

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



A. Job Offer Information

1. Job Title * Agricultural Equipment Operator							
2. Workers Needed *		a. Total	b. H-2A Workers	Period of Intended Employment			
		120	120	3. First Date * 10/23/2023	4. Last Date * 5/15/2024		
5. Will this job generally require the worker to be on-call 24 hours a day and 7 days a week? * If "Yes", proceed to question 8. If "No", complete questions 6 and 7 below.						<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
6. Anticipated days and hours of work per week (an entry is required for each box below) *						7. Hourly Work Schedule *	
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
						a. 7 : 00	<input checked="" type="checkbox"/> AM <input type="checkbox"/> PM
						b. 3 : 00	<input type="checkbox"/> AM <input checked="" type="checkbox"/> 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.)							
Workers will perform described job specifications as instructed by the Farm Manager or Crew Supervisor. Duties may vary from time to time and may include one or more of the following job specifications: The Agricultural Equipment Operator essential work activity involves loading and transport of the highly perishable sugarcane crop. Once the raw sugarcane crop is cut, the sugarcane stalks are severed from their roots by a self-powered mechanical harvesting machine, the sugarcane is mechanically deposited into the field cart and transport by the equipment operator to a designated location on the farm. Equipment operators will operate from field to field and farm to farm as sugarcane is progressively harvested on the property. There are multiple loading stations on the property that serve as concentration points. Before moving the assigned tractor on the farm, the operator will complete a pre-trip inspection of the tractor, wagons, harvester, and other equipment used in the process of harvesting sugarcane. The inspection will include checking engine fluid, checking brakes/tires, and fueling equipment. The operator is required to complete each step of the transportation process from the in-field loading station through the off-loading locations on the farm's closest available concentration point as directed by the supervisor. The agricultural equipment operator will complete multiple essential steps in the on-farm work of harvesting the sugarcane crop.							
8b. Wage Offer *		8c. Per *		8d. Piece Rate Offer \$		8e. Piece Rate Units / Estimated Hourly Rate / Special Pay Information \$	
\$ 14.33		<input checked="" type="checkbox"/> HOUR <input type="checkbox"/> 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? *						<input checked="" type="checkbox"/> Yes <input type="checkbox"/> N/A	
10. Frequency of Pay: * <input checked="" type="checkbox"/> Weekly <input type="checkbox"/> Biweekly <input type="checkbox"/> Other (specify): <u>N/A</u>							
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: FICA taxes, income tax, cash advances, overpayment of wages; and charges for any loss to the employer due to the worker's damage or loss of equipment or housing items where it is shown that the worker is responsible, any other deductions expressly authorized by the worker in writing. There will be no deductions of state income tax.							

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B. Minimum Job Qualifications/Requirements

1. Education: minimum U.S. diploma/degree required. *			
<input checked="" type="checkbox"/> None <input type="checkbox"/> High School/GED <input type="checkbox"/> Associate's <input type="checkbox"/> Bachelor's <input type="checkbox"/> Master's or higher <input type="checkbox"/> Other degree (JD, MD, etc.)			
2. Work Experience: number of <u>months</u> required. *		3. Training: number of <u>months</u> required. *	0
4. Basic Job Requirements (check all that apply) §			
<input type="checkbox"/> a. Certification/license requirements		<input checked="" type="checkbox"/> f. Exposure to extreme temperatures	
<input type="checkbox"/> b. Driver requirements		<input checked="" type="checkbox"/> g. Extensive pushing or pulling	
<input checked="" type="checkbox"/> c. Criminal background check		<input checked="" type="checkbox"/> h. Extensive sitting or walking	
<input checked="" type="checkbox"/> d. Drug screen		<input checked="" type="checkbox"/> i. Frequent stooping or bending over	
<input checked="" type="checkbox"/> e. Lifting requirement <u>50</u> lbs.		<input checked="" type="checkbox"/> j. Repetitive movements	
5a. Supervision: does this position supervise the work of other employees? *		<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	5b. If "Yes" to question 5a, enter the number of employees worker will supervise. §
6. Additional Information Regarding Job Qualifications/Requirements. * (Please begin response on this form and use Addendum C if additional space is needed. If no additional skills or requirements, enter " NONE " below) Criminal background check and drug testing: Everglades Harvesting may conduct a criminal background check and/or drug/alcohol test at the employer's expense on all new applicants post-employment. Failure to pass criminal background check and/or drug/alcohol screening is grounds for termination.			

C. Place of Employment Information

1. Place of Employment Address/Location *			
US Sugar Corporation, 26°42'36.94"N 80°51'25.39"W			
2. City *	3. State *	4. Postal Code *	5. County *
Lake Harbor	Florida	33459	Palm Beach
6. Additional Place of Employment Information. (If no additional information, enter " NONE " below) *			
See Addendum C			
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? *			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> N/A

D. Housing Information

1. Housing Address/Location *			
1124 E Edward St.			
2. City *	3. State *	4. Postal Code *	5. County *
Labelle	Florida	33935	Glades
6. Type of Housing (check only one) *		7. Total Units *	8. Total Occupancy *
<input checked="" type="checkbox"/> Employer-provided (including mobile or range) <input type="checkbox"/> Rental or public		12	70
9. Identify the entity that determined the housing met all applicable standards: *			
<input checked="" type="checkbox"/> Local authority <input type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other (specify): _____			
10. Additional Housing Information. (If no additional information, enter " NONE " below) *			
Family housing is not available and the provision of family housing is not a prevailing practice in the area of intended employment. Co-ed housing is not offered; all female workers will be housed with other females and all male workers will be housed with other males. Laundry service provided at no cost to the worker.			
11. Is a completed Addendum B providing additional information on housing that will be provided to workers attached to this job order? *			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> N/A

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E. Provision of Meals

1. Describe how the employer will provide each worker with three meals per day or furnish free and convenient cooking and kitchen facilities. *

(Please begin response on this form and use Addendum C if additional space is needed.)

The employer will provide free and convenient cooking and kitchen facilities and free weekly transportation to the grocery store to workers living in employer-provided housing which will enable workers to prepare their own meals.

2. The employer: *

☒ **WILL NOT** charge workers for meals.

☐ **WILL** charge each worker for meals at \$ ____ . ____ per day, if meals are provided.

F. Transportation and Daily Subsistence

1. Describe the terms and arrangements for daily transportation the employer will provide to workers. *

(Please begin response on this form and use Addendum C if additional space is needed.)

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

See Addendum C

2. Describe the terms and arrangements for providing workers with transportation (a) to the place of employment (i.e., inbound) and (b) from the place of employment (i.e., outbound). *

(Please begin response on this form and use Addendum C if additional space is needed.)

Inbound: "US workers will determine their own inbound travel arrangements to the place of employment to begin the job contract. The employer will reimburse all workers for their reasonable costs incurred by the worker for transportation and daily subsistence from the place from which the worker has come to work for the employer.

See Addendum C

3. During the travel described in Item 2, the employer will pay for or reimburse daily meals by providing each worker *

a. no less than

\$ 15 . 46

per day *

b. no more than

\$ 59 . 00

per day with receipts

G. Referral and Hiring Instructions

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1. Explain how prospective applicants may be considered for employment under this job order, including verifiable contact information for the employer (or the employer's authorized hiring representative), methods of contact, and the days and hours applicants will be considered for the job opportunity. *

(Please begin response on this form and use Addendum C if additional space is needed.)

See Addendum C

2. Telephone Number to Apply *
+1 (863) 675-8500

3. Extension §
N/A

4. Email Address to Apply *
HR@evergladesharvesting.com

5. Website Address (URL) to Apply *
seasonaljobs.dol.gov

H. Additional Material Terms and Conditions of the Job Offer

1. Is a completed **Addendum C** providing additional information about the material terms, conditions, and benefits (monetary and non-monetary) that will be provided by the employer attached to this job order? *

☒ Yes ☐ No

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

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

- 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.
- 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).
- 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.
- 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).
- 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).



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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 655.122(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).



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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



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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)(3)(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 * Meador	2. First (given) name * Paul	3. Middle initial § J
4. Title * President		

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5. Signature (or digital signature) * Digital Signature Verified and Retained By <i>Certifying Officer</i>	6. Date signed * 9/7/2023
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For Public Burden Statement, see the Instructions for Form ETA-790/790A.

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

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	Agricultural Equipment Operator	\$ 14 . 33	Hour	\$14.33 per hour guaranteed.
	General Farm Work	\$ 14 . 33	Hour	\$14.33 per hour guaranteed.
		\$.		
		\$.		
		\$.		
		\$.		
		\$.		
		\$.		
		\$.		
		\$.		

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

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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 §
Alico Inc.	12010 NE Hwy 70 Arcadia , Florida 34142 HARDEE	Joshua	10/23/2023	5/15/2024	120
Alico Inc.	1451 State Road 31 Punta Gorda , Florida 33982 CHARLOTTE	TRB	10/23/2023	5/15/2024	120
Alico Inc.	15578 NE Hwy 70 Arcadia , Florida 34266 HARDEE	Crossing	10/23/2023	5/15/2024	120
Alico Inc.	Stuart Lawrence Rd Frostproof , Florida 33843 POLK	Parson Brown 30	10/23/2023	5/15/2024	120
Alico Inc.	1805 Lost Grove Rd Frostproof , Florida 33843 POLK	Lake Patrick	10/23/2023	5/15/2024	120
Alico Inc.	200 Arthur Hammock Rd Clewiston , Florida 33440 HENDRY	Curry	10/23/2023	5/15/2024	120
Alico Inc.	207 Hwy 630 East Frostproof , Florida 33843 POLK	Frostproof	10/23/2023	5/15/2024	120
Alico Inc.	2100 Golfview Cutoff Road Babson Park , Florida 33827 POLK	Backbone	10/23/2023	5/15/2024	120
Alico Inc.	2100 Immokalee Road Immokalee , Florida 34142 COLLIER	Silver Strand III	10/23/2023	5/15/2024	120
Alico Inc.	Old Avon Park Cut off Road Frostproof , Florida 33843 POLK	Raulerson	10/23/2023	5/15/2024	120

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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 §
Alico Inc.	27125 Immokalee Road Immokalee , Florida 34142 COLLIER	Serenoa Grove	10/23/2023	5/15/2024	120
Alico Inc.	27500 Immokalee Road Immokalee , Florida 34142 COLLIER	Lake Trafford Grove	10/23/2023	5/15/2024	120
Alico Inc.	2951 Graham Road Punta Gorda , Florida 33982 CHARLOTTE	Bermont	10/23/2023	5/15/2024	120
Alico Inc.	3500 E. Altwater Road Avon Park , Florida 33825 HIGHLANDS	Bonnett Lake	10/23/2023	5/15/2024	120
Alico Inc.	Lost Grove Road Frostproof , Florida 33843 POLK	Lost Grove	10/23/2023	5/15/2024	120
Alico Inc.	36200 KT Grove Rd Clewiston , Florida 33440 HENDRY	KT	10/23/2023	5/15/2024	120
Alico Inc.	3681 Oak Island Rd Frostproof , Florida 33843 POLK	Oak Island	10/23/2023	5/15/2024	120
Alico Inc.	3900 SR 29 North Immokalee , Florida 34142 COLLIER	Silver Strand North	10/23/2023	5/15/2024	120
Alico Inc.	4029 CR 830 Immokalee , Florida 34142 COLLIER	Felda	10/23/2023	5/15/2024	120
Alico Inc.	Lake Reedy Blvd Frostproof , Florida 33843 POLK	Reedy	10/23/2023	5/15/2024	120

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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 §
Alico Inc.	4625 CR 850 Immokalee , Florida 34142 COLLIER	Corkscrew	10/23/2023	5/15/2024	120
Alico Inc.	Hwy 630 East Frostproof , Florida 33843 POLK	Ida	10/23/2023	5/15/2024	120
Alico Inc.	4940 Camp Keais Road Immokalee , Florida 34142 COLLIER	Immokalee Grove	10/23/2023	5/15/2024	120
Alico Inc.	5802 Hwy 665 Ona , Florida 33865 HARDEE	Lily	10/23/2023	5/15/2024	120
Alico Inc.	6050 Powerline Rd Clewiston , Florida 33440 HENDRY	2x6	10/23/2023	5/15/2024	120
Alico Inc.	C. David Road Fort Meade , Florida 33841 POLK	Church	10/23/2023	5/15/2024	120
Alico Inc.	7995 Collins Slough Labelle, Florida 33935 HENDRY	Alexander	10/23/2023	5/15/2024	120
Alico Inc.	Boy Scout Road Lake Wales , Florida 33898 POLK	Saddlebag	10/23/2023	5/15/2024	120
Alico Inc.	Alico Libby Road Babson Park , Florida 33843 POLK	Babson Park	10/23/2023	5/15/2024	120
Alico Inc.	Alico Clay Pit Rd Frostproof , Florida 33843 POLK	Bereah	10/23/2023	5/15/2024	120

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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 §
Alico Inc.	900 Hwy 60 Lake Wales , Florida 34972 POLK	Island Pond	10/23/2023	5/15/2024	120
Alico Inc.	8420 W. Twitty Road Sebring , Florida 33876 HIGHLANDS	Rawle	10/23/2023	5/15/2024	120
Alico Inc.	8355 CR 858 South Immokalee , Florida 34142 COLLIER	Silver Strand South	10/23/2023	5/15/2024	120
Alico Inc.	Old Avon Park Road Frostproof , Florida 33843 POLK	Livingston, Driscoll	10/23/2023	5/15/2024	120
Bear Hammock Grove, LLC	End W. Eagle Island Road Naples, Florida 34102 COLLIER	Troyer Grove	10/23/2023	5/15/2024	120
Bear Hammock Grove, LLC	Eagle Island Road Naples, Florida 34102 COLLIER	Bear Hammock Grove, Eagle Island Grove	10/23/2023	5/15/2024	120
CWH Harvesting, LLC.	SE CR 763 Arcadia , Florida 34266 HARDEE	Grove 9	10/23/2023	5/15/2024	120
CWH Harvesting, LLC.	NW Lily Grade Arcadia , Florida 34266 HARDEE	Grove 10	10/23/2023	5/15/2024	120
CWH Harvesting, LLC.	SE Hog Bay Ext Arcadia , Florida 34266 HARDEE	Grove 5	10/23/2023	5/15/2024	120
CWH Harvesting, LLC.	SE Taylor Avenue Arcadia , Florida 34266 HARDEE	Grove 3	10/23/2023	5/15/2024	120

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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 §
CWH Harvesting, LLC.	SW Senate Ave Arcadia , Florida 34266 HARDEE	Grove 8	10/23/2023	5/15/2024	120
CWH Harvesting, LLC.	NE Brewer St Arcadia , Florida 34266 HARDEE	Grove 7	10/23/2023	5/15/2024	120
CWH Harvesting, LLC.	Corner of CR 760-S and SE Taylor Ave Arcadia , Florida 34266 HARDEE	Grove 4	10/23/2023	5/15/2024	120
CWH Harvesting, LLC.	Corner of SR 70 and CR 760 Arcadia , Florida 34266 HARDEE	Grove 1	10/23/2023	5/15/2024	120
CWH Harvesting, LLC.	SE Airport Road Arcadia , Florida 34266 HARDEE	Grove 6, Grove 2	10/23/2023	5/15/2024	120
Davenport Nursery	19404 Immokalee Rd Naples , Florida 34102 COLLIER	Farm 1	10/23/2023	5/15/2024	120
Egan Fruit Packing, LLC.	27.64489, -80.54090 West Vero Corridor, Florida 32966 INDIAN RIVER	Lambeth 18	10/23/2023	5/15/2024	120
Egan Fruit Packing, LLC.	27.69224, -80.50242 West Vero Corridor, Florida 32966 INDIAN RIVER	Hammond Rubio	10/23/2023	5/15/2024	120
Egan Fruit Packing, LLC.	27.72483, -80.46476 Winter Beach, Florida 32967 INDIAN RIVER	Wrigley	10/23/2023	5/15/2024	120
Egan Fruit Packing, LLC.	27.74020, -80.46446 Sebastian, Florida 32967 INDIAN RIVER	Sexton 66	10/23/2023	5/15/2024	120

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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 §
Egan Fruit Packing, LLC.	27.4429, -80.3917 Fort Pierce, Florida 34945 ST LUCIE	Sun Ag	10/23/2023	5/15/2024	120
Egan Fruit Packing, LLC.	27.80307, -80.61061 Fellsmere, Florida 32948 INDIAN RIVER	Orange Harmony	10/23/2023	5/15/2024	120
Egan Fruit Packing, LLC.	27.92698, -81.48162 Lake Wales, Florida 33853 POLK	Rolling Meadows Ranch	10/23/2023	5/15/2024	120
Egan Fruit Packing, LLC.	27.1944, -80.3717 Port St. Lucie, Florida 34990 MARTIN	VPI 5	10/23/2023	5/15/2024	120
Egan Fruit Packing, LLC.	27.2625, -80.4020 Port St. Lucie, Florida 34953 ST LUCIE	Cow Creek	10/23/2023	5/15/2024	120
Egan Fruit Packing, LLC.	27.60090, -80.65630 West Vero Corridor, Florida 32966 INDIAN RIVER	Six Wheels	10/23/2023	5/15/2024	120
Egan Fruit Packing, LLC.	27.2731, -80.3231 Port St. Lucie, Florida 34986 ST LUCIE	Flores	10/23/2023	5/15/2024	120
Egan Fruit Packing, LLC.	27.2800, -80.3623 Port St. Lucie, Florida 34986 ST LUCIE	Cartay	10/23/2023	5/15/2024	120
Egan Fruit Packing, LLC.	27.2952, -80.2709 Port St. Lucie, Florida 34953 ST LUCIE	ALCO	10/23/2023	5/15/2024	120
Egan Fruit Packing, LLC.	27.63566, -80.57986 West Vero Corridor, Florida 32966 INDIAN RIVER	Hammond 122	10/23/2023	5/15/2024	120

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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 §
Egan Fruit Packing, LLC.	27.3021, -80.3701 Port St. Lucie, Florida 34983 ST LUCIE	River Basket	10/23/2023	5/15/2024	120
Egan Fruit Packing, LLC.	27.57151, -80.55378 West Vero Corridor, Florida 32966 INDIAN RIVER	Candy	10/23/2023	5/15/2024	120
Egan Fruit Packing, LLC.	27.3040, -80.4328 Port St. Lucie, Florida 34986 ST LUCIE	Scott Farms	10/23/2023	5/15/2024	120
Egan Fruit Packing, LLC.	27.3221, -80.3806 Port St. Lucie, Florida 34986 ST LUCIE	BCE	10/23/2023	5/15/2024	120
Egan Fruit Packing, LLC.	27.61477, -80.65573 West Vero Corridor, Florida 32966 INDIAN RIVER	Hammond Baytree	10/23/2023	5/15/2024	120
Egan Fruit Packing, LLC.	27.62781, -80.63218 West Vero Corridor, Florida 32966 INDIAN RIVER	Schacht	10/23/2023	5/15/2024	120
Egan Fruit Packing, LLC.	27.62148, -80.64792 West Vero Corridor, Florida 32966 INDIAN RIVER	Corrigan	10/23/2023	5/15/2024	120
Egan Fruit Packing, LLC.	27.3839, -80.3839 Fort Pierce, Florida 34953 ST LUCIE	Premium	10/23/2023	5/15/2024	120
Egan Fruit Packing, LLC.	27.61023, -80.60757 West Vero Corridor, Florida 32966 INDIAN RIVER	Pound Solids	10/23/2023	5/15/2024	120
Egan Fruit Packing, LLC.	27.61439, -80.60757 West Vero Corridor, Florida 32966 INDIAN RIVER	High Brix	10/23/2023	5/15/2024	120

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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 §
Graves Brothers Company	19258 County Line Road Immokalee , Florida 34142 COLLIER	West River	10/23/2023	5/15/2024	120
Graves Brothers Company	25690 Orange Avenue Fort Pierce, Florida 34945 ST LUCIE	Ashland Grove	10/23/2023	5/15/2024	120
Gulf Harvesting, Inc.	3595 Ranch One Road Immokalee, Florida 34142 COLLIER	Ranch One	10/23/2023	5/15/2024	120
Gulf Harvesting, Inc.	7050 CPI Road Felda, Florida 33930 HENDRY	CPI	10/23/2023	5/15/2024	120
Gulf Harvesting, Inc.	13835 SR 29 S & 258 Tanner Road Felda, Florida 33930 HENDRY	Goodman Grove	10/23/2023	5/15/2024	120
IMG Citrus, Inc	1595 Sneed Rd Fort Pierce, Florida 34954 ST LUCIE	10 Mile Grove	10/23/2023	5/15/2024	120
IMG Citrus, Inc	146th Street Vero Beach , Florida 32960 INDIAN RIVER	Kanjuku Grove	10/23/2023	5/15/2024	120
IMG Citrus, Inc	17th Street SW Vero Beach , Florida 32968 INDIAN RIVER	6 Wheels Grove	10/23/2023	5/15/2024	120
IMG Citrus, Inc	30200 Orange Ave Fort Pierce, Florida 34945 ST LUCIE	Emerald Grove	10/23/2023	5/15/2024	120
IMG Citrus, Inc	48657 Bermont Road Punta Gorda , Florida 33982 CHARLOTTE	Imagine Grove	10/23/2023	5/15/2024	120

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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 §
IMG Citrus, Inc	9462 SE County Rd 763 Arcadia , Florida 34266 HARDEE	Avant Grove	10/23/2023	5/15/2024	120
IMG Citrus, Inc	11920 141st Ave Fellsmere , Florida 32948 INDIAN RIVER	Phoenix Grove	10/23/2023	5/15/2024	120
IMG Citrus, Inc	1985 154th Ave Vero Beach , Florida 32966 INDIAN RIVER	J Grove	10/23/2023	5/15/2024	120
IMG Citrus, Inc	15610 Ranch Nursery Rd Immokalee , Florida 34142 COLLIER	Panther Grove	10/23/2023	5/15/2024	120
Joshua Citrus, Inc.	4167 Sunset Drive Zolfo Springs, Florida 33890 HARDEE		10/23/2023	5/15/2024	120
Joshua Citrus, Inc.	4309 NW County Road 661 Arcadia, Florida 34266 HARDEE		10/23/2023	5/15/2024	120
Joshua Citrus, Inc.	5268 NE Mercer St Arcadia, Florida 34266 HARDEE		10/23/2023	5/15/2024	120
Joshua Citrus, Inc.	8524 Price Road Zolfo Springs, Florida 33890 HARDEE		10/23/2023	5/15/2024	120
Joshua Citrus, Inc.	NE Earnest Street Arcadia, Florida 34266 HARDEE		10/23/2023	5/15/2024	120
Joshua Citrus, Inc.	4135 SE County Road 760 Arcadia, Florida 34266 HARDEE		10/23/2023	5/15/2024	120

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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Joshua Citrus, Inc.	NW Jennie Avenue/ 40th Avenue Arcadia, Florida 34266 HARDEE		10/23/2023	5/15/2024	120
Joshua Citrus, Inc.	SE Broadus Drive Arcadia, Florida 34266 HARDEE		10/23/2023	5/15/2024	120
Joshua Citrus, Inc.	12101 Florida 70 Arcadia, Florida 34266 HARDEE		10/23/2023	5/15/2024	120
Joshua Citrus, Inc.	12384 SE Head Avenue Arcadia, Florida 34266 HARDEE		10/23/2023	5/15/2024	120
MBN Property	1 Sam Miller Road Immokalee , Florida 34142 COLLIER	Miller Grove	10/23/2023	5/15/2024	120
Meador Family Farms of Florida, LLC.	CR 846 East & Brown Grade Immokalee, Florida 34142 COLLIER	Meador Field	10/23/2023	5/15/2024	120
Meador Family Farms of Florida, LLC.	CR 858 Immokalee, Florida 34142 COLLIER	Sunnyland Farm	10/23/2023	5/15/2024	120
Meador Family Farms of Florida, LLC.	16715 S. SR 29 Felda, Florida 33930 HENDRY	Felda Field	10/23/2023	5/15/2024	120
Oakes Farm, Inc.	Cecil Howell's Old Farm North End of Thorpe Rd Immokalee, Florida 34142 COLLIER	Oakes Farm 3	10/23/2023	5/15/2024	120
Oakes Farm, Inc.	Lloyd Brown Grade/CR 846 E Clewiston, Florida 33440 HENDRY	Oak Hammock Farm	10/23/2023	5/15/2024	120

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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 §
Oakes Farm, Inc.	County Line Rd Immokalee, Florida 34142 COLLIER	County Line Farm	10/23/2023	5/15/2024	120
Oakes Farm, Inc.	CR 846 West by mulch pile and fairgrounds Naples, Florida 34102 COLLIER	Oakes Farm 4	10/23/2023	5/15/2024	120
Oakes Farm, Inc.	Oil Well Grade Road & CR 846 East Immokalee, Florida 34142 COLLIER	TKO East	10/23/2023	5/15/2024	120
Oakes Farm, Inc.	10500 County Road 846 Immokalee, Florida 34142 COLLIER	Frog Pond Farm	10/23/2023	5/15/2024	120
Oakes Farm, Inc.	925 New Harvest Rd Immokalee, Florida 34142 COLLIER	Oakes	10/23/2023	5/15/2024	120
Oakes Farm, Inc.	7200 Thomas Farm Road Immokalee, Florida 34142 COLLIER	Thomas Farm	10/23/2023	5/15/2024	120
Oakes Farm, Inc.	846 West Immokalee, Florida 34142 COLLIER	Oakes Farm 1	10/23/2023	5/15/2024	120
Oakes Farm, Inc.	Oil Well Rd & CR 858 Naples, Florida 34102 COLLIER	Oakes Farm 8	10/23/2023	5/15/2024	120
Oakes Farm, Inc.	Old Men Farm South end of County Line Rd Immokalee, Florida 34142 COLLIER	Oakes Farm 6	10/23/2023	5/15/2024	120
Oakes Farm, Inc.	Oil Well Grade Road & CR 846 West Naples, Florida 34102 COLLIER	Veneziano West, Oakes Farm 2, Oakes Farm 7, TKO West, Veneziano East	10/23/2023	5/15/2024	120

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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 §
Premier Citrus	4096 SR 70 East Lake Placid, Florida 33852 HIGHLANDS		10/23/2023	5/15/2024	120
Premier Citrus	8th St .5 miles west of 154th Ave Vero Beach, Florida 32968 INDIAN RIVER	Anapa Grove	10/23/2023	5/15/2024	120
Premier Citrus	8300 Holopaw groves Rd St Cloud, Florida 34773 OSCEOLA	Holopaw	10/23/2023	5/15/2024	120
Premier Citrus	102nd Ave .75 miles South of SR 60 Vero Beach, Florida 32966 INDIAN RIVER	Schick	10/23/2023	5/15/2024	120
Premier Citrus	East side of SE CR 763 1.5 miles south of SE CR 760A Arcadia, Florida 34266 DESOTO	Bay Grove	10/23/2023	5/15/2024	120
Premier Citrus	Southern dead end of 122nd Ave Fort Pierce, Florida 34945 ST LUCIE	Osprey	10/23/2023	5/15/2024	120
Premier Citrus	4101 SR 70 East Lake Placid, Florida 33852 HIGHLANDS	Sun Ray	10/23/2023	5/15/2024	120
Premier Citrus	5970 SE Knotts Dairy Rd Arcadia, Florida 34266 DESOTO	County Line	10/23/2023	5/15/2024	120
Premier Citrus	600 Lonesome Island Rd Lake Placid, Florida 33852 HIGHLANDS	Lonesome Island 1	10/23/2023	5/15/2024	120
Premier Citrus	3990 NE Four Mile Rd. Arcadia, Florida 34266 DESOTO	Valencia	10/23/2023	5/15/2024	120

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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 §
Premier Citrus	South side of SE Betty Dr .7 miles East of SE Highlands County Road Arcadia, Florida 34266 DESOTO	Sun Pure	10/23/2023	5/15/2024	120
Premier Citrus	600 Lonesome Island Rd Lake Placid, Florida 33852 HIGHLANDS	Lonesome Island 2	10/23/2023	5/15/2024	120
Premier Citrus	6057 SE Nichols Street Arcadia, Florida 34266 DESOTO	Hancock	10/23/2023	5/15/2024	120
Premier Citrus	130th Ave .75 miles North of SR 60 Vero Beach, Florida 32966 INDIAN RIVER	Bluebird	10/23/2023	5/15/2024	120
Premier Citrus	14885 Indrio Rd Fort Pierce, Florida 34945 ST LUCIE	Capron	10/23/2023	5/15/2024	120
Premier Citrus	154th Ave SR 60 Vero Beach, Florida 32968 INDIAN RIVER	Hampton Hammock, Indian River West	10/23/2023	5/15/2024	120
Premier Citrus	South side of 9th St SW .5 miles North of 122nd Ave Vero Beach, Florida 32968 INDIAN RIVER	Cypress Farm 1	10/23/2023	5/15/2024	120
Premier Citrus	17515 Boney Rd Lorida, Florida 33857 HIGHLANDS	Wilburn	10/23/2023	5/15/2024	120
Premier Citrus	17992 NE Hwy 70 Arcadia, Florida 34266 DESOTO	Rainbow	10/23/2023	5/15/2024	120
Premier Citrus	1970 122nd Ave Vero Beach, Florida 32966 INDIAN RIVER	Heritage, Tract 1, Tract 2, Tract 4, West 1	10/23/2023	5/15/2024	120

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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 §
Premier Citrus	22500 State Road 82 Fort Myers, Florida 33913 LEE	Corkscrew Grove	10/23/2023	5/15/2024	120
Premier Citrus	28140 Orange Ave Fort Pierce, Florida 34945 ST LUCIE	River Gem, Bluegrass, FLS, Seibels, Hammond, Southern Comfort	10/23/2023	5/15/2024	120
Premier Citrus	2990 Church Road Felda, Florida 33930 HENDRY	Church Road Grove	10/23/2023	5/15/2024	120
Premier Citrus	31652 County Rd 833 Clewiston, Florida 33440 HENDRY	Sugarbelle	10/23/2023	5/15/2024	120
Premier Citrus	32120 Orange Ave Fort Pierce , Florida 34945 ST LUCIE	Granada	10/23/2023	5/15/2024	120
Premier Citrus	NW corner of 1st St SW and 82nd Ave Vero Beach, Florida 32966 INDIAN RIVER	Ranch	10/23/2023	5/15/2024	120
Southern Corporate Packers	3000 US 29 Immokalee, Florida 33440 COLLIER		10/23/2023	5/15/2024	120
Southern Gardens Groves Corporation	1820 CR 833 Clewiston, Florida 33440 HENDRY	Dunwody Alcoma	10/23/2023	5/15/2024	120
Southern Gardens Groves Corporation	23035 CR 833 Clewiston , Florida 33440 HENDRY	Devil's Garden	10/23/2023	5/15/2024	120
Southern Gardens Groves Corporation	6610 CR 833 Clewiston , Florida 33440 HENDRY	Bayrock	10/23/2023	5/15/2024	120

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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 §
SREE Agribusiness, LLC	2263 CR78 Labelle, Florida 33935 HENDRY	Rani Grove	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	2641'7.53"N 8030'58.35"W Belle Glade, Florida 33430 PALM BEACH	Hundley Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	2642'3.58"N 8110'52.92"W Clewiston, Florida 33440 HENDRY	Star Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	2644'25.07"N 8112'14.54"W Clewiston, Florida 33440 HENDRY	Star Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 37' 38.61"N 80 35' 48.90"W Belle Glade, Florida 33430 PALM BEACH	J.E.T. Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 37' 25.39"N 80 34' 30.92"W Belle Glade, Florida 33430 PALM BEACH	SBG Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	2644'9.11"N 81 0'48.63"W Clewiston, Florida 33440 HENDRY	Robert C. Hatton	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	2645'13.07"N 81 0'28.97"W Clewiston, Florida 33440 HENDRY	Robert C. Hatton	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	2659'48.87"N 8025'34.75"W Indiantown, Florida 34956 MARTIN	Star Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	1500 W Sugar House Rd Belle Glade, Florida 33430 PALM BEACH		10/23/2023	5/15/2024	120

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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 §
Sugar Cane Growers Cooperative of Florida	26 38' 18.64"N 80 34' 36.97"W Belle Glade, Florida 33430 PALM BEACH	Hooker-Jones Co	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 29' 49.18"N 80 40' 18.75"W Okeelanta, Florida 33493 PALM BEACH	Star Ranch Enterprises	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 29' 56.21"N 80 34' 47.11"W Belle Glade, Florida 33430 PALM BEACH	Big B Sugar	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 29' 58.38"N 80 39' 25.36"W Okeelanta, Florida 33493 PALM BEACH	Star Ranch Enterprises	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 30' 41.85"N 80 29' 00.76"W Belle Glade, Florida 33430 PALM BEACH	Big B Sugar	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 38' 53.88"N 80 39' 17.83"W Belle Glade, Florida 33430 PALM BEACH	Star Ranch Enterprises	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 30' 43.18"N 80 44' 18.38"W Okeelanta, Florida 33493 PALM BEACH	Markham Sugar Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 31' 21.60"N 26 31' 21.60"N Okeelanta, Florida 33493 PALM BEACH	Closter Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 31' 31.51"N 80 29' 19.01"W Belle Glade, Florida 33430 PALM BEACH	Hundley Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 31' 46.63"N 80 42' 53.76"W Okeelanta, Florida 33493 PALM BEACH	Star Ranch Enterprises	10/23/2023	5/15/2024	120

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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Sugar Cane Growers Cooperative of Florida	26 39' 50.99"N 80 35' 08.25"W Belle Glade, Florida 33430 PALM BEACH	Eastgate Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 31' 47.10"N 80 34' 34.80"W Belle Glade, Florida 33430 PALM BEACH	Hundley Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 32' 00.77"N 80 32' 06.69"W Belle Glade, Florida 33430 PALM BEACH	Closter Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 32' 24.11"N 80 33' 34.19"W Belle Glade, Florida 33430 PALM BEACH	Roth Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 32' 26.12"N 80 31' 07.23"W Belle Glade, Florida 33430 PALM BEACH	Closter Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 40' 39.04"N 80 29' 02.18"W Wellington, Florida 33411 PALM BEACH	Roth Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 32' 27.73"N 80 38' 53.75"W Belle Glade, Florida 33430 PALM BEACH	Big B Sugar	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 32' 40.09"N 80 44' 51.81"W Okeelanta, Florida 33493 PALM BEACH	Star Ranch Enterprises	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 32' 40.64"N 80 43' 37.83"W Okeelanta, Florida 33493 PALM BEACH	Star Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 33' 17.75"N 80 35' 01.73"W Belle Glade , Florida 33430 PALM BEACH	SBG Farms	10/23/2023	5/15/2024	120

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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 §
Sugar Cane Growers Cooperative of Florida	26 41' 17.41"N 80 27' 25.88"W Wellington, Florida 33411 PALM BEACH	Hundley Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 33' 21.92"N 80 28' 29.00"W Belle Glade, Florida 33430 PALM BEACH	Closter Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 33' 33.13"N 80 40' 50.64"W Okeelanta, Florida 33493 PALM BEACH	Big B Sugar	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 33' 46.07"N 80 33' 04.84"W Belle Glade, Florida 33430 PALM BEACH	Wedgworth Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 34' 11.75"N 80 37' 26.59"W Belle Glade, Florida 33430 PALM BEACH	SBG Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 34' 23.55"N 80 42' 30.88"W Okeelanta, Florida 33493 PALM BEACH	Friend Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 35' 01.55"N 80 31' 12.08"W Belle Glade, Florida 33430 PALM BEACH	Closter Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 35' 26.92"N 80 40' 52.31"W Okeelanta, Florida 33493 PALM BEACH	TeePee Farms, William Kennedy Farm, Kennedy Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 42' 24.95"N 80 40' 39.84"W Belle Glade, Florida 33430 PALM BEACH	W.E. Schlechter & Sons	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 43' 04.96"N 80 33' 14.30"W Belle Glade, Florida 33430 PALM BEACH	Trucane Sugar	10/23/2023	5/15/2024	120

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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Sugar Cane Growers Cooperative of Florida	26 35' 53.47"N 80 29' 25.10"W Belle Glade, Florida 33430 PALM BEACH	Hundley Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 35' 54.39"N 80 33' 36.54"W Belle Glade, Florida 33430 PALM BEACH	Hundley Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 35' 57.12"N 80 35' 31.54"W Belle Glade, Florida 33430 PALM BEACH	SBG Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	2639'49.7"N 8039'03.1"W Pahokee, Florida 33476 PALM BEACH	Star Ranch Enterprises	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 36' 06.74"N 80 52' 41.49"W Lake Harbor, Florida 33459 PALM BEACH	Star Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 36' 07.99"N 80 42' 58.47"W Okeelanta, Florida 33493 PALM BEACH	Star Ranch Enterprises	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 36' 47.71"N 80 32' 07.27"W Belle Glade, Florida 33430 PALM BEACH	Wedgworth Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 37' 22.31"N 80 55' 49.98"W Montura, Florida 33440 HENDRY	Trucane Sugar	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 37' 25.30"N 80 40' 46.24"W Belle Glade, Florida 33430 PALM BEACH	Pioneer Ranch & Sugar Farms, William Kennedy Farm, Kennedy Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	2648'43.5"N 8039'21.4"W Pahokee, Florida 33476 PALM BEACH	Simonson Farms	10/23/2023	5/15/2024	120

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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Sugar Cane Growers Cooperative of Florida	26 45' 52.96"N 80 20' 20.41"W Westlake, Florida 33470 PALM BEACH	Hundley Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 45' 41.63"N 80 31' 18.78"W Belle Glade, Florida 33430 PALM BEACH	Wedgworth Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 46' 48.46"N 80 19' 41.31"W Westlake, Florida 33470 PALM BEACH	Hundley Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 37' 54.39"N 80 42' 04.24"W South Bay, Florida 33493 PALM BEACH	Robert C. Hatton	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 38' 04.04"N 80 31' 04.49"W Belle Glade, Florida 33430 PALM BEACH	Hundley Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 38' 06.56"N 80 32' 59.68"W Belle Glade, Florida 33430 PALM BEACH	SBG Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 38' 07.03"N 80 36' 52.68"W Belle Glade, Florida 33430 PALM BEACH	SBG Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 38' 18.07"N 80 43' 58.10"W South Bay, Florida 33493 PALM BEACH	Pioneer Ranch & Sugar Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 48' 34.97"N 80 21' 38.03"W Westlake, Florida 33470 PALM BEACH	Hundley Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 38' 32.59"N 80 40' 18.79"W Belle Glade, Florida 33430 PALM BEACH	Herring Farms , Hudspeth Farms	10/23/2023	5/15/2024	120

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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Sugar Cane Growers Cooperative of Florida	26 47' 54.44"N 80 39' 37.65"W Pahokee, Florida 33476 PALM BEACH	Pope Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	2640'19.9"N 8038'19.5"W Belle Glade, Florida 33430 PALM BEACH	Hooker-Jones Co	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	27 03' 17.67"N 80 27' 24.85"W Indiantown, Florida 34956 MARTIN	Star Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 39' 12.42"N 80 38' 03.38"W Belle Glade, Florida 33430 PALM BEACH	UF-EREC	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 39' 24.81"N 80 39' 19.09"W Belle Glade, Florida 33430 PALM BEACH	Chamblee Farms, 6 mile Bend	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 39' 32.14"N 80 36' 50.13"W Belle Glade, Florida 33430 PALM BEACH	Hundley Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 49' 07.49"N 80 38' 41.31"W Pahokee, Florida 33476 PALM BEACH	Robert C. Hatton	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 40' 16.85"N 80 33' 42.70"W Belle Glade, Florida 33430 PALM BEACH	Wedgworth Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 40' 17.65"N 80 39' 17.10"W Belle Glade, Florida 33430 PALM BEACH	W.E. McKinstry	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 40' 17.67"N 80 40' 44.84"W Belle Glade, Florida 33430 PALM BEACH	W.E. McKinstry	10/23/2023	5/15/2024	120

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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 §
Sugar Cane Growers Cooperative of Florida	26 49' 12.79"N 80 30' 28.66"W Pahokee, Florida 33476 PALM BEACH	Star Ranch Enterprises	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 50' 03.48"N 80 38' 13.19"W Pahokee, Florida 33476 PALM BEACH	Closter Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 40' 28.17"N 80 30' 02.78"W Belle Glade, Florida 33430 PALM BEACH	Star Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 53' 34.19"N 80 36' 20.78"W Canal Point, Florida 33438 PALM BEACH	Robert C. Hatton	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 40' 42.90"N 80 44' 27.17"W South Bay, Florida 33493 PALM BEACH	Star Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 40' 56.74"N 80 33' 46.47"W Belle Glade, Florida 33430 PALM BEACH	Wedgworth Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 41' 08.16"N 80 38' 35.06"W Belle Glade, Florida 33430 PALM BEACH	Wedgworth Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 41' 16.72"N 80 32' 21.11"W Belle Glade, Florida 33430 PALM BEACH	Roth Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	2635'44.5"N 8041'28.6"W Okeelanta, Florida 33493 PALM BEACH	Star Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	2632'40.6"N 8044'07.3"W Okeelanta, Florida 33493 PALM BEACH	W.E. Schlechter & Sons	10/23/2023	5/15/2024	120

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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 §
Sugar Cane Growers Cooperative of Florida	26 41' 18.88"N 80 46' 05.94"W South Bay, Florida 33493 PALM BEACH	Robert C. Hatton	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 41' 45.48"N 80 31' 35.65"W Belle Glade, Florida 33430 PALM BEACH	Eastgate Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 41' 57.74"N 80 42' 51.10"W Belle Glade, Florida 33430 PALM BEACH	Stein Sugar Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 42' 16.13"N 80 34' 44.73"W Belle Glade, Florida 33430 PALM BEACH	Wedgworth Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 42' 19.57"N 80 49' 53.20"W Lake Harbor, Florida 33459 PALM BEACH	Robert C. Hatton	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	2639'23.3"N 8038'32.0"W Belle Glade, Florida 33430 PALM BEACH	Wedgworth Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	2638'18.5"N 8043'28.2"W South Bay, Florida 33493 PALM BEACH	Star Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 43' 31.64"N 80 41' 47.08"W Belle Glade, Florida 33430 PALM BEACH	Hooker-Jones Co, SBG Farms, Stein Sugar Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 43' 36.44"N 80 39' 05.00"W Belle Glade, Florida 33430 PALM BEACH	Eastgate Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 44' 06.92"N 80 52' 10.36"W Clewiston, Florida 33440 HENDRY	Robert C. Hatton	10/23/2023	5/15/2024	120

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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Sugar Cane Growers Cooperative of Florida	26 44' 15.50"N 80 27' 54.58"W Wellington, Florida 33411 PALM BEACH	Eastgate Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 44' 49.50"N 80 37' 39.23"W Belle Glade, Florida 33430 PALM BEACH	Eastgate Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 45' 04.95"N 80 40' 46.53"W Felda, Florida 33930 HENDRY	Belle Glade Chapter FFA	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 45' 15.26"N 80 35' 42.83"W Belle Glade, Florida 33430 PALM BEACH	William Kennedy Farm, Kennedy Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	2647'53.4"N 8039'10.3"W Fremd Village Padgett Island, Florida 33476 PALM BEACH	JEM Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 45' 51.60"N 80 39' 33.47"W Pahokee, Florida 33476 PALM BEACH	Eastgate Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	2642'14.7"N 8040'17.3"W Belle Glade, Florida 33430 PALM BEACH	Hundley Farms, Orsenigo Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	2649'38.9"N 8038'54.9"W Pahokee, Florida 33476 PALM BEACH	Sugar & Spice	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	2649'39.1"N 8038'38.7"W Pahokee, Florida 33476 PALM BEACH	Robert C. Hatton	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 47' 01.73"N 80 39' 38.05"W Pahokee, Florida 33476 PALM BEACH	Eastgate Farms, Robert C. Hatton, Simonson Farms	10/23/2023	5/15/2024	120

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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Sugar Cane Growers Cooperative of Florida	26 47' 02.24"N 80 32' 21.91"W Pahokee, Florida 33476 PALM BEACH	Star Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 47' 15.75"N 80 22' 31.79"W Westlake, Florida 33470 PALM BEACH	Orsenigo Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	27 05' 33.65"N 80 28' 52.70"W Indiantown, Florida 34956 MARTIN	Star Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	2639'54.1"N 8042'44.2"W South Bay, Florida 33493 PALM BEACH	HWH Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	27 00' 34.36"N 80 30' 57.01"W Indiantown, Florida 34956 MARTIN	Big B Sugar	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	2648'18.9"N 8041'21.0"W Pahokee, Florida 33476 PALM BEACH	Sugar & Spice	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 48' 40.53"N 80 40' 39.67"W Pahokee, Florida 33476 PALM BEACH	Johnson Farms, William Kennedy Farm, Kennedy Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	2656'22.0"N 8036'32.6"W Port Mayaca, Florida 33438 PALM BEACH	Hundley Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 49' 08.39"N 80 34' 20.79"W Pahokee, Florida 33476 PALM BEACH	Roth Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	2647'27.2"N 8038'42.5"W Pahokee, Florida 33476 PALM BEACH	Closter Farms	10/23/2023	5/15/2024	120

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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 §
Sugar Cane Growers Cooperative of Florida	2642'40.5"N 8041'30.0"W Belle Glade, Florida 33430 PALM BEACH	HWH Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 52' 22.42"N 80 37' 22.20"W Canal Point, Florida 33438 PALM BEACH	Robert C. Hatton, William Kennedy Farm, Kennedy Farms, Sugar & Spice	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	2653'01.0"N 8037'01.1"W Canal Point, Florida 33438 PALM BEACH	Willie Veal, Jr.	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	26 57' 01.12"N 80 36' 13.48"W Port Mayaca, Florida 34974 MARTIN	W.E. McKinstry	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	2631'30.4"N 2631'30.4"N Belle Glade, Florida 33430 PALM BEACH	Closter Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	2642'16.6"N 8041'37.0"W Belle Glade, Florida 33430 PALM BEACH	Stewart Stein Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	2635'01.0"N 8031'11.3"W Belle Glade, Florida 33430 PALM BEACH	Miami Sod	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	2650'30.0"N 8038'37.9"W Pahokee, Florida 33476 PALM BEACH	Johnson Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	2642'06.8"N 8041'40.0"W Belle Glade, Florida 33430 PALM BEACH	W.E. McKinstry	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	2636'49.9"N 8039'51.6"W Belle Glade, Florida 33430 PALM BEACH	SBG Farms	10/23/2023	5/15/2024	120

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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 §
Sugar Cane Growers Cooperative of Florida	2637'26.8"N 8042'44.2"W Okeelanta, Florida 33493 PALM BEACH	B.H.K.	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	27 10' 45.18"N 80 28' 58.08"W Indiantown, Florida 34956 ST LUCIE	Star Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	2638'57.1"N 8041'05.7"W Belle Glade, Florida 33430 PALM BEACH	SBG Farms, Stewart Stein Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	27 17' 56.28"N 81 04' 15.10"W Basinger, Florida 34972 OKEECHOBEE	William Kennedy Farm, Kennedy Farms	10/23/2023	5/15/2024	120
Sugar Cane Growers Cooperative of Florida	2643'34.3"N 8041'11.6"W Belle Glade, Florida 33430 PALM BEACH	W.E. Schlechter & Sons, SBG Farms	10/23/2023	5/15/2024	120
Tamiami Citrus, LLC	4909 County Line Rd Immokalee, Florida 34142 COLLIER	Sadie Cypress North	10/23/2023	5/15/2024	120
Tamiami Citrus, LLC	16067 Oil Well Rd, Immokalee, FL 34142 Immokalee, Florida 34142 COLLIER	Sadie Cypress South	10/23/2023	5/15/2024	120
United States Sugar Corporation	2640'16.03"N 8115'28.38"W Clewiston, Florida 33440 HENDRY		10/23/2023	5/15/2024	120
United States Sugar Corporation	2640'34.78"N 8055'13.06"W Clewiston, Florida 33440 HENDRY		10/23/2023	5/15/2024	120
United States Sugar Corporation	2654'1.21"N 8036'37.01"W Pahokee, Florida 33476 PALM BEACH		10/23/2023	5/15/2024	120

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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 §
United States Sugar Corporation	2650'57.52"N 8037'5.43"W Pahokee, Florida 33476 PALM BEACH		10/23/2023	5/15/2024	120
United States Sugar Corporation	2648'12.82"N 81 3'9.45"W Moore Haven, Florida 33471 GLADES		10/23/2023	5/15/2024	120
United States Sugar Corporation	2638'50.12"N 8038'22.27"W Belle Glade , Florida 33430 PALM BEACH		10/23/2023	5/15/2024	120
United States Sugar Corporation	2627'44.58"N 8054'56.91"W Clewiston, Florida 33440 HENDRY		10/23/2023	5/15/2024	120
United States Sugar Corporation	2628'49.41"N 8027'15.54"W Belle Glade, Florida 33430 PALM BEACH		10/23/2023	5/15/2024	120
United States Sugar Corporation	2635'11.32"N 81 1'35.33"W Clewiston, Florida 33440 HENDRY		10/23/2023	5/15/2024	120
United States Sugar Corporation	2631'47.08"N 81 2'28.28"W Clewiston, Florida 33440 HENDRY		10/23/2023	5/15/2024	120
United States Sugar Corporation	2632'7.63"N 8055'30.55"W Clewiston, Florida 33440 HENDRY		10/23/2023	5/15/2024	120
United States Sugar Corporation	2634'43.92"N 81 5'10.62"W Clewiston, Florida 33440 HENDRY		10/23/2023	5/15/2024	120
United States Sugar Corporation	2641'30.66"N 8115'32.35"W Clewiston, Florida 33440 HENDRY		10/23/2023	5/15/2024	120

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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 §
United States Sugar Corporation	2629'30.08"N 8054'58.31"W Clewiston, Florida 33440 HENDRY		10/23/2023	5/15/2024	120
United States Sugar Corporation	2635'38.91"N 8056'50.51"W Clewiston, Florida 33440 HENDRY		10/23/2023	5/15/2024	120
United States Sugar Corporation	2641'19.53"N 8051'50.38"W Clewiston, Florida 33440 HENDRY		10/23/2023	5/15/2024	120
United States Sugar Corporation	2640'1.61"N 8054'7.16"W Clewiston, Florida 33440 HENDRY		10/23/2023	5/15/2024	120
United States Sugar Corporation	2635'41.37"N 8038'23.58"W Belle Glade , Florida 33430 PALM BEACH		10/23/2023	5/15/2024	120
United States Sugar Corporation	2645'7.87"N 8058'4.08"W Clewiston, Florida 33440 HENDRY		10/23/2023	5/15/2024	120
United States Sugar Corporation	2642'40.87"N 8052'31.78"W Clewiston, Florida 33440 HENDRY		10/23/2023	5/15/2024	120
United States Sugar Corporation	2635'46.92"N 8037'26.29"W Belle Glade, Florida 33430 PALM BEACH		10/23/2023	5/15/2024	120
United States Sugar Corporation	2645'56.42"N 8057'35.21"W Clewiston, Florida 33440 HENDRY		10/23/2023	5/15/2024	120
United States Sugar Corporation	2636'20.44"N 8115'27.48"W Clewiston, Florida 33440 HENDRY		10/23/2023	5/15/2024	120

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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 §
United States Sugar Corporation	2644'9.97"N 8115'40.42"W Clewiston, Florida 33440 HENDRY		10/23/2023	5/15/2024	120
United States Sugar Corporation	2636'45.69"N 8040'18.54"W Belle Glade, Florida 33430 PALM BEACH		10/23/2023	5/15/2024	120
United States Sugar Corporation	2636'58.76"N 8057'29.45"W Clewiston, Florida 33440 HENDRY		10/23/2023	5/15/2024	120
United States Sugar Corporation	2637'24.69"N 8055'4.04"W Clewiston, Florida 33440 HENDRY		10/23/2023	5/15/2024	120
United States Sugar Corporation	2637'38.19"N 8040'16.30"W Belle Glade, Florida 33430 PALM BEACH		10/23/2023	5/15/2024	120
United States Sugar Corporation	2646'21.60"N 81 9'13.80"W Moore Haven, Florida 33471 GLADES		10/23/2023	5/15/2024	120
United States Sugar Corporation	2646'8.15"N 8112'38.20"W Moore Haven, Florida 33471 GLADES		10/23/2023	5/15/2024	120
United States Sugar Corporation	2637'43.22"N 8034'8.02"W Belle Glade, Florida 33430 PALM BEACH		10/23/2023	5/15/2024	120
United States Sugar Corporation	2638'15.78"N 8055'2.87"W Clewiston, Florida 33440 HENDRY		10/23/2023	5/15/2024	120
United States Sugar Corporation	2638'16.31"N 8050'48.23"W Clewiston, Florida 33440 HENDRY		10/23/2023	5/15/2024	120

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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 §
United States Sugar Corporation	2638'2.18"N 8037'47.94"W Belle Glade, Florida 33430 PALM BEACH		10/23/2023	5/15/2024	120
United States Sugar Corporation	2638'28.95"N 8028'12.95"W Belle Glade, Florida 33430 PALM BEACH		10/23/2023	5/15/2024	120
United States Sugar Corporation	2638'41.85"N 8053'7.03"W Clewiston, Florida 33440 HENDRY		10/23/2023	5/15/2024	120
United States Sugar Corporation	2638'5.79"N 8028'54.53"W Belle Glade, Florida 33430 PALM BEACH		10/23/2023	5/15/2024	120
United States Sugar Corporation	2639'57.67"N 8057'48.01"W Clewiston, Florida 33440 HENDRY		10/23/2023	5/15/2024	120
United States Sugar Corporation	2639'9.44"N 8054'36.40"W Clewiston, Florida 33440 HENDRY		10/23/2023	5/15/2024	120
United States Sugar Corporation	2643'43.30"N 8115'42.70"W Clewiston, Florida 33440 HENDRY		10/23/2023	5/15/2024	120
United States Sugar Corporation	2643'15.47"N 8055'13.79"W Clewiston, Florida 33440 HENDRY		10/23/2023	5/15/2024	120
United States Sugar Corporation	2640'44.74"N 8037'27.04"W Belle Glade, Florida 33430 PALM BEACH		10/23/2023	5/15/2024	120
United States Sugar Corporation	2647'53.10"N 8034'12.70"W Pahokee, Florida 33476 PALM BEACH		10/23/2023	5/15/2024	120

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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 §
United States Sugar Corporation	27 1'54.15"N 8036'41.09"W Port Mayaca, Florida 34974 MARTIN		10/23/2023	5/15/2024	120
United States Sugar Corporation	2647'19.04"N 81 4'54.98"W Moore Haven, Florida 33471 GLADES		10/23/2023	5/15/2024	120
United States Sugar Corporation	2649'9.05"N 81 5'40.96"W Moore Haven, Florida 33471 GLADES		10/23/2023	5/15/2024	120
United States Sugar Corporation	2648'57.41"N 81 2'40.69"W Moore Haven, Florida 33471 GLADES		10/23/2023	5/15/2024	120
United States Sugar Corporation	2640'11.57"N 8028'7.89"W Belle Glade, Florida 33430 PALM BEACH		10/23/2023	5/15/2024	120
United States Sugar Corporation	2649'31.70"N 8028'3.74"W Pahokee, Florida 33476 PALM BEACH		10/23/2023	5/15/2024	120
United States Sugar Corporation	2640'12.17"N 8032'55.97"W Belle Glade, Florida 33430 PALM BEACH		10/23/2023	5/15/2024	120
United States Sugar Corporation	27 0'52.60"N 8014'18.58"W Hobe Sound, Florida 33455 MARTIN		10/23/2023	5/15/2024	120
United States Sugar Corporation	2712'2.77"N 8034'33.72"W Indiantown, Florida 34956 MARTIN		10/23/2023	5/15/2024	120
United States Sugar Corporation	2717'58.17"N 8115'43.68"W Sebring, Florida 33857 HIGHLANDS		10/23/2023	5/15/2024	120

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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 §
United States Sugar Corporation	2718'37.01"N 8112'36.55"W Sebring, Florida 33857 HIGHLANDS		10/23/2023	5/15/2024	120
United States Sugar Corporation	2647'54.31"N 8028'3.88"W Pahokee, Florida 33476 PALM BEACH		10/23/2023	5/15/2024	120
United States Sugar Corporation	2718'53.16"N 8113'7.66"W Sebring, Florida 33857 HIGHLANDS		10/23/2023	5/15/2024	120
United States Sugar Corporation	2719'34.15"N 8112'36.62"W Sebring, Florida 33857 HIGHLANDS		10/23/2023	5/15/2024	120
United States Sugar Corporation	2720'1.33"N 8112'50.91"W Sebring, Florida 33857 HIGHLANDS		10/23/2023	5/15/2024	120
United States Sugar Corporation	2720'21.00"N 8114'11.28"W Sebring, Florida 33857 HIGHLANDS		10/23/2023	5/15/2024	120
United States Sugar Corporation	2645'55.78"N 8057'53.54"W Clewiston, Florida 33440 HENDRY		10/23/2023	5/15/2024	120
United States Sugar Corporation	2641'30.31"N 8118'31.36"W Clewiston, Florida 33440 HENDRY		10/23/2023	5/15/2024	120
United States Sugar Corporation	2652'1.52"N 8035'48.08"W Pahokee, Florida 33476 PALM BEACH		10/23/2023	5/15/2024	120
United States Sugar Corporation	2650'47.20"N 8038'31.60"W Pahokee, Florida 33476 PALM BEACH		10/23/2023	5/15/2024	120

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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 §
United States Sugar Corporation	2641'37.36"N 81 7'51.88"W Clewiston, Florida 33440 HENDRY		10/23/2023	5/15/2024	120
United States Sugar Corporation	2642'36.09"N 8058'23.11"W Clewiston, Florida 33440 HENDRY		10/23/2023	5/15/2024	120
United States Sugar Corporation	2640'6.33"N 8045'11.33"W South Bay, Florida 33493 PALM BEACH		10/23/2023	5/15/2024	120
United States Sugar Corporation	2648'43.30"N 81 5'28.00"W Moore Haven, Florida 33471 GLADES		10/23/2023	5/15/2024	120
United States Sugar Corporation	2640'2.76"N 8049'16.50"W Lake Harbor, Florida 33459 PALM BEACH		10/23/2023	5/15/2024	120
United States Sugar Corporation	2643'30.01"N 8029'52.69"W Belle Glade , Florida 33430 PALM BEACH		10/23/2023	5/15/2024	120
United States Sugar Corporation	2640'1.20"N 8052'57.75"W Lake Harbor , Florida 33459 PALM BEACH		10/23/2023	5/15/2024	120
United States Sugar Corporation	2644'23.13"N 8039'46.87"W Belle Glade, Florida 33430 PALM BEACH		10/23/2023	5/15/2024	120
United States Sugar Corporation	2721'32.86"N 8111'8.31"W Sebring, Florida 33857 HIGHLANDS		10/23/2023	5/15/2024	120
United States Sugar Corporation	2645'23.27"N 8029'12.48"W Pahokee, Florida 33476 PALM BEACH		10/23/2023	5/15/2024	120

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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 §
United States Sugar Corporation	2654'0.89"N 8034'20.62"W Pahokee, Florida 33476 PALM BEACH		10/23/2023	5/15/2024	120
United States Sugar Corporation	2638'20.92"N 8044'58.39"W South Bay, Florida 33493 PALM BEACH		10/23/2023	5/15/2024	120
United States Sugar Corporation	2639'28.87"N 8051'39.99"W Lake Harbor, Florida 33459 PALM BEACH		10/23/2023	5/15/2024	120
United States Sugar Corporation	2646'12.21"N 8028'39.02"W Pahokee, Florida 33476 PALM BEACH		10/23/2023	5/15/2024	120
United States Sugar Corporation	2649'54.97"N 8036'46.87"W Pahokee, Florida 33476 PALM BEACH		10/23/2023	5/15/2024	120
United States Sugar Corporation	2640'43.62"N 8043'51.17"W South Bay, Florida 33493 PALM BEACH		10/23/2023	5/15/2024	120
United States Sugar Corporation	2642'36.94"N 8051'25.39"W Lake Harbor, Florida 33459 PALM BEACH		10/23/2023	5/15/2024	120
United States Sugar Corporation	2638'20.49"N 8048'51.06"W Lake Harbor, Florida 33459 PALM BEACH		10/23/2023	5/15/2024	120
United States Sugar Corporation	2647'21.44"N 8036'47.29"W Pahokee, Florida 33476 PALM BEACH		10/23/2023	5/15/2024	120
United States Sugar Corporation	2647'28.30"N 8028'3.56"W Pahokee, Florida 33476 PALM BEACH		10/23/2023	5/15/2024	120

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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 §
United States Sugar Corporation	2647'52.14"N 81 0'49.01"W Moore Haven, Florida 33471 GLADES		10/23/2023	5/15/2024	120
United States Sugar Corporation	2647'52.48"N 81 1'50.96"W Moore Haven, Florida 33471 GLADES		10/23/2023	5/15/2024	120

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1. Type of Housing *	2. Physical Location *	3. Additional Housing Information §	4. Total Units *	5. Total Occupancy *	6. Inspection Entity *
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	1124 E Edward St. Labelle, Florida 33935 GLADES	Whispering Pines II	13	75	<input checked="" type="checkbox"/> Local authority <input type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	1124 E Edward Street Labelle , Florida 33935 GLADES	Whispering Oaks I	12	71	<input checked="" type="checkbox"/> Local authority <input type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	1124 E Edward St., Labelle, , Florida 33935 GLADES	Whispering Oaks II	13	76	<input checked="" type="checkbox"/> Local authority <input type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	4426 Turkey Run Lane La Belle , Florida 33935 HENDRY	Everglades Azteca I	10	90	<input checked="" type="checkbox"/> Local authority <input type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	4270 Turkey Run Lane La Belle, Florida 33935 HENDRY	Everglades Azteca II	10	85	<input checked="" type="checkbox"/> Local authority <input type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other _____

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



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1. Type of Housing *	2. Physical Location *	3. Additional Housing Information §	4. Total Units *	5. Total Occupancy *	6. Inspection Entity *
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	4265 Turkey Run Lane La Belle, Florida 33935 HENDRY	Everglades Azteca III	10	85	<input checked="" type="checkbox"/> Local authority <input type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	210 C Road La Belle, Florida 33935 HENDRY	Everglades Azteca IV (Luna, Angel)	3	41	<input checked="" type="checkbox"/> Local authority <input type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	701 W Jones Street Bowling Green, Florida 33834 HARDEE		6	36	<input checked="" type="checkbox"/> Local authority <input type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	606 W Jones Street Bowling Green, Florida 33834 HARDEE		1	10	<input checked="" type="checkbox"/> Local authority <input type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	2465 Oxendine Road Zolfo Springs, Florida 33890 HARDEE		2	15	<input checked="" type="checkbox"/> Local authority <input type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other

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



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1. Type of Housing *	2. Physical Location *	3. Additional Housing Information §	4. Total Units *	5. Total Occupancy *	6. Inspection Entity *
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	882 NE 42nd Terrace Okeechobee, Florida 34972 OKEECHOBEE	HAYS #5	1	6	<input checked="" type="checkbox"/> Local authority <input type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	210 NW 11th Avenue Okeechobee, Florida 34972 OKEECHOBEE	HAYS #7	1	10	<input checked="" type="checkbox"/> Local authority <input type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	2302 SW 3rd Avenue Okeechobee, Florida 34974 OKEECHOBEE	HAYS #8	1	17	<input checked="" type="checkbox"/> Local authority <input type="checkbox"/> SWA <input type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	1439 NW 39th Circle Okeechobee, Florida 34972 OKEECHOBEE	HAYS #9	1	8	<input checked="" type="checkbox"/> Local authority <input type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	3070 NW 2nd Street Okeechobee, Florida 34972 OKEECHOBEE	Sonia's Camp 2	1	8	<input checked="" type="checkbox"/> Local authority <input type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other _____

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



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1. Type of Housing *	2. Physical Location *	3. Additional Housing Information §	4. Total Units *	5. Total Occupancy *	6. Inspection Entity *
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	4602 NW 11 th Drive Okeechobee, Florida 34972 OKEECHOBEE	SONIA'S CAMP	1	8	<input checked="" type="checkbox"/> Local authority <input type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	211 SW 11th Avenue Okeechobee, Florida 34974 OKEECHOBEE	HAYS #6 (Everglades Harvesting)	1	14	<input checked="" type="checkbox"/> Local authority <input type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	1100 NW 2nd Street Okeechobee, Florida 34972 OKEECHOBEE	Hays 10	1	5	<input checked="" type="checkbox"/> Local authority <input type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	644 NW 38th Terrance Okeechobee, Florida 34972 OKEECHOBEE	HAYS #3	7	40	<input checked="" type="checkbox"/> Local authority <input type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	401 SW 3rd Street Okeechobee, Florida 34794 OKEECHOBEE		7	38	<input checked="" type="checkbox"/> Local authority <input type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other

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



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1. Type of Housing *	2. Physical Location *	3. Additional Housing Information §	4. Total Units *	5. Total Occupancy *	6. Inspection Entity *
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	1983 NW 46TH Ave Okeechobee, Florida 34972 OKEECHOBEE		1	15	<input checked="" type="checkbox"/> Local authority <input type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	201, 206, 208, 212, 220A,304B, 403A, 403B, 405A, 405B, 505B Prewitt Village Belle Glade , Florida 33430 PALM BEACH		11	76	<input checked="" type="checkbox"/> Local authority <input type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	205B 307B, 308B, 505A, 505B, 607B Runyon Village Belle Glade , Florida 33430 PALM BEACH	Runyon Village	6	33	<input checked="" type="checkbox"/> Local authority <input type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations					<input type="checkbox"/> Local authority <input type="checkbox"/> SWA <input type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations					<input type="checkbox"/> Local authority <input type="checkbox"/> SWA <input type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other _____

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

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H. Additional Material Terms and Conditions of the Job Offer

a. Job Offer Information 1

1. Section/Item Number *	C.6	2. Name of Section or Category of Material Term or Condition *	Additional Place of Employment Information
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			
<p>This worksite is for sugarcane, and 120 Agriculture Equipment Operators are needed from as October 23, 2023, to May 15, 2024.</p> <p>The employer will use a designated pick-up location at 1030 W Sugarland Hwy, Clewiston, FL 33440</p> <p>Everglades Harvesting attests that workers are not required to complete job duties outside of the locations or dates listed within this agricultural clearance order.</p>			

b. Job Offer Information 2

1. Section/Item Number *	G.1	2. Name of Section or Category of Material Term or Condition *	Referral and Hiring Instructions
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			
<p>Workers are screened for compliance with the following criteria:</p> <p>a) confirm ability, availability, qualifications, and willingness to perform work described and confirm intention to work the entire season; b) local workers confirm availability and reliable daily transportation to and from the job site for the entire season. Non-local workers confirm availability of transportation to job side to begin work; c) confirmation of full disclosure of all terms, conditions, and nature of work; d) confirmation of legal qualifications to work in the US. The employer may terminate the worker (foreign and/or domestic) with notification to the employment service if employer discovers a criminal conviction record or status as a registered sex offender that employer reasonably believes, consistent with current law, will impair the safety and living conditions of other workers.</p> <p>All referrals are to be made to Paul Meador at 1331 Commerce Drive, LaBelle, FL 33935 Telephone: 863-675-8500. Collect calls will not be accepted. Walk-in applicants will be accepted. The office hours are Monday thru Friday from 9:00 a.m. to 11:00 a.m. and 1:00 p.m. to 3:00 p.m. All local intrastate applicants may apply directly to the employer. All interstate applicants are encouraged but not required to first contact the Job Order holding office prior to contacting the employer for any updated information regarding the job prior to referral. For referrals from beyond normal commuting distance, an application may be sent to the employer or a telephone interview may be requested. The employer will contact all applicants by phone who have submitted an application to conduct an interview.</p> <p>Prior to referral, each worker should either read or have read to them a copy of the Job Offer and that they understand all terms and conditions of employment as noted in the order. All workers should also be advised that they will be expected to work for the total period of employment as noted in the Job Offer and should be available to work in anyone of the listed job activities at the discretion of the employer and workers must have transportation to scheduled pickup point.</p> <p>All hired referred and walk-in applicants must bring with them original documentation of identity and employment eligibility documents (original documents only), sufficient to complete the I-9 Form within 3 days of employment. All workers from within normal commuting distance recruited against this Job Order will not be provided housing and transportation.</p>			

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H. Additional Material Terms and Conditions of the Job Offer

c. Job Offer Information 3

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Anticipated Range of Hours:
3. Details of Material Term or Condition (up to 3,500 characters) * Seven (7) hours per day, Monday through Friday and five (5) hours on Saturday, is normal, however, the worker may be requested but not required to work additional hours per day and the Sabbath and/or federal holidays and Sunday depending upon the condition of the crop, weather, maturity of the crop and market conditions. However, workers are guaranteed forty (40) hours each week.			

d. Job Offer Information 4

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) * General requirements: Controlling operations of equipment or systems. Watching gauges, dials, or other indicators to make sure a machine is working properly. Determining causes of operating errors and deciphering resolutions. Giving full attention to duties. Performing routine maintenance on equipment and determining maintenance as needed. Conducting tests and inspections of products, services, or processes to evaluate quality or performance. Repairing machines or systems used. Have the ability to quickly and repeatedly adjust the controls of a machine or vehicle to exact positions. The ability to coordinate two or more limbs (for example, two arms, two legs, or one leg and one arm) while sitting, standing, or lying down. It does not involve performing the activities while the whole body is in motion. The ability to see details at close range (within a few feet of the observer). The ability to judge which of several objects is closer or farther away from you, or to judge the distance between you and an object. The ability to see details at a distance. Other general duties include the following: operation of harvesters, payloaders (wheel loader), loading ramp, dumping cable, bulldozer, drive, attach, and operate farm trucks and trailers including those fitted with road dust control equipment, burn tanks, drip torches, parts trailers, fuel tanks and water tanks that are integral to the work of timely and efficiently loading, moving and off-loading harvested sugarcane, a perishable agricultural crop, from the growing field directly to the closest available field concentration point on the farm.			

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



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H. Additional Material Terms and Conditions of the Job Offer

e. Job Offer Information 5

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Duties- II
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>General Farm Work: shoveling, hoeing, cleaning in and around loading stations. Bending, stooping and kneeling required. Use hand tools, including but not limited to hoes, shovels and rakes. Lift, carry, and load/unload products or supplies. Operate pressure washer and air compressor. Clean harvesting equipment as needed. This will not comprise greater than ten percent of the workers time.</p> <p>All work is performed in outdoor agricultural fields and involves exposure to sun, wind, rain, soil, mud, dust, heat, cold and other natural elements. Worker must be able to withstand working in the direct sunlight, and conditions ranging from hot and humid weather, moderate rain and cold while performing their required job duties. Workers should come prepared wearing appropriate clothing and footwear for the environmental and working conditions described.</p> <p>Work entails exposure to soil, plants, insects, and plant materials such as, but not limited to pesticides and fertilizers. Employer will comply with all worker protection standards and restrictions applicable to the use of pesticides and other chemicals. Workers are required to comply with all applicable worker protections standards as communicated by Supervisors and Farm Managers.</p> <p>Required posters will be placed at applications areas displaying date and time that re-entry is allowed. For the Company to ensure the highest level of food safety within its operation, workers must be able to listen to, and follow verbal instruction by any Company Farm Manager and/or Supervisors and understand the purpose of required posters that are in place.</p> <p>Stooping and Bending: This activity would be constant for the listed job specifications.</p> <p>Considerable dexterity perform repair, maintenance, and operation of equipment.</p>			

f. Job Offer Information 6

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Duties- III
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Daily job assignments will be made by, and at the sole discretion of, the Company Farm Managers as the progression of the growing season dictates. Workers must perform the assigned work as described in ETA 790, and work at the assigned Company locations. Workers may not switch work at Company locations without specific authorization of the Farm manager. At the direction of the Farm Manager and/or Supervisor workers may be re-assigned to different farm locations within the company at various times of the workday and/or on different days.</p> <p>Due to communal living arrangements where workers entitled to free housing will reside in close proximity to one another with limited residential supervision, and due to food safety considerations, employer will conduct Due to communal living arrangements where workers entitled to free housing will reside in close proximity to one another with limited residential supervision, and due to food safety considerations, employer will conduct criminal background checks on all applicants offered employment in order to minimize the occurrence of crimes among residents. Therefore, any and all employment offers are contingent upon applicants having no history of being either a "habitual felony offender" or "habitual violent felony offender" as defined in Sections 775.084(1)(a) and (b), Florida Statutes, and the absence of convictions of (1) a felony or attempt or conspiracy to commit a felony of violence, including but not limited to convictions for arson, aggravated or sexual battery, aggravated stalking, armed burglary, robbery, aggravated assault, aggravated child abuse, aggravated abuse of an elderly person or disabled adult, kidnapping, manslaughter or murder, and (2) misdemeanor offenses as described in Chapters 784(assault and battery), 790 (weapons), 800 (lewdness), 806 (arson & criminal mischief), 810 (burglary), 812 (theft), 856 (drunkenness), and 893 (drug abuse), Florida Statutes, and comparable misdemeanor statutes of other jurisdictions.</p>			

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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- IV
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Sanitation Requirements: For food and general safety purposes, all workers will be required and expected to follow common sanitary practices at all times. This is particularly critical when working in agricultural crops for human consumption. Employees are required to cleanse their hands by washing them thoroughly with soap and water after using the bathroom and before entering the fields. All workers must report all injuries and illnesses to their employer. As well any communicable diseases such as but not limited to diarrhea, or any other infectious disease or illness. Workers shall report immediately any cuts or abrasions that cause open bleeding. No tobacco, food, gum, candy, drink (other than water) or medication is allowed while working in the field. No jewelry, watches or fingernails longer than 1/8" are allowed. No open toe shoes or sandals are permitted. Glass bottles, drinking glasses, or any item made from glass are prohibited in the field. Improper hygiene will not be tolerated. Throw the used bathroom tissue into the toilet every time, then flush the toilet. Keep the restrooms, rest areas and portable facilities in the field clean for others.</p> <p>General Conditions: On the first workday, the employer will provide specific instructions and/or training (up to 1 hour) in the proper way to perform the crop activity. Thereafter, the worker will be expected to perform the task with diligence as instructed. By the beginning of the second working day (7 hours of work completed), workers will be expected to keep up with fellow workers, not to adversely affect the productivity of the other workers, and to perform the work in a manner specified by the employer and described herein. After the one-day (7 hour) training and acclimation period, workers who fail to meet this standard and/or fail to perform the work in the manner specified may be terminated.</p>			

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- V
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>As per 8 CFR Part 214.2, an H-2A worker who violates the terms and conditions of the H-2A contract, including remaining beyond the specific period of authorized stay or engaging in unauthorized employment, will not be eligible for admission into the United States for a period of 5 years.</p>			

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

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H. Additional Material Terms and Conditions of the Job Offer

i. Job Offer Information 9

1. Section/Item Number *	F.1	2. Name of Section or Category of Material Term or Condition *	Daily Transportation - Transportation and Daily Subsistence- I
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * All transportation is employer provided and at no cost to the workers. Daily transportation to and from the worksite is available to all workers, including those who do not reside in employer-provided housing. Each vehicle will pick up workers in the morning to begin the workday and will return workers to the housing site in the afternoon following the completion of the workday.			

j. Job Offer Information 10

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Workplace Standards and Rules- I
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * The employer expects all employees to adhere to the standards and expectations for conduct (Work Rules) which it believes are necessary for the company's safe and efficient operations. The Work Rules listed below, and others that may be established from time to time, are not all-inclusive. These standards are only examples of the types of prohibited conduct for which employees may be disciplined or terminated. They are published to provide a general understanding of what your employer considers to be unacceptable conduct. The employer may impose disciplinary action in those instances where management decides such action is appropriate up to and including termination of employment for cause. 1.Failure to perform work assigned by a supervisor or manager, consistent with the terms of your contract. 2.Falsification of company records or documents, or other material forms of dishonesty, fraud, theft, or the misuse of property. 3.Leaving the farm property during scheduled working hours without the permission of your supervisor or manager. 4.Deliberately abusing, destroying, damaging, or defacing farm property, tools and/or equipment, including the personal property of others.			

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H. Additional Material Terms and Conditions of the Job Offer

k. Job Offer Information 11

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Workplace Standards and Rules- II
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>5.Taking part in any conduct which may endanger health or safety of fellow employees or bring discredit to employer, its supervisors or managers.</p> <p>6.Improper or illegal use of alcoholic beverages, illegal drugs, controlled substances, or prescribed medications.</p> <p>7.Failure or refusal to cooperate in a company investigation.</p> <p>8.Improper behavior in performing your job.</p> <p>9.Violation of the employers policies or procedures - including but not limited to housing rules of occupancy - which have been established to protect the employers property and equipment, as well as to help safeguard the health and safety of its employees.</p> <p>10.Tolerating, participating in, or initiating an event or act that is reasonably considered to be threatening verbal or written behavior or workplace violence. This type of prohibited conduct may include engaging in verbal or harassing conduct or behavior towards a co-worker.</p> <p>11.Engaging in verbal or prohibited acts of prohibited employment discrimination or retaliation against another employee.</p> <p>12.Possessing cell phones inside work areas such as the fields, groves, orchards and/or packing facility. Cell phones must be left during working hours in the bus, van or at the housing facilities, with the exception of circumstances in which a worker is attempting to communicate illegal or dangerous working conditions to the company or toll-free confidential complaint hotline.</p> <p>13.Each worker will be assigned a buddy to ensure health and safety while employed. Workers are required to follow a "Buddy System".</p>			

l. Job Offer Information 12

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Reasons for Termination-I
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Termination or Other Discipline: Employer may discipline and/or terminate the worker from their employment with notification to the Job Service local office if the worker: (a) refuses without justified cause to perform work for which the worker was recruited and hired or refuses to follow housing rules; (b) commits serious acts of misconduct; (c) malingers or otherwise refuses to work in accordance with directions or otherwise demonstrates that they are unqualified to perform the job; (d) is physically able but does not demonstrate the willingness to perform the work necessary; (e) or other job-related reasons; (f) falsifies identification, personnel, medical or other work-related records; (g) commits acts of violence towards another employee or third party; (h) has a record of a criminal conviction or status as a registered sex offender that the employer reasonably believes, consistent with current law, will impair the safety and living conditions of other workers.</p> <p>In general, with respect to Item A(b) above, serious acts of misconduct include but are not limited to one or more of the following: theft from the employer or other workers; fraud or falsifying work related records, intoxication during the work day; use of illegal drugs; disobeying a reasonable instruction given by the employer, supervisor or manager; abusing or threatening other employees or a supervisor or manager; spitting on another employee, using profanity or other demeaning words towards another employee; engaging in physical or verbal bullying or harassment of another employee engaging in conduct which physically harms another employee or damages the employer's or another worker's personal property.</p> <p>Five unexcused absences by the worker will be considered a job-related reason for worker termination. Workers must work at a sustained, vigorous pace and make bona fide efforts to work efficiently and continuously that are reasonable under the working conditions. Each worker must clean their work area each day and dispose of trash and discarded items in provided receptacles. The employer will report workers who, a) voluntarily abandon employment before the end of the contract period, or b) workers who are terminated for cause, to the Chicago National Processing Center, and H-2A workers to the Department of Homeland Security, in writing or other approved method, not later than two (2) days after the abandonment or termination occurs.</p>			

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

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H. Additional Material Terms and Conditions of the Job Offer

m. Job Offer Information 13

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Reasons for Termination-II
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Abandonment will be deemed to begin after a worker fails to report for work at the regularly scheduled time for five (5) consecutive working days without the written consent of the employer. The employer will not be responsible for providing or paying for transportation and subsistence expenses of absconders, and such absconders will not be entitled to the guarantee.</p> <p>Workers must notify the employer prior to voluntarily terminating their employment. All wages due will be forwarded to the last known address for workers that leave without providing notice, once address verification has been provided. It is imperative that workers provide a complete and accurate permanent address to the employer no later than the first day of employment. The employer has a no rehire policy for workers who fail to complete their contract of employment. Termination for lawful job related reasons before the specified ending date listed in this application will disqualify the employee from future employment opportunities with the employer. Workers who abandon their employment without notice during the period covered by this work agreement also will be disqualified from future employment opportunities.</p> <p>Voluntary resignations before the specified ending date listed in this application may also disqualify the employee from future employment opportunities. For workers who resign their employment voluntarily, the employer will consider and evaluate special circumstances and hardship cases on a case-by-case basis. Employees, without exception, are required to notify appropriate supervisory staff prior to voluntarily terminating their employment to be considered and eligible for exemption to the no rehire policy.</p>			

n. Job Offer Information 14

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Reasons for Termination
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>In the event of termination for medical reasons occurring after arrival on the job as a result of employment, or in the event of termination resulting from an Act of God, the employer will provide or pay reasonable costs of return transportation and subsistence to the place of recruitment and reimburse worker for reasonable costs of transportation and subsistence incurred by the worker to get to the place of employment.</p> <p>Pursuant to DOL regulations at 20 CFR 655.122(o), if, before the expiration date specified in the work contract, the services of the worker are no longer required for reasons beyond the control of the employer due to fire, weather, or other Act of God that makes the fulfillment of the contract impossible, the employer may terminate the work contract. Whether such an event constitutes a contract impossibility will be determined by the Certifying Officer. In the event of contract impossibility, the employer must fulfill a three-fourths guarantee for the time that has elapsed from the start of the work contract to the time of its termination. The employer will make efforts to transfer the worker to other comparable employment acceptable to the worker, consistent with existing immigration law, as applicable. If such transfer is not available, the employer will: (1) Return the worker, at the employer's expense, to the place from which the worker (disregarding intervening employment) came to work for the employer, or transport the worker to the workers next certified H-2A employer, whichever the worker prefers; (2) Reimburse the worker the full amount of any deductions made from the worker's pay by the employer for transportation and subsistence expensed to the place of employment; and (3) Pay the worker for any costs incurred by the worker for transportation and daily subsistence to that employer's place of employment. Daily subsistence will be computed as set forth in subparagraph (h) of 20 CFR § 655.122. The amount of the transportation payment must not be less (and is not required to be more) than the most economical and reasonable common carrier transportation charges for the distances involved.</p>			

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

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H. Additional Material Terms and Conditions of the Job Offer

o. Job Offer Information 15

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Housing Rules-I
3. Details of Material Term or Condition (up to 3,500 characters) * General: 1.Keep house Clean 2.Sweep all floors daily 3.Mop all floors weekly 4.Do not leave trash in yard 5.DO NOT DAMAGE HOUSE 6.No loud music or parties after dark 7.Do NOT leave A/C on during the day 8.Do not cover/remove smoke alarms 9.Do not remove heaters/fire extinguishers from home 10.Do not use extension cords 11.Do not remove/tear screen on doors/windows 12.No fighting or weapons will be allowed 13.No alterations to units are allowed 14.No consumption of alcohol or illegal substances are permitted Bathroom: 1.Flush toilet paper after every use 2.Place toilet paper, after use, in toilet before flushing. Don't put in waste basket. 3.When dirty, clean off surfaces: top of toilet bowl, sink and shower 4.Take out waste basket when full			

p. Job Offer Information 16

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Housing Rules-II
3. Details of Material Term or Condition (up to 3,500 characters) * Bedroom: 1.Make your bed 2.Do not take beds apart or move beds 3.No guest allowed staying overnight 4.Keep personal belongings in own space 5.No food is allowed to be stored in bedrooms This housing is being offered to from your employer as an extra benefit from this company. You have to be employed by this company in order to be permitted to live in the housing provided. Non-employees are not permitted to stay at the worker housing. Tenancy is from week to week. In the event that your employment ceases, workers will have reasonable time to find alternative housing. Your housing unit can be and will be inspected by a company representative weekly or monthly by the Department of Health. These inspections are to help assure that all housing units are maintained in healthy and neat conditions. **IMPORTANT You are responsible for ALL damages done to your housing unit during your stay. Any damages that are not caused by normal wear and tear will be deducted from your pay. Continuous violations of the housing rules can result in your termination of employment as well as your right to live at the housing provided by the company. NOTE: The Company makes a big effort in finding good and secure housing for everyone's convenience. It is important that you avoid leaving valuable items as well as money in the housing units when you leave. The company will be not responsible for any stolen items from the housing units.			

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H. Additional Material Terms and Conditions of the Job Offer

q. Job Offer Information 17

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - Inbound/Outbound Transportation
3. Details of Material Term or Condition (up to 3,500 characters) *			
<p>Inbound (cont): The reimbursement will be no less, but is not required to be more, than the most economical and reasonable common carrier transportation charges for the distances involved. Daily subsistence reimbursements will be at least as much as the employer would charge the worker for providing the worker with three meals a day during employment (if applicable) but will not be less than the amount permitted under § 655.173(a)."</p> <p>Outbound: "US workers will determine their own outbound travel from the place of employment. If the worker completes the work contract period, or if the employee is terminated without cause, and the worker has no immediate subsequent H-2A employment, the employer will provide or pay for the worker's transportation and daily subsistence from the place of employment to the place from which the worker, disregarding intervening employment, departed to work for the employer. If the worker has contracted with a subsequent employer who has not agreed in such work contract to provide or pay for the worker's transportation and daily subsistence expenses from the employer's worksite to such subsequent employer's worksite, the employer will provide or pay for such expenses. If the worker has contracted with a subsequent employer who has agreed in such work contract to provide or pay for the worker's transportation and daily subsistence expenses from the employer's worksite to such subsequent employer's worksite, the subsequent employer will provide or pay for such expenses. The employer is not relieved of its obligation to provide or pay for return transportation and subsistence if an H-2A worker is displaced as a result of the employer's compliance with the 50 percent rule as described in § 655.135(d) with respect to the referrals made after the employer's date of need.</p>			

r. Job Offer Information 18

1. Section/Item Number *		2. Name of Section or Category of Material Term or Condition *	
3. Details of Material Term or Condition (up to 3,500 characters) *			

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