the next job.

The amount of such transportation payment will be equal to the worker's actual transportation costs not to exceed the most economical and reasonable common carrier transportation charges for the distance involved. The employer reserves the right to charter or to otherwise arrange transportation to the point of recruitment, or to offer any combination of payment, chartered and/or arranged transportation to the point of recruitment. If the employer arranges transportation, and the worker does not use that transportation, the worker will be reimbursed only the cost of the employer arranged transportation. Employees eligible for reimbursement under the program will be provided subsistence reimbursement.

The amount of subsistence payment shall be no less than the amount permitted under the current Consumer Price Index as indicated in 20 CFR 655.122(h)(l). The current minimum subsistence rate is $15.46 per day for 2023.

The employer will provide transportation and subsistence under this agreement to the workers whose services are no longer required for reasons beyond the control of the employer due to fire, hurricane, or other Acts of God which makes fulfillment of the contract impossible, with the exception if a worker is displaced by a U.S. worker under the Fifty Percent Rule. This benefit does not apply to workers who voluntarily quit employment before the end of the contract, miss 5 consecutive work days without the employer's consent that constitutes abandonment of employment, or who are terminated for cause. The employer will notify the Department of Labor if an employee has abandoned the job or has been terminated for cause.

The employer uses a third-party charter bus to transport the workers from the Consulate to the farm. Each workers receipts are collected while in Mexico and forwarded to the employer along with the cost of the hotel. Once the workers are approved at the Consulate, they are loaded on the third-party charter bus and transported from the Consulate to the farm. Once the worker arrive, they are provided reimbursement checks for their expenses from their home village to the Consulate, the appropriates nights of hotel stay and the daily subsistence for the proper amount of days.

For workers that complete the season, the employer will provide transportation home in the most economical form.

d. Job Offer Information 4

1. Section/Item Number *	F.1	2. Name of Section or Category of Material Term or Condition *	Daily Transportation - Daily Transportation Con't

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

The employer will provide free transportation from the employer's housing and the worksite for any worker who is provided housing. The employer will pickup the workers at the housing facility at the agreed-upon time in the morning and transport them to the various worksites for the day. At the conclusion of the day, the employer will transport the workers back to the housing unit.

Please see the attached 7-page document that contains a list of every vehicle owned by Arlene Resource Management. The list contains the year, make, model and capacity of each vehicle that could be utilized.

The daily transportation schedule is described above.

The number of vehicles to be used will be enough to support the number of workers requested. The exact vehicle to be used is unknown at this time. Please note that the 7-page list contains many vehicles that can transport in excess of 6 workers.

The type of vehicle and seating capacity for each vehicle is included in the 7-page vehicle list provided.

The vehicles are owned by Arlene Resource Management. As the FLC, Arlene Resource Management will provide 100% of the daily transportation with vehicles owned by them. No fixed-site employer will transport any of the workers.

There is no cost to the worker for the use of the employer-provided transportation.

Once a week, the workers will be transported to the grocery store, banking facility and any other errands they may have to do or want.

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 *	E.1	2. Name of Section or Category of Material Term or Condition *	Meal Provision - Housing Con't

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

Housing is provided at no cost to workers who are not reasonably able to return the same day to their respective residences. Housing is not provided to non-workers.

If both male and female workers are hired, separate toilet and shower facilities are available and will be provided by the employer. There is no family housing provided as that is not the prevailing practice.

Workers who reside in such housing agree to be responsible for maintaining the housing in a neat and clean manner. Before occupancy, housing shall be in compliance with OSHA standards set forth in 29 CFR 1910.142. If there is a problem with the housing, it is the worker's responsibility to mention it to the employer. If for any reason rental housing is required, these facilities would also comply with local and state health and safety standards.

Reasonable repair cost of damage, other than that caused by normal wear and tear, will be charged to the workers found to be responsible for the damage to housing or furnishings. The employer retains possession and control of the housing premises at all times. Workers who are provided housing under the terms of the work contract shall vacate the housing promptly upon termination of employment as state law requires.

f. Job Offer Information 6

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Pay Deductions - Wages Con't

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

The Adverse Effect Wage Rate, the prevailing hourly wage rate, the piece rate, the agreed upon collective bargaining rate, or the federal or state minimum wage rate, whichever is greatest, will be the minimum rate of pay. At the time of submission of this order, the applicable wage is $17.34. The Employer assures that if a change in the AEWR, prevailing hourly wage rate, or federal minimum wage rate requires an increase in the guaranteed minimum, such increase will be paid as of the effective date of the increase.

In all cases, the guarantee of not less than the AEWR of /hour for all hours worked in the payroll period will apply. These minimum rates may be adjusted upward at the sole discretion of the employer to account for adverse conditions. If the worker's piece rate earnings for a pay period result in average hourly earnings of less than the guaranteed minimum, the worker will be provided make-up pay to the guaranteed minimum rate.

All farm work activities other than piece rate harvest will be paid based on the hourly rate specified above. The employer will make the following deductions from the worker's wages: FICA taxes and federal income tax withholdings as required by Federal, State, and local law for applicable domestic workers, cash advances and repayment of loans, repayment of overpayment of wages to the worker, recovery of any loss to the employer due to the worker's damage (beyond normal wear and tear) or loss of equipment or damage to housing where it is shown that the worker is responsible and any other deductions expressly authorized by the worker in writing. No deductions will be made which would bring the employee's hourly wage below the Federal Minimum Wage. The employer will not guarantee to pay the worker a bonus but reserves the right to optionally offer a bonus if exceptional job performance is exhibited.

Payroll Periods will be once weekly and workers will be paid on each pay period and will be provided with an earnings statement that is an accordance with 20 CFR 655.122[k]. The employer will also comply with 20 CFR 655.122[j].

First Week Wage Guarantee
Employer will provide a worker referred through the interstate clearance system 40 hours of work for the week beginning with the anticipated date of need, unless employer has amended the date of need by notifying the order holding office no later than 10 days before the date of need. If employer fails to notify the order-holding office, then employer shall pay an eligible worker referred through the clearance system $693.60, for the first week starting with the originally anticipated date of need. Employer will require worker to perform alternative work if the guarantee cited in this section is invoked. The employer guarantees that the worker's compensation policy will be valid throughout the entire contract period.

If a worker referred through the interstate clearance system fails to notify the order-holding office of continued interest in the job no sooner than 9 days and no later than 5 days before the date of need, the worker will be disqualified from the above-mentioned assurance.

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

H. Additional Material Terms and Conditions of the Job Offer

g. Job Offer Information 7

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

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

Tree Thinning
Workers will start with one branch and work systematically around the tree, leaving the largest and healthiest fruit (looking for fruit that is poorly developed, insect damaged, or with scabs, and scars). For clusters, select the smallest least healthy fruit and thin to one or two fruits. Clusters growing under the branch remove, as these will not get the sunlight and airflow required for developing a quality fruit.

While thinning trees, workers will be instructed as to how close together fruit should be spaced and what fruit is most desirable to leave or take. The supervisor will set a standard or pattern for each orchard as shown above based on crop and weather conditions and will demonstrate and communicate this to workers. In some instances, thinning will be done from a sixteen-foot ladder weighing up to 30 lbs. All workers must be able to lift and carry ladder, as well as work from the top of the ladder. Rows will be assigned to each worker, and it is the responsibility of the worker to complete the trees on the row according to the supervisor's instructions. Limbs must not be torn from the tree, nor should limbs be completely stripped of leaves, blooms or fruit. Proper spacing and selection of fruit is critical to maximizing the trees' potential yield. Thinners will thin fruit using hands to remove excess fruit taking care to walk around entire tree before moving to the next. Workers will be required to pick up and return thinning ladders to the ladder wagon provided by the grower at the end of each workday or as directed by the grower or designated supervisor.

Tree Harvesting
Workers will be assigned a row usually with a partner and is responsible for picking all the proper fruit from that row, or half row. Fruit is selected from the tree according to size and/or color. In some instances, fruit harvest will be done from a sixteen-foot ladder weighing up to 30 lbs. All workers must be able to lift and carry ladder, as well as work from the top of the ladder. The entire tree must be checked to ensure removal of all fruit meeting-picking requirements. Fruit is placed gently in the picking container until container is full. The full picking container weighing up to 50 lbs. is then taken to transport vehicles and gently emptied into a field bin, taking care not to spill or bruise the fruit in the container or in the field bin. Field bin volume may be checked and determined by weight on state certified scales. Workers are required to stay on their assigned row unless directed by a supervisor to change, or to help someone sporadically. Picking units will be kept free of limbs, leaves or mushy fruit. Workers will be required to pick up and return picking ladders to the ladder wagon provided by the grower at the end of each workday or as directed by the grower or designed supervisor. Cherries are harvested mechanically and not harvested by hand.

h. Job Offer Information 8

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

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

Orchard Maintenance
Workers involved in orchard maintenance may be required to hoe trees, girdle, spread fertilizer, pick up roots and limbs, strip suckers or unwanted growth from trees, dig root suckers, knock fruit off trees, remove vines, lay irrigation pipe, repair and maintain drip system, and strap and tie fruit trees. Employer will provide all equipment. Instruction will be given for each task and expectations will be communicated to workers. The expectations for these duties will change based on crop and weather conditions.

Workers will be required to pick up and return ladders to the designated location as provided by the grower at the end of each workday or as directed by the grower or designated supervisor. BROKEN LADDERS SHOULD NOT BE USED, NOTIFY SUPERVISOR IMMEDIATELY IF A LADDER IS BROKEN.

Christmas Tree General
Workers will perform various duties on a Christmas tree farm which may include planting, cultivating color tinting, baling, hauling, loading, tagging, shearing, baling, hauling, loading, and harvesting Christmas evergreen trees on a Christmas-tree farm. Removes brush, ferns, and other growth from planting area using hand tools such as mattock, brush hook, hoe, axe sling blade. Will hand plant seedlings, using mattock or dibble. May scatter fertilizer pellets over planted area by hand. May spray fertilizers, herbicides or pesticides. Shears tops and limb tips from trees, as specified by supervisor to control growth, increase limb density, and improve shape. Workers may make wreathes and garland/roping from cut greenery produced on the farm.

Christmas Tree Harvest
Workers select Christmas trees for cutting according to markings or size, species, and grade as directed by the grower or supervisor. Will cut trees using chain saw or axe as directed by grower or supervisor. Will drag trees that range in weight of 75 lbs. and occasionally 100 lbs. from cutting area to field loading area and lift onto mechanical tree bailer to be bailed. Some tree will be harvested as B&B trees. Will load trees onto field trucks or trailers for transport to a central staging area where trees will be unloaded, sorted, and grouped according to size, species and quality specifications as directed by the grower or supervisor. May drive trucks or tractors on an incidental basis, as is the norm in the industry, in and around the field or from the field to central loading areas. Workers will load Christmas trees into box trailers for shipment to market according to supervisor's instructions. Workers must exercise care not to break or damage limbs of trees when working around and handling trees. Work is physically challenging and will be performed in steep mountainous terrain in varying weather that includes, but is not limited to cold, rain, snow, and sleet.

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 - Job Duties III

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

Fruits and Vegetables (General)
Workers will bend and stoop to pick vegetables according to size, color, shape and degree of maturity and place into field containers. Workers must use care when performing their farm work duties and exercise consciousness to not damage or bruise the vegetables. Workers must adhere to all safety rules as instructed by their supervisors and all farm work operations must meet the standards and specifications given by the employer. Workers will be assigned a row or series of rows and required to select and pick produce according to criteria outlined and demonstrated by managers such as size, coloring, and ripeness. They will be responsible for in-field grading and discarding of poor quality, rotting, and/or over-ripened produce. Workers will gently load the good quality produce into containers, taking care to avoid damage or bruising. Workers may carry full container weighing approximately fifty (50) lbs. and empty into field bin or load onto trailer.

Greens (Collards, Turnip, Mustard)
Workers will be assigned a row or series of rows and required to monitor the crop according to criteria outlined and demonstrated by managers such as size, coloring, and ripeness. They will be responsible for in-field grading and discarding of poor quality, rotting, and/or over-ripened produce. Workers will remove weeds manually either by hand or with a hoe. Workers will be required to stay on their assigned row. Workers must take care not to damage surrounding plants.

Potato
Potato plant pullers will stoop, bend and kneel to pull potato plants from beds, exercising care in selecting plants of appropriate size as specified by supervisor. Selected plants will be boxed in an orderly fashion in field crates and crates windrowed and loaded onto trailers for transport. Workers may ride mechanical transplanter and may walk behind transplanter to reset missing plants. Potato harvest workers will walk along rows that have been previously plowed. Workers will stoop, bend and kneel to pick up potatoes using hands and and fingers to dig out unexposed potatoes. Damaged or diseased potatoes will not be harvested. Workers may be required to perform other duties as required by the employer.

Asparagus
Workers will plant, cultivate and harvest vegetables. Workers will be required to remove weeds by hand or with a hoe. Workers will bend and stoop to pick vegetables according to size, color, shape and degree of maturity and place into field containers. Workers may carry full container weighing approximately fifty (50) lbs. and empty into field bin or load onto trailer. May be required to pull and discard culls as directed by supervisor. Pickers will take care not to bruise or scar produce. Pre-harvest activities may include staking, tying, transplanting and pruning. Workers will stand on feet for long periods of time. Workers are required to work in fields when plants are wet with dew or rain.

j. Job Offer Information 10

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

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

Corn and Soybeans
Workers will be responsible for weeding by hand and hoe while keeping fields clear. Workers will drive tractors to till, plant, irrigate, cultivate, and harvest grain crops. Specifically they will set up and operate irrigation equipment; plant, cultivate, spray, and harvest crops, apply pesticides, herbicides, and fertilizers to crops; clear and maintain irrigation ditches. They will be required to drive grain trucks and use various hand tools as required for task. Drive grain trucks to move crops, supplies, tools. Load hoppers, containers, or conveyors to feed machines with products, using forklifts, transfer augers, suction gates, shovels, or pitchforks. Spray fertilizer or pesticide solutions to control insects, fungus and week growth, and diseases, using hand sprayers. Mix specified materials or chemicals, and dump solutions, powders, or seeds into planter or sprayer machinery. Irrigate soil, using portable pipes or ditch systems, and maintain ditches or pipes and pumps. Load and unload crops or containers of materials, manually or using conveyors, hand trucks, or forklifts, or transfer augers.

Corn and Hay
Workers will perform duties associated with the covering piles of harvested corn plant material. Workers will be required to pull plastic over the entire corn pile and secure the pile with tires. The tires will then be tied together to ensure the entire corn pile is securely covered. Workers will haul the tires, tie tires together, pull plastic and cut rope. Workers may assist in the planting and/or harvesting of the corn crop.

Hay - Moving and stacking hay
Worker must make sure that the surface of the cut fodder has dried. Using a side-delivery rake, the worker will then turn the windrows over allowing the hay to dry completely. The worker will inspect the hay for no other foliage. Dried hay may be stored in stacks or in bales. A truck or trailer will be driven between the windrows, and will be used to gather the fodder for stacking. The workers will fork the hay onto the trailer. Ropes should be laid on the trailer bed before any hay is loaded, in order to unload the hay quickly. Workers may assist in the planting and/or harvesting of the hay crop.

Farm Equipment Operator During Field Operations:
Workers may be required to operate tractors and other farm equipment during field operations as an incidental activity in the production of crops. Properly licensed workers may be required to transport fellow employees. Before any worker is required to operate any farm equipment, the worker will be instructed in the proper and safe operation of tractor. Workers will be required to operate tractors according to instructions and in a manner that protects the operator, other workers, trees, crops and equipment. Repeated failure to obey operating and safety instructions may result in termination.

Farm, Field and Shed Sanitation
All workers will be responsible for picking up trash, cleaning bathrooms, sweeping floors and other farm, and shed sanitation duties. The farm owner/supervisor or a designated employee will provide specific instructions and close supervision. Workers will be expected to perform their duties in a timely and proficient manner and will have close supervision to insure adherence to instruction. Work will be closely monitored and reviewed for quality.

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

H. Additional Material Terms and Conditions of the Job Offer

k. Job Offer Information 11

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

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

General Farm Labor
Workers will load and unload trucks. Assist with installation and removal of irrigation tubing or pipes. Workers will remove weeds by hand or with a hoe. Workers will perform field cleanup such as the removal of rocks, stumps, plastic, and trash. Workers may be required to cut, split and stack firewood. Workers will perform various duties associated with cleaning trucks, farm buildings and painting. Workers will repair and maintain fencing on the farm.

Full Crop Commitment
This is regular work, six hours per day, Monday-Friday, and five hours on Saturday for the full remainder of the period of employment. The worker agrees to work for assigned employer(s) whenever work is available during the full remaining period of employment even though work may be slack at times. The worker understands that if the worker quits or is terminated for cause prior to the end of the period of employment, the worker will not receive the 3/4 guarantees and will not receive certain transportation reimbursements. Excessive tardiness and/or absences will not be tolerated and will result in termination. Person seeking employment as a farm laborer must be available for the entire period requested by the employer and possess 3 months experience hand harvesting produce. Successful applicants will be subject to a trial period of up to 2 days during which their performance of required tasks will be evaluated. If the performance is not acceptable to the employer in its sole discretion the worker will be terminated. All domestic and/or nonresident seasonal workers employed pursuant to this job order who satisfactorily completed the previous crop season may be compensated above the stated hourly wage rate. The decision to pay above the stated prevailing hourly rate will be made by the employer, at his sole discretion, and will be based on factors including the recipient's performance and tenure. Employer retains the right to discharge an obviously unqualified worker, malingerer, or recalcitrant worker who is physically able but does not demonstrate the willingness to perform the work necessary for the employer to grow a premium product. All terms and conditions in the job order will apply equally to all workers, domestic and foreign, employed under this job order.

Daily individual work assignments, crew assignments, and location of work, will be made by and at the sole discretion of the farm manger and/or farm supervisor as the needs of the farming operation dictate. Workers may be assigned a variety of duties in any given day and/or different tasks on different days. Workers will be expected to perform any of the listed duties and work on any crop as assigned by the worker's supervisor.

Harvesting specifications can change from time to time during the season due to crop or market conditions, even on the same crop. Workers will be expected to conform to the specific instructions given for each day's work.

The farm owner/supervisor or a designated employee will provide specific instructions and close supervision. Workers will be expected to perform their duties in a timely and proficient manner and will have close supervision to insure adherence to instruction. Work will be closely monitored and reviewed for quality.

l. Job Offer Information 12

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

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

Other
Workers must use care when performing their farm work duties and exercise consciousness. Workers must adhere to all safety rules as instructed by their supervisors and all farm work operations must meet the standards and specifications given by the employer. Workers will be instructed in the safety and operation of the vehicle/equipment before operating. All vehicles should be driven in a manner to protect workers, in-field crops, and equipment. Operators should ensure all equipment is functioning correctly before operating. The use of all necessary PPE and safety equipment including wearing of seatbelt at all times when operating farm equipment is mandatory. Workers may assist with the repair, service, and maintenance of farm equipment including the prep, cleaning, lubrication, assembly, inspection, dismantling of equipment parts.

Workers should be able to work on their feet in bent positions for long periods of time. Allergies to ragweed, goldenrod, insect spray, related chemicals, etc may affect workers' ability to perform the job. Workers should be physically able to do the work required with or without reasonable accommodations. Workers are exposed to wet weather early in the morning and heat throughout the day while working in the fields. Temperatures may range from 10 to 100 F. Workers may be required to work during occasional showers not severe enough to stop field operations. Workers will report to work at the designated time and place as directed by the grower each day. The standard work is 7 hours per day. In peak periods of seasonal crop demands, employees may be requested but not required to work up to 12 or more hours per day and/or on the Sabbath or Federal holidays depending upon the conditions in the fields, weather, orders, and maturity of the crop. Employees may volunteer to work additional hours when work is available. Workers should expect occasional periods of little or no work because of weather, crop or other conditions beyond the employer's control. These periods can occur any time throughout the season. All operational specifications can change during the season due to crop or market condition. Workers will be expected to conform to the specific instructions given for each day's work. A farm manager, supervisor, or a designated employee will provide instructions and general supervision. The grower or supervisor will make daily individual work assignments, team or crew assignments, and determine location of work as the needs of the operation dictates. Workers may be assigned a variety of duties in any given day and different tasks on different days. Person seeking employment as a farm laborer must be available for the entire period requested by the employer and possess 3 months experience hand harvesting produce. Successful applicants will be subject to a trial period of up to 2 days during which their performance of required tasks will be evaluated. If the performance is not acceptable to the employer in its sole discretion the worker will be terminated. All domestic and/or nonresident seasonal workers employed pursuant to this job order who satisfactorily completed the previous crop season may be compensated above the stated hourly wage rate. The decision to pay above the stated prevailing hourly rate will be made by the employer, at his sole discretion, and will be based on factors including the recipient's performance and tenure.

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 - Job Duties VII

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

Employer retains the right to discharge an obviously unqualified worker, malingerer, or recalcitrant worker who is physically able but does not demonstrate the willingness to perform the work necessary for the employer to grow a premium product. All terms and conditions in the job order will apply equally to all workers, domestic and foreign, employed under this job order.

n. Job Offer Information 14

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

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

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; (b) commits serious acts of misconduct; or (c) fails, after completing any training or break-in period, to reach production standards when production standards are applicable. The employer may discipline the worker including requiring the worker to leave (without pay) the field for a period determined by the foreman, unpaid suspension from employment for up to three days, or termination of employment. Workers will be terminated or disciplined for failure to follow work rules.

The acclimatization period for all crop activities is 2 days starting with the first day of employment to acclimate the worker to the physical demands of farm work and to familiarize workers with job specifications and to demonstrate proper harvest methods and other crop specific issues. After completion of the acclimatization period, workers are to keep up with fellow employees and not detrimentally affect other workers' productivity.

The employer will expeditiously notify the order-holding office or State agency by telephone, email, or written correspondence 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.

The employer agrees to abide by the regulations at 20 CFR 655.135, Assurances. The working conditions will comply with applicable Federal and State minimum wage, child labor, social security, health and safety, farm labor contractor registration and other employment-related laws. The employer is an Equal Employment Opportunity employer and will offer U.S. workers at least the same opportunities, wages, benefits, and working conditions as those in which the employer offers or intends to offer to nonimmigrant workers.

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 - Work Rules

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

The following rules are intended to provide standards of conduct expected of workers employed under this contract. Violations of these rules or other lawful, job-related employer requirements will be considered grounds for termination. In cases of less serious violations, penalties such as suspension without pay for up to three days will be imposed. Workers are expected to comply with ALL rules related to discipline, attendance, work quality or quantity and the care or maintenance of all property.

1.Workers who perform fraudulent or sloppy work will be suspended without pay for the remainder of the workday or up to three days based on the supervisor's consideration of the degree of infraction, the worker's prior record, and other relevant factors. Subsequent offenses may result in termination or discharge.
2.No use or possession of alcohol or unlawful drugs is permitted during work time or during any workday or before work is completed for that day (such as during meal or beak periods). Workers may not report for work under the influence of alcohol or illegal drugs. Illegal drugs may not be used or kept on the employer's premises. Random drug testing may be conducted by employer, employees must be willing to submit to a random drug test(s).
3.Excessive absences or tardiness will not be permitted. Excessive absence is defined as three consecutive days of unexcused absence or five unexcused absences within a 30-day period without the employer's consent.
4.Workers are expected to maintain cleanliness of their living quarters and shall promptly report problems to the employer. Workers shall cooperate with other workers assigned to the same housing in maintaining cleanliness of kitchen, dining, bathroom and living areas.
5.Workers living in employer-provided housing that are assigned bunk beds may not separate or move bunk beds.
6.Workers living in employer-provided housing may not cook in sleeping rooms or any other non-kitchen areas.
7.Workers may not repeatedly drop paper, cans, bottles, or other trash in fields, packinghouses, or housing areas. Trash and waste receptacles must be used.
8.With the exception of the worker's assigned housing and/or work area/field, workers may not enter employer's premises without authorization by the person in charge.
9.With the exception of the worker's assigned housing, workers may not enter the employer's premises at times other than during hours the employee is scheduled to work.
10.Workers may not begin work prior to the scheduled starring time or continue working after stopping time unless authorized by the employer.
11.Workers may not abuse or extend break periods which may be provided or take unauthorized breaks from work.
12.Workers may not deliberately restrict production.
13.Workers may not engage in horseplay, scuffling, throwing things, wasting time or loitering during work hours. Worker may be discharged for fighting on the employer's premises at any time.

p. Job Offer Information 16

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Work Rules Con't

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

14.Workers may not post or remove any notices, signs or other instructions on the employer's property.
15.Worker may be discharged if they steal from fellow workers or from the employer.
16.Workers may not falsify personal, medical, production or other work-related records.
17.Workers may not willfully abuse or destroy any machinery, equipment, tools or other property belonging to the employer or other employees.
18.After the first full day of employment, workers are to keep up with fellow workers and not detrimentally affect other workers' productivity.
19.Workers may not commit acts of insubordination.
20.Workers may not interrupt other workers' rest/sleep periods by excessive or unnecessary noise or commotion.
21.Workers may not have guests in employer-provided housing past 10:00 pm on Sunday through Friday or on Saturday past 12:00 am. Workers and/or their guests may not engage in indecent, immoral or illegal conduct at any time on the employer's premises.
22.Repeated failure to follow instructions, obey safety requirements, equipment and vehicle operation instructions may result in termination.
23.Any worker who repeatedly impedes the progress of the group by tardiness, leaving early, lax adherence to harvesting or packing standards, or rough handling of produce may be terminated.
24.No firearms or other weapons may be brought onto the employer's premises AT ANY TIME.
25.The use of cellular telephones is not permitted during work hours, unless in cases of special circumstances where use must first be approved in writing by a farm manager.

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