



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

A. Job Offer Information

1. Job Title * Shuttle Bus Driver								
2. Workers Needed *		a. Total	b. H-2A Workers	3. First Date * 11/25/2023				4. Last Date * 6/6/2024
		10	10					
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 *	
36	a. Total Hours	6	c. Monday	6	e. Wednesday	6	g. Friday	
0	b. Sunday	6	d. Tuesday	6	f. Thursday	6	h. Saturday	
							a. 7 : 00 <input checked="" type="checkbox"/> AM <input type="checkbox"/> PM	
							b. 1 : 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.) See Addendum C								
8b. Wage Offer *		8c. Per *		8d. Piece Rate Offer \$		8e. Piece Rate Units / Estimated Hourly Rate / Special Pay Information \$		
\$ 15 .72		<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.								

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



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: *

	<input checked="" type="checkbox"/> WILL NOT charge workers for meals.		
	<input type="checkbox"/> 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, banking facility, and laundry services once a week to access the necessities, utilizing a fleet of authorized passenger buses (seating capacity ranging from 41-67) listed on Citrus 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: "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.

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



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

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) 773-6633	3. Extension § N/A	4. Email Address to Apply * jake@jlc farms.com
5. Website Address (URL) to Apply * https://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? *	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> 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).



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

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

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

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

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

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

B. *Transportation from Place of Employment (Outbound)*

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

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

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

C. *Daily Transportation*

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

D. *Compliance with Transportation Standards*

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

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

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

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



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

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



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

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

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

15. **DEDUCTIONS FROM WORKER'S PAY:** Employer agrees to make all deductions from the worker's paycheck required by law. This job offer discloses all deductions not required by law which the employer will make from the worker's paycheck and all such deductions are reasonable, in accordance with 20 CFR 655.122(p) and 29 CFR part 531. The wage requirements of 20 CFR 655.120 will not be met where undisclosed or unauthorized deductions, rebates, or refunds reduce the wage payment made to the employee below the minimum amounts required under 20 CFR part 655, subpart B, or where the employee fails to receive such amounts free and clear because the employee kicks back directly or indirectly to the employer or to another person for the employer's benefit the whole or part of the wage delivered to the employee. 20 CFR 655.122(p).
16. **DISCLOSURE OF WORK CONTRACT:** Employer agrees to provide a copy of the work contract to an H-2A worker no later than the time at which the worker applies for the visa, or to a worker in corresponding employment no later than on the day work commences. For an H-2A worker coming to the employer from another H-2A employer or who does not require a visa for entry to the United States, the employer agrees to provide a copy of the work contract no later than the time an offer of employment is made to the H-2A worker. A copy of the work contract will be provided to each worker in a language understood by the worker, as necessary or reasonable. In the absence of a separate, written work contract entered into between the employer and the worker, the work contract at minimum will be the terms of this clearance order, including all Addenda, the certified *H-2A Application for Temporary Employment Certification* and any obligations required under 8 U.S.C. 1188, 29 CFR part 501, or 20 CFR part 655, subpart B. 20 CFR 655.122(q).
17. **ADDITIONAL ASSURANCES FOR CLEARANCE ORDERS:**
 - A. Employer agrees to provide to workers referred through the clearance system the number of hours of work disclosed in this clearance order for the week beginning with the anticipated first date of need, unless the employer has amended the first date of need at least 10 business days before the original first date of need by so notifying the Order-Holding Office (OHO) in writing (e.g., email notification). The employer understands that it is the responsibility of the SWA to make a record of all notifications and attempt to inform referred workers of the amended first date of need expeditiously. 20 CFR 653.501(c)(3)(i).

If there is a change to the anticipated first date of need, and the employer fails to notify the OHO at least 10 business days before the original first date of need, the employer agrees that it will pay eligible workers referred through the clearance system the specified rate of pay disclosed in this clearance order for the first week starting with the originally anticipated first date of need or will provide alternative work if such alternative work is stated on the clearance order. 20 CFR 653.501(c)(5).
 - B. Employer agrees that no extension of employment beyond the period of employment specified in the clearance order will relieve it from paying the wages already earned, or if specified in the clearance order as a term of employment, providing transportation from the place of employment, as described in paragraph 7.B above. 20 CFR 653.501(c)(3)(ii).
 - C. Employer assures that all working conditions comply with applicable Federal and State minimum wage, child labor, social security, health and safety, farm labor contractor registration, and other employment-related laws. 20 CFR 653.501(c)(3)(iii).
 - D. Employer agrees to expeditiously notify the OHO or SWA by emailing and telephoning immediately upon learning that a crop is maturing earlier or later, or that weather conditions, over-recruitment, or other factors have changed the terms and conditions of employment. 20 CFR 653.501(c)(3)(iv).
 - E. If acting as a farm labor contractor (FLC) or farm labor contractor employee (FLCE) on this clearance order, the employer assures that it has a valid Federal FLC certificate or Federal FLCE identification card and when appropriate, any required State FLC certificate. 20 CFR 653.501(c)(3)(v).
 - F. Employer assures that outreach workers will have reasonable access to the workers in the conduct of outreach activities pursuant to 20 CFR 653.107. 20 CFR 653.501(c)(3)(vii).

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

1. Last (family) name * Carlton	2. First (given) name * Jake	3. Middle initial § L
4. Title * President		

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



5. Signature (or digital signature) * Digital Signature Verified and Retained By <i>Certifying Officer</i>	6. Date signed * 10/9/2023
--	-------------------------------

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

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



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

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	Shuttle Bus Driver	\$ 15 . 72	Hour	\$15.72 per hour guaranteed.
		\$.		
		\$.		
		\$.		
		\$.		
		\$.		
		\$.		
		\$.		
		\$.		
		\$.		

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

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



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 §
Gulf Coast Turf, LLC	2880 LIGHTFOOT RD Wimama, Florida 33598 HILLSBOROUGH	Valroy	11/25/2023	6/6/2024	10
G & D FARMS, INC	37381 SR-62 Parrish, Florida 34219 MANATEE	SR-62	11/25/2023	6/6/2024	10
Davis Citrus Management, Inc	27.3209886430094,-81.56432918623577 (Ten Mile Grade) Arcadia, Florida 34266 DESOTO	Watermelon #1	11/25/2023	6/6/2024	10
Davis Citrus Management, Inc	27.35410337851294,-81.5955131805659 (Ten Mile Grade) Zolfo Springs, Florida 33890 HARDEE	Bentley Farm #2	11/25/2023	6/6/2024	10
Davis Enterprises, Inc.	27.3209886430094,-81.56432918623577 (Ten Mile Grade) Arcadia, Florida 34266 DESOTO	Watermelon #3, Three Corners	11/25/2023	6/6/2024	10
Davis Enterprises, Inc.	27.39863010352003,-81.68423657773099 (George Marsh Rd) Zolfo Springs, Florida 33890 HARDEE	Sweetwater	11/25/2023	6/6/2024	10
Davis Enterprises, Inc.	27.40230508302491,-81.69438294323969 (Crewsville Rd) Zolfo Springs, Florida 33890 HARDEE	Henderson	11/25/2023	6/6/2024	10
Davis Enterprises, Inc.	27.51941352643514,-81.46307603866697 (1185 Ben Eastman Rd) Sebring, Florida 33870 HIGHLANDS	Maxcy North	11/25/2023	6/6/2024	10
Davis Enterprises, Inc.	27.58460105835335,-81.52182207503851 (Hal McRae Blvd) Avon Park, Florida 33825 HIGHLANDS	Sachsenmaier	11/25/2023	6/6/2024	10
Joe L. Davis Family Citrus, LLC	27.3209886430094,-81.56432918623577 (Ten Mile Grade) Arcadia, Florida 34266 DESOTO	Watermelon #2	11/25/2023	6/6/2024	10

D. Additional Housing Information

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



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 §
Joe L. Davis Family Citrus, LLC	27.51942991502419,-81.46523918274264 (Ben Eastman Rd) Sebring, Florida 33870 HIGHLANDS	Cole	11/25/2023	6/6/2024	10
Joe L. Davis Family Citrus, LLC	27.59105461763381,-81.46960030342221 (Canfield Rd) Avon Park, Florida 33825 HIGHLANDS	Weiggle Barrow	11/25/2023	6/6/2024	10
Joe L. Davis Family Citrus, LLC	27.64756722160304,-81.48989057406206 (Wards Rd) Avon park, Florida 33825 POLK	Collins	11/25/2023	6/6/2024	10
Joe L. Davis, Jr. Revocable Trust	27.35410337851294,-81.5955131805659 (Ten Mile Grade) Zolfo Springs, Florida 33890 HARDEE	Bentley Farm #1	11/25/2023	6/6/2024	10
Joe L. Davis, Jr. Revocable Trust	27.53687097945409,-81.45494627353578 (Cindi Ln) Avon Park, Florida 33825 HIGHLANDS	Parker/Brown	11/25/2023	6/6/2024	10
Joe L. Davis, Jr. Revocable Trust	27.54445827312728,-81.46532969302106 (Claradge Ave) Avon Park, Florida 33825 HIGHLANDS	Butter South	11/25/2023	6/6/2024	10
Joe L. Davis, Jr. Revocable Trust	27.5495760166639,-81.45734801379139 (Lake Letta Drive) Avon Park, Florida 33825 HIGHLANDS	Butter-North Foster	11/25/2023	6/6/2024	10
Ken Sanders	27.54067375916109,-81.66832160922722 (Rest Haven Rd/Kelly Roberts Rd) Zolfo Springs, Florida 33890 HARDEE	Hendry	11/25/2023	6/6/2024	10
Ken Sanders	27.54452647602015,-81.66202243714578 (Gillette Rd) Zolfo Springs, Florida 33890 HARDEE	Gillette	11/25/2023	6/6/2024	10
ABW Partnership	27.60732141266046,-81.48113235491367 (D M Earnest Rd) Avon Park, Florida 33825 HIGHLANDS	Clark East	11/25/2023	6/6/2024	10

D. Additional Housing Information

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



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 §
ABW Partnership	27.60909874106565,-81.48328950003437 (E. Albritton Rd) Avon Park, Florida 33825 HIGHLANDS	Clark West	11/25/2023	6/6/2024	10
Ward Family Ltd. Partnership	27.60014332570303,-81.45964173107599 (N Ward Rd) Avon Park, Florida 33825 HIGHLANDS	Bayhead	11/25/2023	6/6/2024	10
Ward Family Ltd. Partnership	27.60077462790382,-81.46441117661718 (Ward Rd) Avon Park, Florida 33825 HIGHLANDS	Hilltop	11/25/2023	6/6/2024	10
Ward Family Ltd. Partnership	27.6038013511173,-81.46268113044277 (N Ward Rd) Avon Park, Florida 33825 HIGHLANDS	WFLP - blocks 1,2,3,4,5,6,7,&9	11/25/2023	6/6/2024	10
Ward Family Ltd. Partnership	27.66332547819407,-81.46797163379462 (Oak Island Rd) Frostproof, Florida 33843 POLK	Grassy Creek	11/25/2023	6/6/2024	10
Ward Groves, LLC	27.59278691777748,-81.46869173849464 (1785 E. Canfield St) Avon Park, Florida 33825 HIGHLANDS	Lawhon	11/25/2023	6/6/2024	10
Ward Groves, LLC	27.59368600514034,-81.45830340313067 (NW Corner of Minute Maid Rd. & E. Canfield St) Avon Park, Florida 33825 HIGHLANDS	Reasoner	11/25/2023	6/6/2024	10
Ward Groves, LLC	27.59484908137601,-81.46477793680603 (Ward Office Ln) Avon Park, Florida 33825 HIGHLANDS	NW Home	11/25/2023	6/6/2024	10
Ward Groves, LLC	27.59839805595837,-81.46003707790918 (N Ward Rd) Avon Park, Florida 33825 HIGHLANDS	Old Grapefruit	11/25/2023	6/6/2024	10
Ward Groves, LLC	27.6049933376481,-81.46053597537899 (N Ward Rd) Avon Park, Florida 33825 HIGHLANDS	Beach	11/25/2023	6/6/2024	10

D. Additional Housing Information

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



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 §
Ward Groves, LLC	27.60932174389737,-81.46501419978293 (Ward Rd) Avon Park, Florida 33825 HIGHLANDS	Fox lake	11/25/2023	6/6/2024	10
Ward Groves, LLC	27.6127335931703,-81.4707233710823 (N Fox Lake Rd) Avon Park, Florida 33825 HIGHLANDS	Enzor	11/25/2023	6/6/2024	10
T.K. Dairies, Inc.	27.52190699177717,-81.45666675264467 (1133 Ben Eastman Rd) Sebring, Florida 33870 HIGHLANDS	Connor North	11/25/2023	6/6/2024	10
T.K. Dairies, Inc.	27.52190699177717,-81.45666675264467 (Akita Dr & SR 17 N) Sebring, Florida 33870 HIGHLANDS	Connor South	11/25/2023	6/6/2024	10
T.K. Dairies, Inc.	27.52745102286346,-81.45257015429145 (SR 17 N) Avon Park, Florida 33825 HIGHLANDS	Zeigler	11/25/2023	6/6/2024	10
T.K. Dairies, Inc.	27.52753016786251,-81.45740585885295 (1000 Hamden Pkwy) Sebring, Florida 33870 HIGHLANDS	Markley	11/25/2023	6/6/2024	10
T.K. Dairies, Inc.	27.52855124575145,-81.4634839599116 (Beacon Ave) Avon Park, Florida 33825 HIGHLANDS	Burns	11/25/2023	6/6/2024	10
T.K. Dairies, Inc.	27.54013174348967,-81.45563507114231 (3971 Byron Blvd) Sebring, Florida 33870 HIGHLANDS	Webster	11/25/2023	6/6/2024	10
T.K. Dairies, Inc.	27.52883537480188,-81.43335145145014 (Powerline Ave) Sebring, Florida 33870 HIGHLANDS	Fulton- Maxcy- Hall	11/25/2023	6/6/2024	10
T.K. Dairies, Inc.	27.54013174348967,-81.45563507114231 (3990 Byron Blvd) Avon Park, Florida 33825 HIGHLANDS	Kline	11/25/2023	6/6/2024	10

D. Additional Housing Information

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



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 §
T.K. Dairies, Inc.	27.52883537480188,-81.43335145145014 (3365 Powerline Ave) Sebring, Florida 33870 HIGHLANDS	Stephens	11/25/2023	6/6/2024	10
T.K. Dairies, Inc.	27.53004692209381,-81.45587895071813 (3070 Beacon Ave) Sebring, Florida 33870 HIGHLANDS	McCann	11/25/2023	6/6/2024	10
T.K. Dairies, Inc.	27.53308907213756,-81.45768289144834 (3941 Byron Blvd) Sebring, Florida 33870 HIGHLANDS	Redwater	11/25/2023	6/6/2024	10
T.K. Dairies, Inc.	27.53794912170338,-81.45468280064794 (3800 Tappan Ln) Sebring, Florida 33870 HIGHLANDS	Mama	11/25/2023	6/6/2024	10
T.K. Dairies, Inc.	27.53308907213756,-81.45768289144834 (2778 Beacon Ave) Sebring, Florida 33870 HIGHLANDS	Rhapp	11/25/2023	6/6/2024	10
Watkins Citrus & Cattle Co.	27.55927541797427,-81.43909766218113 (3505 E Altvater Rd) Avon Park, Florida 33825 HIGHLANDS	Altvater	11/25/2023	6/6/2024	10
Watkins Citrus & Cattle Co.	27.56645562338945,-81.44898631370009 (3155 E Altvater Rd) Avon Park, Florida 33825 HIGHLANDS	Ruvin	11/25/2023	6/6/2024	10
Watkins Citrus & Cattle Co.	27.55927541797427,-81.43909766218113 (3285 E Altvater Rd) Avon Park, Florida 33825 HIGHLANDS	Smoak	11/25/2023	6/6/2024	10
Watkins Citrus & Cattle Co.	27.56645562338945,-81.44898631370009 (2100 McClure Rd) Avon Park, Florida 33825 HIGHLANDS	Hugh	11/25/2023	6/6/2024	10
Watkins Citrus & Cattle Co.	27.78499858943183,-81.53642826754222 (Lake Patrick Rd) Frostproof, Florida 33843 POLK	Lake Moody	11/25/2023	6/6/2024	10

D. Additional Housing Information

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



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 §
Watkins Citrus & Cattle Co.	27.53411,-81598216 Zolfo Springs , Florida 33890 HARDEE	3X2	11/25/2023	6/6/2024	10
Watkins Citrus & Cattle Co.	27.513864,-81.686107 Zolfo Springs , Florida 33890 HARDEE	Nursery Grove	11/25/2023	6/6/2024	10
C & L Land Co.	27.62514240615371,-81.49964320243133 (210 E Shockley Rd) Avon Park, Florida 33825 HIGHLANDS	Pioneer	11/25/2023	6/6/2024	10
C. Elton Crews Family Limited Partnership LLLP.	27.62365184480472,-81.48503700617088 (2030 CR 627 N) Avon Park, Florida 33825 HIGHLANDS	Biggs	11/25/2023	6/6/2024	10
C. Elton Crews Family Limited Partnership LLLP.	27.57285687423515,-81.46734284860493 (SR 17 South) Avon Park, Florida 33825 HIGHLANDS	G&M	11/25/2023	6/6/2024	10
C. Elton Crews Family Limited Partnership LLLP.	27.55651158641642,-81.67422184684111 (Rest Haven Rd) Zolfo Springs, Florida 33890 HARDEE	Davis	11/25/2023	6/6/2024	10
C. Elton Crews Family Limited Partnership LLLP.	27.64174951688839,-81.52160019565763 (Linden St) Avon Park, Florida 33825 HIGHLANDS	Lawton	11/25/2023	6/6/2024	10
C. Elton Crews Family Limited Partnership LLLP.	27.64174951688839,-81.52160019565763 (US 27 N) Avon Park, Florida 33825 HIGHLANDS	Rickborne	11/25/2023	6/6/2024	10
C. Elton Crews Family Limited Partnership LLLP.	27.55988886541665,-81.67698950953667 (Maude Rd) Wauchula, Florida 33873 HARDEE	Whitehurst	11/25/2023	6/6/2024	10
C. Elton Crews Family Limited Partnership LLLP.	27.57826421656628,-81.43947788214219 (B Kinsey Rd) Avon Park, Florida 33825 HIGHLANDS	Ridge Gables	11/25/2023	6/6/2024	10

D. Additional Housing Information

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



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 §
C. Elton Crews Family Limited Partnership LLLP.	27.60950827580748,-81.49382216539027 (500 E Albritton Rd & 1300 N Delany Ave) Avon Park, Florida 33825 HIGHLANDS	Smith	11/25/2023	6/6/2024	10
C. Elton Crews, Inc.	27.57585857741339,-81.69301014172062 (Rhynn Rd) Wauchula, Florida 33873 HARDEE	Robinson	11/25/2023	6/6/2024	10
C. Elton Crews, Inc.	27.56008104713237,-81.49039969983959 (S. Memorial Dr) Avon Park, Florida 33825 HIGHLANDS	Snively	11/25/2023	6/6/2024	10
Crews Groves, Inc.	27.64370233753479,-81.66612071286595 (County Line Rd. East) Wauchula, Florida 33873 HARDEE	Booth	11/25/2023	6/6/2024	10
Crews Groves, Inc.	27.55647214188351,-81.67765597334289 (SR 64) Wauchula, Florida 33873 HARDEE	Roy Pierce (SR 64)	11/25/2023	6/6/2024	10
Crews Groves, Inc.	27.63729011312068,-81.67781638910137 (County Line Rd. East) Wauchula, Florida 33873 HARDEE	County line	11/25/2023	6/6/2024	10
Crews Groves, Inc.	27.5758133990118,-81.6870839250617 (Rhynn Rd) Wauchula, Florida 33873 HARDEE	Roy Pierce (Rhynn)	11/25/2023	6/6/2024	10
Crews Groves, Inc.	27.6650163663289,-81.55580877259803 (Avon Park Cut Off Rd S) Frostproof, Florida 33843 POLK	Cut Off	11/25/2023	6/6/2024	10
Crews Groves, Inc.	27.56859855919196,-81.68264008750835 (Maude Rd) Wauchula, Florida 33873 HARDEE	Roy Pierce (Maude)	11/25/2023	6/6/2024	10
Crews Groves, Inc.	27.55125418146254,-81.62553538047854 (Parnell Rd) Zolfo Springs, Florida 33890 HARDEE	Doodle Ridge	11/25/2023	6/6/2024	10

D. Additional Housing Information

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



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 §
Crews Groves, Inc.	27.57585857741339,-81.69301014172062 (Rhynn Rd) Wauchula, Florida 33873 HARDEE	Rhynn Road	11/25/2023	6/6/2024	10
Crews Groves, Inc.	27.55023551503955,-81.70918472567716 (Main St. East) Wauchula, Florida 33873 HARDEE	Kingsbury	11/25/2023	6/6/2024	10
Crews Groves, Inc.	27.5792263591281,-81.46764370640477 (Lake Lotela Dr) Avon Park, Florida 33825 HIGHLANDS	Pinecrest (Lake Lotela)	11/25/2023	6/6/2024	10
Crews Groves, Inc.	27.55839627114554,-81.48590379870782 (Lake Denton Rd) Avon Park, Florida 33825 HIGHLANDS	Lake Denton	11/25/2023	6/6/2024	10
Crews Groves, Inc.	27.56550938926343,-81.46848454138863 (1955 Hollyhurst Dr) Avon Park, Florida 33825 HIGHLANDS	Pinecrest (Hollyhurst)	11/25/2023	6/6/2024	10
Crews Groves, Inc.	28.02310715013756,-81.52537556397569 (Watkins Rd) Haines City, Florida 33844 POLK	Lake Pierce	11/25/2023	6/6/2024	10
Crews Groves, Inc.	27.56044323096475,-81.48153198676329 (Little Lake Bonnet Rd) Avon Park, Florida 33825 HIGHLANDS	Pinecrest	11/25/2023	6/6/2024	10
Crews Groves, Inc.	27.64932012227527,-81.57035307115035 (W County Line Rd) Frostproof, Florida 33843 POLK	Lee	11/25/2023	6/6/2024	10
Crews Groves, Inc.	27.63825065695415,-81.51877129118191 (Linden St) Avon Park, Florida 33825 HIGHLANDS	Pabor Lake	11/25/2023	6/6/2024	10
Crews Groves, Inc.	27.6254223452048,-81.48408546973424 (2155 N. Isabelle Lake Rd) Avon Park, Florida 33825 HIGHLANDS	Maxcy	11/25/2023	6/6/2024	10

D. Additional Housing Information

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



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 §
Crews Land & Development Corp.	27.56373300227606,-81.6690467512463 (SR 64 East) Wauchula, Florida 33873 HARDEE	B&L	11/25/2023	6/6/2024	10
Crews Land & Development Corp.	27.59106565622316,-81.48077189740592 (E. Canfield St) Avon Park, Florida 33825 HIGHLANDS	Canfield	11/25/2023	6/6/2024	10
Crews Land & Development Corp.	27.64491272839151,-81.62270792443104 (Old Town Creek Rd) Wauchula, Florida 33873 HARDEE	Hart	11/25/2023	6/6/2024	10
Crews Land & Development Corp.	27.59273224745591,-81.47660852350725 (1321 E. Canfield St) Avon Park, Florida 33825 HIGHLANDS	Hunter	11/25/2023	6/6/2024	10
Crews Land & Development Corp.	27.6650163663289,-81.55580877259803 (Avon Park Cut Off Rd S) Frostproof, Florida 33843 POLK	Hutchinson/ Maddox	11/25/2023	6/6/2024	10
Crews Land & Development Corp.	27.59109053791925,-81.47703867822774 (1400 E. Canfield St) Avon Park, Florida 33825 HIGHLANDS	Lance	11/25/2023	6/6/2024	10
Crews Land & Development Corp.	27.58937735182407,-81.47693310735296 (SR 17 South) Avon Park, Florida 33825 HIGHLANDS	The Gardens/ Todd	11/25/2023	6/6/2024	10
Crews Land & Development Corp.	27.61232188028366,-81.48659978287444 (723 E. Albritton Rd) Avon Park, Florida 33825 HIGHLANDS	Todd 20	11/25/2023	6/6/2024	10
Crewsville Groves LLC	27.3610141594734,-81.68723960327019 (Ten Mile Grade) Zolfo Springs, Florida 33890 HARDEE	10 Mile	11/25/2023	6/6/2024	10
Robert C. Crews II & Christy Crews	27.60549841757695,-81.46850533641151 (700 N Fox Lake Rd) Avon Park, Florida 33825 HIGHLANDS	Fox Lake (citra)	11/25/2023	6/6/2024	10

D. Additional Housing Information

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



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 §
Robert C. Crews II & Christy Crews	27.65472856866685,-81.59598601979002 (Bereah Rd. East) Frostproof, Florida 33843 POLK	Home	11/25/2023	6/6/2024	10
Robert C. Crews II & Christy Crews	27.61248981592216,-81.50714107654805 (1349 N Central Ave) Avon Park, Florida 33825 HIGHLANDS	Red Top	11/25/2023	6/6/2024	10
ARCADIA GROVES	NE HWY 70 Arcadia, Florida 34266 DESOTO	Arcadia Grove	11/25/2023	6/6/2024	10
The Carlton Group, LLC	3040 Schontag Rd Wauchula, Florida 33873 HARDEE	BUETNER	11/25/2023	6/6/2024	10
The Carlton Group, LLC	5168 Mineral Branch Rd Zolfo Springs, Florida 33890 HARDEE	LJ	11/25/2023	6/6/2024	10
The Carlton Group, LLC	187 S. Barlow Rd. Wauchula, Florida 33873 HARDEE	BURNETT	11/25/2023	6/6/2024	10
Carlton Groves, LLC	5641 Mike Kahn Rd Sebring, Florida 33870 HIGHLANDS	KAHN 50	11/25/2023	6/6/2024	10
Carlton Groves, LLC	Snyder Road Sebring, Florida 33870 HIGHLANDS	Ramers	11/25/2023	6/6/2024	10
Crews Family Holdings, LLC	700 Hollandtown Rd. Wauchula, Florida 33873 HARDEE	Holland Town	11/25/2023	6/6/2024	10
Crews Family Holdings, LLC	3357 Perdue Rd. Wauchula, Florida 33873 HARDEE	Parker	11/25/2023	6/6/2024	10

D. Additional Housing Information

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



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 §
FISH BRANCH GROVE LLC	4416 Fish Branch Rd Zolfo Springs, Florida 33890 HARDEE	Fish Branch	11/25/2023	6/6/2024	10
FUTCH FARMS, LLC	3868 Sasser Road Zolfo Springs, Florida 33890 HARDEE	Ranch	11/25/2023	6/6/2024	10
JDM Partnership	3678 NE McIntyre Street Arcadia, Florida 34266 DESOTO	Arcadia	11/25/2023	6/6/2024	10
JDM Partnership	NE HWY 70 Arcadia, Florida 34266 DESOTO	Arcadia	11/25/2023	6/6/2024	10
Love Citrus, LLC	5641 Mike Kahn Rd Sebring, Florida 33870 HIGHLANDS	Love	11/25/2023	6/6/2024	10
Misty Organics, LLC	2880 Poinsettia Avenue Bartow, Florida 33830 POLK	BLUEBERRIES	11/25/2023	6/6/2024	10
River Valley Farms, LLC	4354 NE CR 660 Arcadia, Florida 34266 DESOTO	Arcadia	11/25/2023	6/6/2024	10
Round Orange, LLC	1413 SW Koch Road Arcadia, Florida 34266 DESOTO	KOCH ROAD	11/25/2023	6/6/2024	10
Round Orange, LLC	2584 Ralph Johns Road Wauchula, Florida 33873 HARDEE	Round Orange #8	11/25/2023	6/6/2024	10
Round Orange, LLC	21083 Kissimmee Shores Road Lake Wales , Florida 33898 POLK	Prairie Tract	11/25/2023	6/6/2024	10

D. Additional Housing Information

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



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 §
Round Orange, LLC	1944 Dansby Road Wauchula, Florida 33873 HARDEE	Round Orange #7	11/25/2023	6/6/2024	10
Round Orange, LLC	2640 Ralph Johns Road Wauchula, Florida 33873 HARDEE	Round Orange #11	11/25/2023	6/6/2024	10
Round Orange, LLC	2662 Ralph Johns Road Wauchula, Florida 33873 HARDEE	Round Orange #1-4	11/25/2023	6/6/2024	10
Round Orange, LLC	2150 Florida Cracker Trail Wauchula, Florida 33873 HARDEE	Round Orange #5	11/25/2023	6/6/2024	10
Round Orange, LLC	2554 Ralph Johns Road Wauchula, Florida 33873 HARDEE	Round Orange #6	11/25/2023	6/6/2024	10
Shorewood Corporation	1820 Griffin Rd. Wauchula, Florida 33873 HARDEE	BRYAN	11/25/2023	6/6/2024	10
Shorewood Corporation	2132 S Florida Ave. Wauchula, Florida 33873 HARDEE	COSEY	11/25/2023	6/6/2024	10
SWEETWATER 475	SWEETWATER 475 Zolfo Springs, Florida 33890 HARDEE	Strawberry	11/25/2023	6/6/2024	10
T&C Investments, INC	3868 Edison Av Bowling Green, Florida 33834 HARDEE	Revell	11/25/2023	6/6/2024	10
TEN-FOLD TALENTS, LLC	2485 South Florida Avenue Wauchula, Florida 33873 HARDEE	Ten-Fold Talents	11/25/2023	6/6/2024	10

D. Additional Housing Information

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



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 §
WM G Roe & Sons, Inc	Barnhorst Rd./Vaughn Rd Bartow, Florida 33830 POLK	Braves Bartow	11/25/2023	6/6/2024	10
WM G Roe & Sons, Inc	Waverly Road Dundee, Florida 33838 POLK	Waverly Grove	11/25/2023	6/6/2024	10
WM G Roe & Sons, Inc	3150 Crystal Beach Rd Winter Haven, Florida 33880 POLK	Crystal Beach	11/25/2023	6/6/2024	10
WM G Roe & Sons, Inc	750 Avenue A Eagle Lake, Florida 33839 POLK	TEW Plantation	11/25/2023	6/6/2024	10
WM G Roe & Sons, Inc	829 Hwy 540 Winter Haven, Florida 33880 POLK	Eagle Lake	11/25/2023	6/6/2024	10
WM G Roe & Sons, Inc	Hwy 540 Winter Haven, Florida 33880 POLK	Eagles Nest, Wright	11/25/2023	6/6/2024	10
WM G Roe & Sons, Inc	3165 Vell Glen Pass Winter Haven, Florida 33880 POLK	Gee's	11/25/2023	6/6/2024	10
WM G Roe & Sons, Inc	Old 9 Foot Road Eagle lake, Florida 33839 POLK	Macintee, Pummelo Paradise	11/25/2023	6/6/2024	10
WM G Roe & Sons, Inc	Camellia Drive Eagle Lake, Florida 33839 POLK	Iowa	11/25/2023	6/6/2024	10
NOBLE AG MANAGEMENT, INC	11TH Street NE Winter haven, Florida 33881 POLK	Ambrose	11/25/2023	6/6/2024	10

D. Additional Housing Information

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



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 §
Carlton Farms, CO. Inc.	5950 MOSELEY RD, ONA, Florida 33865 HARDEE	LIMESTONE	11/25/2023	6/6/2024	10
CUTRALE CITRUS JUICES, USA, INC.	1995 ELLIE LANE VENUS, Florida 33960 HIGHLANDS	AMELIA GROVE	11/25/2023	6/6/2024	10
CUTRALE CITRUS JUICES, USA, INC.	2750 OLD LAKE ALFRED ROAD LAKE ALFRED, Florida 33850 POLK	FLORIDA GOLD GROVE	11/25/2023	6/6/2024	10
CUTRALE CITRUS JUICES, USA, INC.	4341 CHESTNUT OAK AVE LORIDA, Florida 33857 HIGHLANDS	ROSANA GROVE	11/25/2023	6/6/2024	10
FAIREL LEGRAND REVELL JR. REVOCABLE TRUST	428 Hanchey Rd Wauchula, Florida 33873 HARDEE	REVELL ESTATE	11/25/2023	6/6/2024	10
FAIREL LEGRAND REVELL JR. REVOCABLE TRUST	7721 Goosepond Rd Ona, Florida 33865 HARDEE	HORSE CREEK OLD	11/25/2023	6/6/2024	10
FAIREL LEGRAND REVELL JR. REVOCABLE TRUST	1536 Lisa Dr Wauchula, Florida 33873 HARDEE	ROBERTS	11/25/2023	6/6/2024	10
HENRY W. SMITH ESTATE	Rest Haven Rd Zolfo Springs, Florida 33890 HARDEE	HENRY SMITH ESTATE	11/25/2023	6/6/2024	10
L&J CITRUS & CATTLE	818 Manley Rd Wauchula, Florida 33873 HARDEE	SHACKELFORD	11/25/2023	6/6/2024	10
L&J CITRUS & CATTLE	3810 US HWY 17 Zolfo Springs, Florida 33890 HARDEE	LINDA LOU	11/25/2023	6/6/2024	10

D. Additional Housing Information

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



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 §
L&J CITRUS & CATTLE	1745 Popash Rd Wauchula, Florida 33873 HARDEE	FARR	11/25/2023	6/6/2024	10
MICHAEL PRESCOTT	Gillette Rd. Zolfo Springs, Florida 33890 HARDEE	MICHAEL PRESCOTT 10	11/25/2023	6/6/2024	10
MISLEVY ENTERPRISES, INC	1875 Money Lane Zolfo Springs, Florida 33890 HARDEE		11/25/2023	6/6/2024	10
ONEITA C. REVELL REVOCABLE TRUST	Goosepond Rd Ona, Florida 33865 HARDEE	HORSE CREEK YOUNG	11/25/2023	6/6/2024	10
PRESCOTT BROTHERS	0 Tom Bryan Rd Zolfo Springs, Florida 33890 HARDEE	PRESCOTT BROS	11/25/2023	6/6/2024	10
REMLAP GROVES LLC	Vandola Rd Wauchula, Florida 33873 HARDEE	GETTIS	11/25/2023	6/6/2024	10
3B GROVES & RANCH, LLP	Gillette Rd Zolfo Springs, Florida 33890 HARDEE	KELLEY ROBERTS RD	11/25/2023	6/6/2024	10
3-N GROVES	1279 Alec Hendry Rd. Wauchula, Florida 33873 HARDEE	ALEC HENDRY	11/25/2023	6/6/2024	10
3-N GROVES	728 Kelly Roberts Rd. Zolfo Springs, Florida 33890 HARDEE	DUNN-1	11/25/2023	6/6/2024	10
3-N GROVES	1788 Gillette Rd. Zolfo Springs, Florida 33890 HARDEE	DUNN-2 , DUNN-3	11/25/2023	6/6/2024	10

D. Additional Housing Information

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



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 §
3-N GROVES	777 Kelly Roberts Rd. Zolfo Springs, Florida 33890 HARDEE	GRAHAM	11/25/2023	6/6/2024	10
3-N GROVES	285 Metheny Rd. Wauchula, Florida 33873 HARDEE	FLORIDA AVENUE	11/25/2023	6/6/2024	10
3-N GROVES	2482 Steve Roberts Special Zolfo Springs, Florida 33890 HARDEE	BRONLEEWEE	11/25/2023	6/6/2024	10
3RD DAY GROWERS	7696 Crewsville Rd Zolfo Springs, Florida 33890 HARDEE	CREWSSVILLE	11/25/2023	6/6/2024	10
ROBERT R. NORRIS, INC.	496 N Barlow Rd. Wauchula, Florida 33873 HARDEE	BARLOW	11/25/2023	6/6/2024	10
ROBERT R. NORRIS, INC.	1754 Steve Roberts Special Zolfo Springs, Florida 33890 HARDEE	TAYLOR	11/25/2023	6/6/2024	10

D. Additional Housing Information



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

1. Type of Housing *	2. Physical Location *	3. Additional Housing Information §	4. Total Units *	5. Total Occupancy *	6. Inspection Entity *
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	2981 SW McCaskill Street Nocatee, Florida 34268 DESOTO		20	120	<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	2635 E. Main Street Wauchula, Florida 33873 HARDEE		1	18	<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	2046 Rigdon Road Wauchula, Florida 33873 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	2048 Rigdon Road Wauchula, Florida 33873 HARDEE		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	2062 Rigdon Road Wauchula, Florida 33873 HARDEE		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.



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

1. Type of Housing *	2. Physical Location *	3. Additional Housing Information §	4. Total Units *	5. Total Occupancy *	6. Inspection Entity *
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	602A & 602B Bay Street E Wauchula, Florida 33873 HARDEE		2	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	610A & 610B Bay Street E Wauchula, Florida 33873 HARDEE		2	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	612A & 612B Bay Street E Wauchula, Florida 33873 HARDEE		2	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	614A & 614B Bay Street E Wauchula, Florida 33873 HARDEE		2	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	2460 Pine Cone Park Wauchula, Florida 33873 HARDEE		51	455	<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.



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

1. Type of Housing *	2. Physical Location *	3. Additional Housing Information §	4. Total Units *	5. Total Occupancy *	6. Inspection Entity *
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	2202 2nd Avenue W Palmetto, Florida 34221 MANATEE	Some workers may move to the housing location closest to their designated job site on 12/02/2023 – 04/15/2024	12	72	<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	1503 21 Street E Palmetto, Florida 34221 MANATEE	Some workers may move to the housing location closest to their designated job site on 12/02/2023 – 04/15/2024	10	70	<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	12955 CR 39 Duette, Florida 33835 MANATEE	Some workers may move to the housing location closest to their designated job site on 12/02/2023 – 04/15/2024	14	140	<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	1240 Old Bradenton Road Wauchula, Florida 33873 HARDEE	Some workers may move to the housing location closest to their designated job site on 12/01/2023 – 04/15/2024	2	27	<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	146 Earnest Road Wauchula, Florida 33873 HARDEE	Some workers may move to the housing location closest to their designated job site on 12/01/2023 – 04/15/2024	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 _____

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



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

H. Additional Material Terms and Conditions of the Job Offer

a. Job Offer Information 1

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties
<p>3. Details of Material Term or Condition (up to 3,500 characters) * Shuttle Bus Driver: Inspect vehicle and safety equipment on bus before driving. Pick up workers at living quarters and transport workers to work site. Report any accidents/injuries. Keep vehicle clean, transfer workers from one worksite to another when necessary. Provide documents/licenses to federal agencies when requested. Transport workers back to housing at the end of the workday. Operating a company vehicle during the period of employment the driver must possess a valid driver's license issued by the United States or foreign equivalent license to operate the company vehicle in accordance with license restrictions and vehicle classification applicable to that license. All Company Employee Safety and Hygiene Policies, including Harvest Crew Hygiene, Employee Conduct, Food Safety and Security, must be followed by each worker. Each hired worker will receive by the first day of work, a copy of the Employee Handbook outlining such policies and procedures. The worker is responsible to read thoroughly the information provided, and to seek the assistance of a Farm Manager for questions or clarification. Non-workers will not be permitted at the worksites or on company property without permission from the employer. Importantly, no non-working minor children under the age of 18 shall be present at the worksite or left unattended in vehicles at the worksite during the day. Workers arriving at the worksite with non-working minor children or other nonworkers will be sent home.</p> <p>General: Workers will perform assigned duties as instructed by their supervisor. Duties may vary from time to time. The worker is responsible for observing, receiving, and otherwise obtaining information from all relevant sources. This includes but is not limited to their supervisor, farm management, and farm office. The Duties assigned may vary from time to time. workers will direct and monitor the activities of work crews engaged in planting, weeding, or harvesting activities and ensure workers have the tools necessary to perform their jobs. Like all employees, the workers will follow and adhere to all personal and equipment safety requirements, to include but not limited the use of personal protective equipment. Additional tasks: workers will assist in providing information to supervisors, co-workers, and subordinates by telephone, in written form, e-mail, or in person, they will help communicate the daily work plan as directed by the Farm Manager and help monitor other farmworkers to ensure meal breaks are being properly utilized. Like all other workers, workers will be expected to maintain a clean work area, making sure their area is free of objects that may cause accidents. Workers will inspect equipment, structures, or materials to identify any cause of errors or other problems or defects. This includes but is not limited to: toilets, trailers, farm vehicles, first aid kits and water containers. They will report any issues to their supervisor to ensure work items are in safe and operable conditions and that clean and fresh drinking water is always available. workers will assist in monitoring and reviewing information from materials, events, or the environment, to detect or assess problems and using relevant information and individual judgment to determine whether events or processes comply with laws, regulations, or standards. This includes monitoring that all subordinate employees wear the proper work attire to avoid work-related accident or food safety violations. workers will assist in recording information such as, yields, package material inventory, worker productivity/attendance daily; by entering, transcribing, recording, storing, or maintaining information in written or electronic/magnetic form.</p>			

b. Job Offer Information 2

1. Section/Item Number *	D.10	2. Name of Section or Category of Material Term or Condition *	Additional Housing Information
<p>3. Details of Material Term or Condition (up to 3,500 characters) * Employer leased housing</p> <p>Citrus Harvesting has secured several housing locations. Employees will reside at the location closest to their designated jobsite.</p> <p>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.</p>			

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



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

H. Additional Material Terms and Conditions of the Job Offer

c. Job Offer Information 3

1. Section/Item Number *	G.1	2. Name of Section or Category of Material Term or Condition *	Referral and Hiring Instructions
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Workers are screened for compliance with the following criteria: a) confirmability, availability, qualifications, and willingness to perform work described and confirm the 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 the job site 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 the employer discovers a criminal conviction record 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>All referrals are encouraged to contact their nearest career center for pre-employment screening before contacting the employer.</p> <p>All referrals are to be made to Jake Carlton at 2695 E. Main Street, Wauchula, Florida 33873 Telephone: 863-773-6633. 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 nearest [one-stop] career center 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 who have submitted an application by phone 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 any one of the listed job activities at the discretion of the employer and workers must have transportation to the designated pickup location.</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>			

d. Job Offer Information 4

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - Inbound/Outbound Transportation Cont.
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>...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: 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>			

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



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

H. Additional Material Terms and Conditions of the Job Offer

e. Job Offer Information 5

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Workplace Standards and Rules - I
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>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.</p> <p>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.</p> <ol style="list-style-type: none"> 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. 			

f. Job Offer Information 6

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> <ol style="list-style-type: none"> 5.Taking part in any conduct which may endanger health or safety of fellow employees or bring discredit to employer, its supervisors or managers. 6.Improper or illegal use of alcoholic beverages, illegal drugs, controlled substances, or prescribed medications. 7.Failure or refusal to cooperate in a company investigation. 8.Improper behavior in performing your job. 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. 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. 11.Engaging in verbal or prohibited acts of prohibited employment discrimination or retaliation against another employee. 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. 			

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



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

H. Additional Material Terms and Conditions of the Job Offer

g. Job Offer Information 7

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>			

h. Job Offer Information 8

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>			

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



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

H. Additional Material Terms and Conditions of the Job Offer

i. Job Offer Information 9

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Reasons for Termination - III
<p>3. Details of Material Term or Condition (up to 3,500 characters) * In the event of termination for medical reasons occurring after arrival on the job as a result of employment, or in the event of termination resulting from an Act of God, the employer will provide or pay reasonable costs of return transportation and subsistence to the place of recruitment and reimburse worker for reasonable costs of transportation and subsistence incurred by the worker to get to the place of employment.</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>			

j. Job Offer Information 10

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

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



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

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 - Housing Rules - II
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Bedroom:</p> <ol style="list-style-type: none"> 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 <p>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.</p> <p>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.</p> <p>**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.</p> <p>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.</p>			

l. Job Offer Information 12

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Anticipated Range of Hours:
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Six (6) hours per day, Monday through 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 conditions of the crop, weather, maturity of the crop and market</p>			

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

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



H. Additional Material Terms and Conditions of the Job Offer

m. Job Offer Information 13

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

n. Job Offer Information 14

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Transportation: Workers with valid licenses may drive trucks to haul crops only on the farm, supplies, tools, or farm workers using approved vehicles specific for that task; additional hours may be offered. Worker may be asked to operate farm and harvesting equipment used to load harvested citrus onto trucks trailers. Workers that are responsible for the transportation of other workers must have clean driving record and maintain a valid U.S. commercial driver's license (CDL) or Lenecia Federal de Conductor, and will be required to have a valid and unexpired Federal Farm Labor Contractor or Federal Farm Labor Contractor Employee Registration with driving authorization and the equivalent of a CDL with passenger endorsement. Must comply with all applicable requirements of the USDOT regulations. Must have no disqualifying factors under applicable law or employer's motor vehicle insurance policy. Disqualifying factors include but are not limited to: conviction for driving under the influence, driving while impaired or the occurrence of a serious at-fault accident.			

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