



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

A. Job Offer Information

1. Job Title * Farm Worker								
2. Workers Needed *		a. Total	b. H-2A Workers	3. First Date * 4/12/2024				4. Last Date * 11/30/2024
		40	36					
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 *	
35	a. Total Hours	6	c. Monday	6	e. Wednesday	6	g. Friday	
0	b. Sunday	6	d. Tuesday	6	f. Thursday	5	h. Saturday	
							a. 6 : 00 <input checked="" type="checkbox"/> AM <input type="checkbox"/> PM	
							b. 12 : 30 <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.) Field Workers (Artichokes, Broccoli, Cauliflower, Head Lettuce, Mix Lettuce, Romaine Lettuce and Romaine Hearts) to perform the following duties: All work is performed in the field and on a farm: ALL COMMODITIES In the field on the farm: Workers may cut, carry, bag, pack, and seal multiple pack styles simultaneously and load fresh product in the field. May operate, wash, maintain and inspect tractors and harvest machines in the field. Workers will work receive specific instructions on required tasks and results expected. Work will be closely monitored by Forepersons, Field Supervisors, and/or Customers. Workers are expected and responsible to meet and complete production demands according to the company's quality, sanitation, and food safety standards. Daily work and crew assignments are made by and at the discretion of the supervisor(s) based on Company need and/or production demand. Workers may be permanently or temporarily moved or assigned to another crew and/or positions within a crew as needed to complete the production demand, worker relief, assistance, or other justified reason within the guidelines of the program. Workers are expected to perform and complete the assigned tasks in a professional and efficient manner while keeping up with the pace of the crew. Workers must be willing, able, qualified and available to complete the assigned job duties, and may be tailored with reasonable modifications if needed. Crew and position changes may not be changed without Foreman/Supervisor consent and/or reasonable cause. Workers may occasionally harvest and/or pack product without harvesting machine assistance (on the ground). Such work will be performed during harvesting machine transfer from one end of a field or furrow to another and/or during non-scheduled maintenance on equipment. Workers may be required to lift products up to 60 lbs., and also be required to bend, lift, twist, push and pull to complete the task.								
8b. Wage Offer *		8c. Per *		8d. Piece Rate Offer \$		8e. Piece Rate Units / Estimated Hourly Rate / Special Pay Information \$		
\$ 19 . 75		<input checked="" type="checkbox"/> HOUR <input type="checkbox"/> MONTH		\$ 01 . 30		Artichokes Bulk 12's: Group incentive rate per pack style; 19.94 x 11.69 x 7.31 Average Unit Per Hour 5-8 Average Hourly Rate \$19.76		
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.) See Addendum C								



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

B. Minimum Job Qualifications/Requirements

1. Education: minimum U.S. diploma/degree required. *			
<input checked="" type="checkbox"/> None <input type="checkbox"/> High School/GED <input type="checkbox"/> Associate's <input type="checkbox"/> Bachelor's <input type="checkbox"/> Master's or higher <input type="checkbox"/> Other degree (JD, MD, etc.)			
2. Work Experience: number of <u>months</u> required. *	3	3. Training: number of <u>months</u> required. *	0
4. Basic Job Requirements (check all that apply) §			
<input type="checkbox"/> a. Certification/license requirements <input type="checkbox"/> b. Driver requirements <input type="checkbox"/> c. Criminal background check <input checked="" type="checkbox"/> d. Drug screen <input checked="" type="checkbox"/> e. Lifting requirement <u>95</u> lbs.		<input checked="" type="checkbox"/> f. Exposure to extreme temperatures <input checked="" type="checkbox"/> g. Extensive pushing or pulling <input checked="" type="checkbox"/> h. Extensive sitting or walking <input checked="" type="checkbox"/> i. Frequent stooping or bending over <input checked="" type="checkbox"/> j. Repetitive movements	
5a. Supervision: does this position supervise the work of other employees? *	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	5b. If "Yes" to question 5a, enter the number of employees worker will supervise. §	
6. Additional Information Regarding Job Qualifications/Requirements. * <i>(Please begin response on this form and use Addendum C if additional space is needed. If no additional skills or requirements, enter "NONE" below)</i> See Addendum C			

C. Place of Employment Information

1. Place of Employment Address/Location *				
Boronda Road				
2. City *	3. State *	4. Postal Code *	5. County *	
Salinas	California	93907	Monterey	
6. Additional Place of Employment Information. <i>(If no additional information, enter "NONE" below)</i> *				
(Agostini Ranch. Fixed-site grower: Ocean Mist Harvesting). Employer reserves the right to move workers between worksites as needed.				
7. Is a completed Addendum B providing additional information on the places of employment and/or agricultural businesses who will employ workers, or to whom the employer will be providing workers, attached to this job order? *				<input checked="" type="checkbox"/> Yes <input type="checkbox"/> N/A

D. Housing Information

1. Housing Address/Location *				
51 Susan Street				
2. City *	3. State *	4. Postal Code *	5. County *	
Royal Oaks	California	95076	Santa Cruz	
6. Type of Housing <i>(check only one)</i> *			7. Total Units *	8. Total Occupancy *
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public (including mobile or range)			45	360
9. Identify the entity that determined the housing met all applicable standards: *				
<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other (specify): _____				
10. Additional Housing Information. <i>(If no additional information, enter "NONE" below)</i> *				
Housing is only available to workers and is not offered to non-working family members. Employer possesses and controls premises at all times. Female workers will be provided bedroom and bathroom facilities shared only with other female workers. Common areas of the housing may be shared with male workers. Workers must vacate housing promptly at end of contract period or upon termination, in accordance with state law.				
11. Is a completed Addendum B providing additional information on housing that will be provided to workers attached to this job order? *				<input checked="" type="checkbox"/> Yes <input type="checkbox"/> N/A

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.)
 Provision of Meals for workers living at 51 Susan Street Royal Oaks, California 95076:
 Employer-provided housing includes free and convenient kitchen facilities with appropriate equipment, appliances, cooking accessories, and dishwashing facilities for meal preparation. Workers residing in employer-provided housing will be provided free transportation once per week to/from closest town or city for personal errands (e.g., groceries, banking services). Dining, kitchen/cooking facilities and other common areas are shared by all workers. In the event that kitchen facilities become unavailable during the contract period, employer will provide three daily meals in accordance with 20 CFR 655.122(g). In such circumstances, employer will deduct the cost of such meals up to the maximum allowable amount published in the Federal Register, or as otherwise approved by the U.S. Department of Labor.

2. The employer: *	<input type="checkbox"/> WILL NOT charge workers for meals.			
	<input checked="" type="checkbox"/> WILL charge each worker for meals at	<table border="1" style="display: inline-table; border-collapse: collapse;"> <tr> <td style="padding: 2px 10px;">\$ 15</td> <td style="padding: 2px 10px;">. 46</td> </tr> </table> per day, if meals are provided.	\$ 15	. 46
\$ 15	. 46			

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.)
 Employer will provide free daily transportation via the following vehicles authorized to transport workers:
 Vehicle ICRP BUS Capacity 51 Type Commercial Bus

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.)
 Employer will permit workers to select any means of transportation they choose and reimburse workers at no less than the most economical and reasonable common carrier (van or bus) transportation charges for the distances involved for both inbound and outbound transportation. Inbound and return transportation provided from the foreign worker's home city to the U.S. consulate and from the U.S. Consulate to the work site.

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	<table border="1" style="display: inline-table; border-collapse: collapse;"> <tr> <td style="padding: 2px 10px;">\$ 15</td> <td style="padding: 2px 10px;">. 46</td> </tr> </table>	\$ 15	. 46	per day *
\$ 15	. 46				
	b. no more than	<table border="1" style="display: inline-table; border-collapse: collapse;"> <tr> <td style="padding: 2px 10px;">\$ 59</td> <td style="padding: 2px 10px;">. 00</td> </tr> </table>	\$ 59	. 00	per day with receipts
\$ 59	. 00				

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.)

Employer accepts referrals/applicants from all sources. Interview required - conducted at no cost to applicant, via phone or in-person. Employer will conduct interview as expeditiously as possible.

Contact employer Ronnie Alderete, Monday through Friday during the hours of 8:00AM 12:00PM PST at 831 443 6855
 h2a@premierpacking.com.

Employer will hire those who meet the following conditions: be able, willing, and available to perform the specified job duties for the duration of the contract period; have been apprised of all material terms and conditions of employment; agree to abide by all material terms and conditions of employment; be legally authorized to work in the United States; and satisfy all minimum job requirements.

Referring State Workforce Agency (SWA) is responsible for informing applicants of all terms and conditions of employment, and to notify the employer in advance of any referrals. If appropriate, the SWA should furnish translator services.

2. Telephone Number to Apply * +1 (831) 443-6855	3. Extension § N/A	4. Email Address to Apply * h2a@premierpacking.com
5. Website Address (URL) to Apply * N/A		

H. Additional Material Terms and Conditions of the Job Offer

1. Is a completed Addendum C providing additional information about the material terms, conditions, and benefits (monetary and non-monetary) that will be provided by the employer attached to this job order? *	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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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 * Ronnie	2. First (given) name * Alderete	3. Middle initial §
4. Title * General Manager		

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 * 2/8/2024
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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
	Artichoke Harvesting	\$ 01 20	Piece Rate	Artichokes Bulk 18's thru 24's; Group incentive rate per pack style; 19.94 x 11.69 x 7.31 Average Unit Per Hour 5-8 Average Hourly Rate \$19.76
	Artichoke Harvesting	\$ 01 30	Piece Rate	Artichokes Bulk 12's; Group incentive rate per pack style; 19.94 x 11.69 x 7.31 Average Unit Per Hour 5-8 Average Hourly Rate \$19.76
	Artichoke Harvesting	\$ 01 90	Piece Rate	Artichokes Bulk 30's thru 48's; Group incentive rate per pack style; 19.94 x 11.69 x 7.31 Average Unit Per Hour 5-8 Average Hourly Rate \$19.76
	Artichoke Harvesting	\$ 01 35	Piece Rate	Artichokes Bulk PLU 12's; Group incentive rate per pack style; 19.94 x 11.69 x 7.31 Average Unit Per Hour 5-8 Average Hourly Rate \$19.76
	Artichoke Harvesting	\$ 01 30	Piece Rate	Artichokes Bulk PLU 18's thru 24's; Group incentive rate per pack style; 19.94 x 11.69 x 7.31 Average Unit Per Hour 5-8 Average Hourly Rate \$19.76
	Artichoke Harvesting	\$ 01 65	Piece Rate	Artichokes Bulk PLU 30's thru 48's; Group incentive rate per pack style; 19.94 x 11.69 x 7.31 Average Unit Per Hour 5-8 Average Hourly Rate \$19.76
	Artichoke Harvesting	\$ 01 35	Piece Rate	Artichokes Bulk Insert 12's; Group incentive rate per pack style; 19.94 x 11.69 x 7.31 Average Unit Per Hour 5-8 Average Hourly Rate \$19.76
	Artichoke Harvesting	\$ 01 30	Piece Rate	Artichokes Bulk Insert 18's thru 24's; Group incentive rate per pack style; 19.94 x 11.69 x 7.31 Average Unit Per Hour 5-8 Average Hourly Rate \$19.76
	Artichoke Harvesting	\$ 01 65	Piece Rate	Artichokes Bulk Inserts 30's thru 48's; Group incentive rate per pack style; 19.94 x 11.69 x 7.31 Average Unit Per Hour 5-8 Average Hourly Rate \$19.76
	Artichoke Harvesting	\$ 01 90	Piece Rate	Artichokes Bulk Loose Baby Small thru Large; Group incentive rate per pack style; 19.94 x 11.69 x 7.31 Average Unit Per Hour 5-8 Average Hourly Rate \$19.76

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
	Artichoke Harvesting	\$ 02 27	Piece Rate	Artichokes Bulk Display Ready 40# Loose; Group incentive rate per pack style; 19.94 x 11.69 x 7.31 Average Unit Per Hour 5-8 Average Hourly Rate \$19.76
	Artichoke Harvesting	\$ 01 70	Piece Rate	Artichokes Bulk Organic 12's; Group incentive rate per pack style; 19.94 x 11.69 x 7.31 Average Unit Per Hour 5-8 Average Hourly Rate \$19.76
	Artichoke Harvesting	\$ 01 65	Piece Rate	Artichokes Bulk Organic 18's thru 24's; Group incentive rate per pack style; 19.94 x 11.69 x 7.31 Average Unit Per Hour 5-8 Average Hourly Rate \$19.76
	Artichoke Harvesting	\$ 02 05	Piece Rate	Artichokes Bulk Organic 30's thru 48's; Group incentive rate per pack style; 19.94 x 11.69 x 7.31 Average Unit Per Hour 5-8 Average Hourly Rate \$19.76
	Artichoke Harvesting	\$ 02 05	Piece Rate	Artichokes Clamshells No Date/Packdate - All Sizes; Group incentive rate per pack style; 19.94 x 11.69 x 7.31 Average Unit Per Hour 5-8 Average Hourly Rate \$19.76
	Artichoke Harvesting	\$ 03 30	Piece Rate	Artichokes Handlebag - All Sizes; Group incentive rate per pack style; 19.94 x 11.69 x 7.31 Average Unit Per Hour 5-8 Average Hourly Rate \$19.76
	Artichoke Harvesting	\$ 01 75	Piece Rate	Artichokes Longstem French 14's; Group incentive rate per pack style; 19.94 x 11.69 x 7.31 Average Unit Per Hour 5-8 Average Hourly Rate \$19.76
	Artichoke Harvesting	\$ 01 75	Piece Rate	Artichokes Bulk 6413 Tag 14ct 12's; Group incentive rate per pack style; 19.94 x 11.69 x 7.31 Average Unit Per Hour 5-8 Average Hourly Rate \$19.76
	Artichoke Harvesting	\$ 01 65	Piece Rate	Artichokes Bulk 6413 Tag 15ct 30's; Group incentive rate per pack style; 19.94 x 11.69 x 7.31 Average Unit Per Hour 5-8 Average Hourly Rate \$19.76
	Artichoke Harvesting	\$ 01 70	Piece Rate	Artichokes Purple Tag 12's; Group incentive rate per pack style; 19.94 x 11.69 x 7.31 Average Unit Per Hour 5-8 Average Hourly Rate \$19.76

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
	Artichoke Harvesting	\$ 01 . 65	Piece Rate	Artichokes Purple Tag 18's thru 24's; Group incentive rate per pack style; 19.94 x 11.69 x 7.31 Average Unit Per Hour 5-8 Average Hourly Rate \$19.76
	Artichoke Harvesting	\$ 02 . 05	Piece Rate	Artichokes Purple Tag 30's; Group incentive rate per pack style; 19.94 x 11.69 x 7.31 Average Unit Per Hour 5-8 Average Hourly Rate \$19.76
	Artichoke Harvesting	\$ 01 . 35	Piece Rate	Artichokes Bulk PLU 6413 Tag 14ct 12's; Group incentive rate per pack style; 19.94 x 11.69 x 7.31 Average Unit Per Hour 5-8 Average Hourly Rate \$19.76
	Artichoke Harvesting	\$ 01 . 30	Piece Rate	Artichokes Bulk PLU 6413 Tag 18ct 18's; Group incentive rate per pack style; 19.94 x 11.69 x 7.31 Average Unit Per Hour 5-8 Average Hourly Rate \$19.76
	Artichoke Harvesting	\$ 01 . 70	Piece Rate	Artichokes Bulk Organic 12's; Group incentive rate per pack style; 19.94 x 11.69 x 7.31 Average Unit Per Hour 5-8 Average Hourly Rate \$19.76
	Artichoke Harvesting	\$ 01 . 65	Piece Rate	Artichokes Bulk Organic 18's thru 24's; Group incentive rate per pack style; 19.94 x 11.69 x 7.31 Average Unit Per Hour 5-8 Average Hourly Rate \$19.76
	Artichoke Harvesting	\$ 02 . 05	Piece Rate	Artichokes Bulk Organic 30's thru 48's; Group incentive rate per pack style; 19.94 x 11.69 x 7.31 Average Unit Per Hour 5-8 Average Hourly Rate \$19.76
	Artichoke Harvesting	\$ 01 . 75	Piece Rate	Bulk 6413 Tag Org 14ct 12's; Group incentive rate per pack style; 19.94 x 11.69 x 7.31 Average Unit Per Hour 5-8 Average Hourly Rate \$19.76
	Artichoke Harvesting	\$ 01 . 30	Piece Rate	Artichokes Heirloom Bulk 12's; Group incentive rate per pack style; 19.94 x 11.69 x 7.31 Average Unit Per Hour 5-8 Average Hourly Rate \$19.76
	Artichoke Harvesting	\$ 01 . 25	Piece Rate	Artichokes Heirloom Bulk 18's thru 24's; Group incentive rate per pack style; 19.94 x 11.69 x 7.31 Average Unit Per Hour 5-8 Average Hourly Rate \$19.76

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
	Artichoke Harvesting	\$ 01 95	Piece Rate	Artichokes Heirloom Bulk 30's thru 48's; Group incentive rate per pack style; 19.94 x 11.69 x 7.31 Average Unit Per Hour 5-8 Average Hourly Rate \$19.76
	Artichoke Harvesting	\$ 01 40	Piece Rate	Artichokes Heirloom Bulk PLU/Insert 12's; Group incentive rate per pack style; 19.94 x 11.69 x 7.31 Average Unit Per Hour 5-8 Average Hourly Rate \$19.76
	Artichoke Harvesting	\$ 01 30	Piece Rate	Artichokes Heirloom Bulk PLU/Insert 18's thru 24's; Group incentive rate per pack style; 19.94 x 11.69 x 7.31 Average Unit Per Hour 5-8 Average Hourly Rate \$19.76
	Artichoke Harvesting	\$ 02 05	Piece Rate	Artichokes Heirloom Bulk PLU/Insert 30's thru 48's; Group incentive rate per pack style; 19.94 x 11.69 x 7.31 Average Unit Per Hour 5-8 Average Hourly Rate \$19.76
	Artichoke Harvesting	\$ 01 75	Piece Rate	Artichokes Heirloom Bulk Organic 12's; Group incentive rate per pack style; 19.94 x 11.69 x 7.31 Average Unit Per Hour 5-8 Average Hourly Rate \$19.76
	Artichoke Harvesting	\$ 01 70	Piece Rate	Artichokes Heirloom Bulk Organic 18's thru 24's; Group incentive rate per pack style; 19.94 x 11.69 x 7.31 Average Unit Per Hour 5-8 Average Hourly Rate \$19.76
	Artichoke Harvesting	\$ 01 90	Piece Rate	Artichokes Heirloom Bulk Loose Baby Small thru Large; Group incentive rate per pack style; 19.94 x 11.69 x 7.31 Average Unit Per Hour 5-8 Average Hourly Rate \$19.76
	Artichoke Harvesting	\$ 02 30	Piece Rate	Artichokes Heirloom Bulk Display Ready 40#; Group incentive rate per pack style; 19.94 x 11.69 x 7.31 Average Unit Per Hour 5-8 Average Hourly Rate \$19.76
	Artichoke Harvesting	\$ 01 75	Piece Rate	Artichokes Heirloom Bulk 6413 Tag 14ct 12's; Group incentive rate per pack style; 19.94 x 11.69 x 7.31 Average Unit Per Hour 5-8 Average Hourly Rate \$19.76
	Artichoke Harvesting	\$ 01 70	Piece Rate	Artichokes Heirloom Bulk 6413 Tag 15ct 30's; Group incentive rate per pack style; 19.94 x 11.69 x 7.31 Average Unit Per Hour 5-8 Average Hourly Rate \$19.76

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
	Artichoke Harvesting	\$ 01 75	Piece Rate	Artichokes Heirloom LongStemFrenchTag 14ct 12's; Group incentive rate per pack style; 19.94 x 11.69 x 7.31 Average Unit Per Hour 5-8 Average Hourly Rate \$19.76
	Artichoke Harvesting	\$ 02 05	Piece Rate	Artichokes Heirloom Clamshells No Date/Packdate - All Sizes; Group incentive rate per pack style; 19.94 x 11.69 x 7.31 Average Unit Per Hour 5-8 Average Hourly Rate \$19.76
	Artichoke Harvesting	\$ 03 30	Piece Rate	Artichokes Heirloom Handlebag - All Sizes; Group incentive rate per pack style; 19.94 x 11.69 x 7.31 Average Unit Per Hour 5-8 Average Hourly Rate \$19.76
	Broccoli Harvesting	\$ 01 05	Piece Rate	Broccoli CAFB 6428 Random Bulk; Group incentive rate per pack style; 19.81 x 11.69 x 11.94 Average Unit Per Hour 8-10 Average Hourly Rate \$19.76
	Broccoli Harvesting	\$ 01 05	Piece Rate	Broccoli Dry Bunch 14's thru 18's; Group incentive rate per pack style; 19.81 x 11.69 x 11.94 Average Unit Per Hour 8-10 Average Hourly Rate \$19.76
	Broccoli Harvesting	\$ 01 15	Piece Rate	Broccoli Dry Asian Cut 20#; Group incentive rate per pack style; 19.81 x 11.69 x 11.94 Average Unit Per Hour 8-10 Average Hourly Rate \$19.76
	Broccoli Harvesting	\$ 01 15	Piece Rate	Broccoli Dry Crowns 20# / 20# PlacePack; Group incentive rate per pack style; 19.81 x 11.69 x 11.94 Average Unit Per Hour 8-10 Average Hourly Rate \$19.76
	Broccoli Harvesting	\$ 01 10	Piece Rate	Broccoli Dry Crowns 38's; Group incentive rate per pack style; 19.81 x 11.69 x 11.94 Average Unit Per Hour 8-10 Average Hourly Rate \$19.76
	Broccoli Harvesting	\$ 01 10	Piece Rate	Broccoli Field Tote Bunch 14's; Group incentive rate per pack style; 19.81 x 11.69 x 11.94 Average Unit Per Hour 8-10 Average Hourly Rate \$19.76
	Broccoli Harvesting	\$ 01 20	Piece Rate	Broccoli Bunch Field Wrap 14's thru 18's; Group incentive rate per pack style; 19.81 x 11.69 x 11.94 Average Unit Per Hour 8-10 Average Hourly Rate \$19.76

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
	Broccoli Harvesting	\$ 01 . 20	Piece Rate	Broccoli Field Wrap Dry 18's; Group incentive rate per pack style; 19.81 x 11.69 x 11.94 Average Unit Per Hour 8-10 Average Hourly Rate \$19.76
	Broccoli Harvesting	\$ 01 . 20	Piece Rate	Broccoli BunchFWrap 6428 18ct 14's; Group incentive rate per pack style; 19.81 x 11.69 x 11.94 Average Unit Per Hour 8-10 Average Hourly Rate \$19.76
	Broccoli Harvesting	\$ 01 . 20	Piece Rate	Broccoli Crown Field Wrap 20ct thru 38ct; Group incentive rate per pack style; 19.81 x 11.69 x 11.94 Average Unit Per Hour 8-10 Average Hourly Rate \$19.76
	Broccoli Harvesting	\$ 01 . 05	Piece Rate	Broccoli Bunch 6425 14's thru 18's; Group incentive rate per pack style; 19.81 x 11.69 x 11.94 Average Unit Per Hour 8-10 Average Hourly Rate \$19.76
	Broccoli Harvesting	\$ 01 . 15	Piece Rate	Broccoli Crowns 6425 20#; Group incentive rate per pack style; 19.81 x 11.69 x 11.94 Average Unit Per Hour 8-10 Average Hourly Rate \$19.76
	Broccoli Harvesting	\$ 01 . 05	Piece Rate	Broccoli Bunch 6428 14's thru 18's; Group incentive rate per pack style; 19.81 x 11.69 x 11.94 Average Unit Per Hour 8-10 Average Hourly Rate \$19.76
	Broccoli Harvesting	\$ 01 . 15	Piece Rate	Broccoli Crowns 6423 20#; Group incentive rate per pack style; 19.81 x 11.69 x 11.94 Average Unit Per Hour 8-10 Average Hourly Rate \$19.76
	Broccoli Harvesting	\$ 01 . 05	Piece Rate	Broccoli Lined 14's; Group incentive rate per pack style; 19.81 x 11.69 x 11.94 Average Unit Per Hour 8-10 Average Hourly Rate \$19.76
	Broccoli Harvesting	\$ 01 . 15	Piece Rate	Broccoli Lined Crowns AC 20#; Group incentive rate per pack style; 19.81 x 11.69 x 11.94 Average Unit Per Hour 8-10 Average Hourly Rate \$19.76
	Broccoli Harvesting	\$ 01 . 10	Piece Rate	Broccoli Lined Crowns 38ct; Group incentive rate per pack style; 19.81 x 11.69 x 11.94 Average Unit Per Hour 8-10 Average Hourly Rate \$19.76

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
	Broccoli Harvesting	\$ 01 . 05	Piece Rate	Broccoli Bunch 14's thru 18's; Group incentive rate per pack style; 19.81 x 11.69 x 11.94 Average Unit Per Hour 8-10 Average Hourly Rate \$19.76
	Broccoli Harvesting	\$ 01 . 05	Piece Rate	Broccoli Bunch Pallet 14's; Group incentive rate per pack style; 19.81 x 11.69 x 11.94 Average Unit Per Hour 8-10 Average Hourly Rate \$19.76
	Broccoli Harvesting	\$ 01 . 05	Piece Rate	Broccoli Bunch Export 14's; Group incentive rate per pack style; 19.81 x 11.69 x 11.94 Average Unit Per Hour 8-10 Average Hourly Rate \$19.76
	Broccoli Harvesting	\$ 01 . 05	Piece Rate	Broccoli Naked 14's; Group incentive rate per pack style; 19.81 x 11.69 x 11.94 Average Unit Per Hour 8-10 Average Hourly Rate \$19.76
	Broccoli Harvesting	\$ 01 . 05	Piece Rate	Broccoli Bunch Shower Cap 14's; Group incentive rate per pack style; 19.81 x 11.69 x 11.94 Average Unit Per Hour 8-10 Average Hourly Rate \$19.76
	Broccoli Harvesting	\$ 01 . 05	Piece Rate	Broccoli Bunch Export 18's; Group incentive rate per pack style; 19.81 x 11.69 x 11.94 Average Unit Per Hour 8-10 Average Hourly Rate \$19.76
	Broccoli Harvesting	\$ 01 . 05	Piece Rate	Broccoli Bunch Loblow 18's; Group incentive rate per pack style; 19.81 x 11.69 x 11.94 Average Unit Per Hour 8-10 Average Hourly Rate \$19.76
	Broccoli Harvesting	\$ 01 . 15	Piece Rate	Broccoli Crowns/Crowns Pallet 20#; Group incentive rate per pack style; 19.81 x 11.69 x 11.94 Average Unit Per Hour 8-10 Average Hourly Rate \$19.76
	Broccoli Harvesting	\$ 01 . 15	Piece Rate	Broccoli Crowns Asian Cut/AC Pallet 20#; Group incentive rate per pack style; 19.81 x 11.69 x 11.94 Average Unit Per Hour 8-10 Average Hourly Rate \$19.76
	Broccoli Harvesting	\$ 01 . 15	Piece Rate	Broccoli Naked Crowns 20# PlacePack/PP Spartan; Group incentive rate per pack style; 19.81 x 11.69 x 11.94 Average Unit Per Hour 8-10 Average Hourly Rate \$19.76

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
	Broccoli Harvesting	\$ 01 10	Piece Rate	Broccoli Crowns/Crowns Leaves 38ct; Group incentive rate per pack style; 19.81 x 11.69 x 11.94 Average Unit Per Hour 8-10 Average Hourly Rate \$19.76
	Broccoli Harvesting	\$ 01 10	Piece Rate	Broccoli Crowns Export 38ct; Group incentive rate per pack style; 19.81 x 11.69 x 11.94 Average Unit Per Hour 8-10 Average Hourly Rate \$19.76
	Broccoli Harvesting	\$ 01 10	Piece Rate	Broccoli Crowns Hang Tag 38ct; Group incentive rate per pack style; 19.81 x 11.69 x 11.94 Average Unit Per Hour 8-10 Average Hourly Rate \$19.76
	Broccoli Harvesting	\$ 01 10	Piece Rate	Broccoli Crowns 40ct; Group incentive rate per pack style; 19.81 x 11.69 x 11.94 Average Unit Per Hour 8-10 Average Hourly Rate \$19.76
	Broccoli Harvesting	\$ 01 10	Piece Rate	Broccoli Crowns/Crowns Export 42ct; Group incentive rate per pack style; 19.81 x 11.69 x 11.94 Average Unit Per Hour 8-10 Average Hourly Rate \$19.76
	Broccoli Harvesting	\$ 02 20	Piece Rate	Broccoli Florets; Group incentive rate per pack style; 19.81 x 11.69 x 11.94 Average Unit Per Hour 8-10 Average Hourly Rate \$19.76
	Cauliflower Harvesting	\$ 01 80	Piece Rate	Cauliflower Regular; Group incentive rate per pack style; 23 x 06 x 19.06 x 6 Average Unit Per Hour 5-8 Average Hourly Rate \$19.76
	Cauliflower Harvesting	\$ 09 50	Piece Rate	Cauliflower Bin Leaves; Group incentive rate per pack style; 23 x 06 x 19.06 x 6 Average Unit Per Hour 5-8 Average Hourly Rate \$19.76
	Cauliflower Harvesting	\$ 02 05	Piece Rate	Cauliflower RPC; Group incentive rate per pack style; 23 x 06 x 19.06 x 6 Average Unit Per Hour 5-8 Average Hourly Rate \$19.76
	Cauliflower Harvesting	\$ 01 10	Piece Rate	Cauliflower CAFB Random Sizes 8 BLK; Group incentive rate per pack style; 23.25 x 15.25 x 10.43 Average Unit Per Hour 5-8 Average Hourly Rate \$19.76

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
	Cauliflower Harvesting	\$ 02 20	Piece Rate	Cauliflower Florets; Group incentive rate per pack style; 23 x 06 x 19.06 x 6 Average Unit Per Hour 5-8 Average Hourly Rate \$19.76
	Cauliflower Harvesting	\$ 02 10	Piece Rate	Cauliflower Bulk Totes; Group incentive rate per pack style; 23 x 06 x 19.06 x 6 Average Unit Per Hour 5-8 Average Hourly Rate \$19.76
	Cauliflower Harvesting	\$ 01 80	Piece Rate	Cauliflower Regular Organic; Group incentive rate per pack style; 23 x 06 x 19.06 x 6 Average Unit Per Hour 5-8 Average Hourly Rate \$19.76
	Cauliflower Harvesting	\$ 01 02	Piece Rate	Cauliflower 8ct Organic; Group incentive rate per pack style; 23 x 06 x 19.06 x 6 Average Unit Per Hour 5-8 Average Hourly Rate \$19.76
	Head Lettuce Harvesting	\$ 01 65	Piece Rate	Head Lettuce Reg Wrap 24s/30s Ctn/Totes Clean Trim 4x6 Organic; Group incentive rate per pack style; 19.50 x 15.37 x 9.43 Average Unit Per Hour 7-8 Average Hourly Rate \$19.76
	Head Lettuce Harvesting	\$ 00 85	Piece Rate	Head Lettuce Wrap 12ct Organic; Group incentive rate per pack style Average Unit Per Hour 7-8 Average Hourly Rate \$19.76
	Head Lettuce Harvesting	\$ 01 85	Piece Rate	Head Lettuce Cheney Brothers Clear Wrap 24ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 7-8 Average Hourly Rate \$19.76
	Head Lettuce Harvesting	\$ 01 55	Piece Rate	Head Lettuce Cheney Brothers Naked Liner 24ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 7-8 Average Hourly Rate \$19.76
	Head Lettuce Harvesting	\$ 01 85	Piece Rate	Head Lettuce Food Lion Wrap 24ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 7-8 Average Hourly Rate \$19.76
	Head Lettuce Harvesting	\$ 00 62	Piece Rate	Head Lettuce Markon-FirstCrop Naked Liner 6ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 7-8 Average Hourly Rate \$19.76

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
	Head Lettuce Harvesting	\$ 01 55	Piece Rate	Head Lettuce Markon-FirstCrop Premium Lettuce 24ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 7-8 Average Hourly Rate \$19.76
	Head Lettuce Harvesting	\$ 00 62	Piece Rate	Head Lettuce Markon-FirstCrop Trim 4bag x 6ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 7-8 Average Hourly Rate \$19.76
	Head Lettuce Harvesting	\$ 01 55	Piece Rate	Head Lettuce Markon-MBA Premium Lettuce 24ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 7-8 Average Hourly Rate \$19.76
	Head Lettuce Harvesting	\$ 01 80	Piece Rate	Head Lettuce Markon-MBA Trim 4bag x 6ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 7-8 Average Hourly Rate \$19.76
	Head Lettuce Harvesting	\$ 01 85	Piece Rate	Head Lettuce Ocean Mist Clear Wrap 24ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 7-8 Average Hourly Rate \$19.76
	Head Lettuce Harvesting	\$ 01 85	Piece Rate	Head Lettuce Ocean Mist Clear Wrap 6429 24ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 7-8 Average Hourly Rate \$19.76
	Head Lettuce Harvesting	\$ 01 85	Piece Rate	Head Lettuce Ocean Mist Clear Wrap Clip 24ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 7-8 Average Hourly Rate \$19.76
	Head Lettuce Harvesting	\$ 01 85	Piece Rate	Head Lettuce Ocean Mist Clear Wrap Jumbo 24ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 7-8 Average Hourly Rate \$19.76
	Head Lettuce Harvesting	\$ 01 80	Piece Rate	Head Lettuce Ocean Mist Clear Wrap Jumbo 30ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 7-8 Average Hourly Rate \$19.76
	Head Lettuce Harvesting	\$ 01 45	Piece Rate	Head Lettuce Ocean Mist Clear Wrap Z 24ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 7-8 Average Hourly Rate \$19.76

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
	Head Lettuce Harvesting	\$ 01 55	Piece Rate	Head Lettuce Ocean Mist Naked Liner 24ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 7-8 Average Hourly Rate \$19.76
	Head Lettuce Harvesting	\$ 00 62	Piece Rate	Head Lettuce Ocean Mist Naked Liner 6ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 7-8 Average Hourly Rate \$19.76
	Head Lettuce Harvesting	\$ 01 55	Piece Rate	Head Lettuce Ocean Mist Naked Liner M 24ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 7-8 Average Hourly Rate \$19.76
	Head Lettuce Harvesting	\$ 01 55	Piece Rate	Head Lettuce Ocean Mist Naked Liner Z 24ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 7-8 Average Hourly Rate \$19.76
	Head Lettuce Harvesting	\$ 01 80	Piece Rate	Head Lettuce Ocean Mist Trim 4bag x 6ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 7-8 Average Hourly Rate \$19.76
	Head Lettuce Harvesting	\$ 01 85	Piece Rate	Head Lettuce Ocean Mist Wrap 6429 24ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 7-8 Average Hourly Rate \$19.76
	Head Lettuce Harvesting	\$ 01 10	Piece Rate	Head Lettuce Ocean Mist Wrap Dsp Ready 12ct; Group incentive rate per pack style; 19.50 x 15.37 x 9.43 Average Unit Per Hour 7-8 Average Hourly Rate \$19.76
	Head Lettuce Harvesting	\$ 01 85	Piece Rate	Head Lettuce Ocean Mist Wrap French 24ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 7-8 Average Hourly Rate \$19.76
	Head Lettuce Harvesting	\$ 01 85	Piece Rate	Head Lettuce Ocean Mist Wrap French 24ct RD; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 7-8 Average Hourly Rate \$19.76
	Head Lettuce Harvesting	\$ 01 80	Piece Rate	Head Lettuce Ocean Mist Wrap French 30ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 7-8 Average Hourly Rate \$19.76

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
	Head Lettuce Harvesting	\$ 00 62	Piece Rate	Head Lettuce Ocean Mist Wrap French 6ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 7-8 Average Hourly Rate \$19.76
	Head Lettuce Harvesting	\$ 01 85	Piece Rate	Head Lettuce Ocean Mist Wrap French Jumbo 24ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 7-8 Average Hourly Rate \$19.76
	Head Lettuce Harvesting	\$ 01 80	Piece Rate	Head Lettuce Ocean Mist Wrap French Jumbo 30ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 7-8 Average Hourly Rate \$19.76
	Head Lettuce Harvesting	\$ 01 85	Piece Rate	Head Lettuce Ocean Mist Wrap French Z 24ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 7-8 Average Hourly Rate \$19.76
	Head Lettuce Harvesting	\$ 01 80	Piece Rate	Head Lettuce OMF - Export Wrap Export Jumbo 30ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 7-8 Average Hourly Rate \$19.76
	Head Lettuce Harvesting	\$ 01 55	Piece Rate	Head Lettuce Peak Naked Liner 24ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 7-8 Average Hourly Rate \$19.76
	Head Lettuce Harvesting	\$ 01 55	Piece Rate	Head Lettuce Sysco Imperial Naked Liner 24ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 7-8 Average Hourly Rate \$19.76
	Head Lettuce Harvesting	\$ 00 62	Piece Rate	Head Lettuce Sysco Imperial Naked Liner 6ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 7-8 Average Hourly Rate \$19.76
	Head Lettuce Harvesting	\$ 01 55	Piece Rate	Head Lettuce Sysco Natural Naked Liner 24ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 7-8 Average Hourly Rate \$19.76
	Head Lettuce Harvesting	\$ 01 80	Piece Rate	Head Lettuce Sysco Natural Trim 4bag x 6ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 7-8 Average Hourly Rate \$19.76

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
	Mix Lettuce Harvesting	\$ 00 92	Piece Rate	Butter Leaf Ocean Mist Naked 24ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76
	Mix Lettuce Harvesting	\$ 00 78	Piece Rate	Butter Leaf Ocean Mist Naked 6416 12ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76
	Mix Lettuce Harvesting	\$ 01 10	Piece Rate	Green Leaf Cheney Brothers Bag 4 bags x 6ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76
	Mix Lettuce Harvesting	\$ 00 78	Piece Rate	Green Leaf Markon-FirstCrop Naked Liner 12ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76
	Mix Lettuce Harvesting	\$ 00 92	Piece Rate	Green Leaf Markon-FirstCrop Naked Liner 24ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76
	Mix Lettuce Harvesting	\$ 00 35	Piece Rate	Green Leaf Markon-FirstCrop Naked Liner 6ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76
	Mix Lettuce Harvesting	\$ 01 10	Piece Rate	Green Leaf Ocean Mist Bag 4 bags x 6ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76
	Mix Lettuce Harvesting	\$ 01 18	Piece Rate	Green Leaf Ocean Mist Bikini Sleeve 12ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76
	Mix Lettuce Harvesting	\$ 01 25	Piece Rate	Green Leaf Ocean Mist Bikini Sleeve 24ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76
	Mix Lettuce Harvesting	\$ 01 22	Piece Rate	Green Leaf Ocean Mist BikiniSleeve6428 18ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76

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
	Mix Lettuce Harvesting	\$ 01 . 05	Piece Rate	Green Leaf Ocean Mist Naked 24ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76
	Mix Lettuce Harvesting	\$ 00 . 95	Piece Rate	Green Leaf Ocean Mist Naked Liner 12ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76
	Mix Lettuce Harvesting	\$ 01 . 05	Piece Rate	Green Leaf Ocean Mist Naked Liner 24ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76
	Mix Lettuce Harvesting	\$ 00 . 40	Piece Rate	Green Leaf Ocean Mist Naked Liner 6ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76
	Mix Lettuce Harvesting	\$ 01 . 65	Piece Rate	Green Leaf Ocean Mist WrapPoly 6428 18ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76
	Mix Lettuce Harvesting	\$ 01 . 65	Piece Rate	Green Leaf Ocean Mist WrapPoly DRC 18ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76
	Mix Lettuce Harvesting	\$ 00 . 95	Piece Rate	Green Leaf Ocean Mist WrapPoly PLU/UPC 12ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76
	Mix Lettuce Harvesting	\$ 01 . 65	Piece Rate	Green Leaf Ocean Mist WrapPoly PLU/UPC 18ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76
	Mix Lettuce Harvesting	\$ 00 . 92	Piece Rate	Green Leaf Peak Naked Liner 24ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76
	Mix Lettuce Harvesting	\$ 00 . 35	Piece Rate	Green Leaf Sysco Imperial Naked Liner 6ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76

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
	Mix Lettuce Harvesting	\$ 00 35	Piece Rate	Green Leaf Sysco Natural Bag 4 bags x 6ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76
	Mix Lettuce Harvesting	\$ 00 92	Piece Rate	Green Leaf Sysco Natural Naked Liner 24ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76
	Mix Lettuce Harvesting	\$ 01 10	Piece Rate	Red Leaf Cheney Brothers Bag 4 bags x 6ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76
	Mix Lettuce Harvesting	\$ 01 25	Piece Rate	Red Leaf Ocean Mist Bikini Sleeve 24ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76
	Mix Lettuce Harvesting	\$ 00 92	Piece Rate	Red Leaf Ocean Mist Naked 24ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76
	Mix Lettuce Harvesting	\$ 01 65	Piece Rate	Red Leaf Ocean Mist Naked 6428 Tag 18ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76
	Mix Lettuce Harvesting	\$ 01 05	Piece Rate	Red Leaf Ocean Mist Naked Liner 24ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76
	Mix Lettuce Harvesting	\$ 00 35	Piece Rate	Red Leaf Ocean Mist Naked Liner 6ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76
	Mix Lettuce Harvesting	\$ 00 95	Piece Rate	Red Leaf Ocean Mist WrapPoly PLU/UPC 12ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76
	Mix Lettuce Harvesting	\$ 01 65	Piece Rate	Red Leaf Ocean Mist WrapPoly PLU/UPC 18ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76

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
	Mix Lettuce Harvesting	\$ 00 92	Piece Rate	Red Leaf Sysco Natural Naked Liner 24ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76
	Romaine Lettuce Harvesting	\$ 00 36	Piece Rate	Romaine Naked Liner 24ct; Group incentive rate per pack style; 23.12 x 19.50 x 14.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76
	Romaine Lettuce Harvesting	\$ 01 65	Piece Rate	Romaine Wrap Poly 6428 18ct; Group incentive rate per pack style; 23.12 x 19.50 x 14.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76
	Romaine Lettuce Harvesting	\$ 01 10	Piece Rate	Romaine Cheney Brothers Bag 4 bags x 6ct; Group incentive rate per pack style; 23.12 x 19.50 x 14.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76
	Romaine Lettuce Harvesting	\$ 00 95	Piece Rate	Romaine Markon-FirstCrop Naked Liner 12ct; Group incentive rate per pack style; 23.12 x 19.50 x 14.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76
	Romaine Lettuce Harvesting	\$ 01 05	Piece Rate	Romaine Markon-FirstCrop Naked Liner 24ct; Group incentive rate per pack style; 23.12 x 19.50 x 14.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76
	Romaine Lettuce Harvesting	\$ 00 35	Piece Rate	Romaine Markon-FirstCrop Naked Liner 6ct; Group incentive rate per pack style; 23.12 x 19.50 x 14.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76
	Romaine Lettuce Harvesting	\$ 01 05	Piece Rate	Romaine Markon-MBA Naked Liner 24ct; Group incentive rate per pack style; 23.12 x 19.50 x 14.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76
	Romaine Lettuce Harvesting	\$ 01 10	Piece Rate	Romaine Ocean Mist Bag 4 bags x 6ct; Group incentive rate per pack style; 23.12 x 19.50 x 14.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76
	Romaine Lettuce Harvesting	\$ 01 25	Piece Rate	Romaine Ocean Mist Bikini Sleeve 24ct; Group incentive rate per pack style; 23.12 x 19.50 x 14.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76

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
	Romaine Lettuce Harvesting	\$ 00 75	Piece Rate	Romaine Ocean Mist Bikini Sleeve 6428 15ct; Group incentive rate per pack style; 23.12 x 19.50 x 14.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76
	Romaine Lettuce Harvesting	\$ 00 75	Piece Rate	Romaine Ocean Mist Naked 6428 Tag 15ct; Group incentive rate per pack style; 23.12 x 19.50 x 14.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76
	Romaine Lettuce Harvesting	\$ 00 95	Piece Rate	Romaine Ocean Mist Naked Liner 12ct; Group incentive rate per pack style; 23.12 x 19.50 x 14.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76
	Romaine Lettuce Harvesting	\$ 01 05	Piece Rate	Romaine Ocean Mist Naked Liner 24ct; Group incentive rate per pack style; 23.12 x 19.50 x 14.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76
	Romaine Lettuce Harvesting	\$ 01 05	Piece Rate	Romaine Ocean Mist Naked Liner 24ct RD; Group incentive rate per pack style; 23.12 x 19.50 x 14.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76
	Romaine Lettuce Harvesting	\$ 00 35	Piece Rate	Romaine Ocean Mist Naked Liner 6ct; Group incentive rate per pack style; 23.12 x 19.50 x 14.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76
	Romaine Lettuce Harvesting	\$ 00 95	Piece Rate	Romaine Ocean Mist WrapPoly 12ct; Group incentive rate per pack style; 23.12 x 19.50 x 14.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76
	Romaine Lettuce Harvesting	\$ 01 65	Piece Rate	Romaine Ocean Mist WrapPoly 18ct; Group incentive rate per pack style; 23.12 x 19.50 x 14.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76
	Romaine Lettuce Harvesting	\$ 01 65	Piece Rate	Romaine Ocean Mist WrapPoly 6428 18ct; Group incentive rate per pack style; 23.12 x 19.50 x 14.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76
	Romaine Lettuce Harvesting	\$ 01 65	Piece Rate	Romaine Ocean Mist WrapPoly NODT 6428 18ct; Group incentive rate per pack style; 23.12 x 19.50 x 14.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76

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
	Romaine Lettuce Harvesting	\$ 00 92	Piece Rate	Romaine Peak Naked Liner 24ct; Group incentive rate per pack style; 23.12 x 19.50 x 14.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76
	Romaine Lettuce Harvesting	\$ 00 35	Piece Rate	Romaine Sysco Imperial Naked Liner 6ct; Group incentive rate per pack style; 23.12 x 19.50 x 14.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76
	Romaine Lettuce Harvesting	\$ 01 10	Piece Rate	Romaine Sysco Natural Bag 4 bags x 6ct; Group incentive rate per pack style; 23.12 x 19.50 x 14.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76
	Romaine Lettuce Harvesting	\$ 00 92	Piece Rate	Romaine Sysco Natural Naked Liner 24ct; Group incentive rate per pack style; 23.12 x 19.50 x 14.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76
	Romaine Lettuce Harvesting	\$ 01 95	Piece Rate	Organic Romaine Regular 24's; Group incentive rate per pack style; 23.12 x 19.50 x 14.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76
	Romaine Lettuce Harvesting	\$ 00 92	Piece Rate	Organic Romaine 1 DZ / Totes 1DZ Liner; Group incentive rate per pack style; 23.12 x 19.50 x 14.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76
	Romaine Lettuce Harvesting	\$ 02 45	Piece Rate	Organic Romaine Min Bins Liner 36's (45-50lbs); Group incentive rate per pack style; 23.12 x 19.50 x 14.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76
	Romaine Hearts Harvesting	\$ 01 85	Piece Rate	Romaine Hearts 12x3's Organic; Group incentive rate per pack style; 19.81 x 15.68 x 10.56 Average Unit Per Hour 6-8 Average Hourly Rate \$19.76
	Romaine Hearts Harvesting	\$ 02 45	Piece Rate	Romaine Hearts 4x12/Lined 50# Organic; Group incentive rate per pack style; 19.81 x 15.68 x 10.56 Average Unit Per Hour 6-8 Average Hourly Rate \$19.76
	Romaine Hearts Harvesting	\$ 02 15	Piece Rate	Romaine Hearts 7x6's / 15x3 48's Liner Organic; Group incentive rate per pack style; 23.69 x 15.44 x 11.06 Average Unit Per Hour 6-8 Average Hourly Rate \$19.76

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
	Romaine Hearts Harvesting	\$ 01 95	Piece Rate	Romaine Hearts Reg 24's Organic; Group incentive rate per pack style; 19.81 x 15.68 x 10.56 Average Unit Per Hour 6-8 Average Hourly Rate \$19.76
	Romaine Hearts Harvesting	\$ 00 92	Piece Rate	Romaine Hearts 1doz /Totes 1doz Liner Organic; Group incentive rate per pack style; 19.81 x 15.68 x 10.56 Average Unit Per Hour 6-8 Average Hourly Rate \$19.76
	Romaine Hearts Harvesting	\$ 02 06	Piece Rate	Romaine Hearts Cheney Brothers Bag NO DATE 12 bags x 3ct; Group incentive rate per pack style; 23.69 x 15.44 x 11.06 Average Unit Per Hour 6-8 Average Hourly Rate \$19.76
	Romaine Hearts Harvesting	\$ 02 20	Piece Rate	Romaine Hearts Cheney Brothers Naked Liner 48ct; Group incentive rate per pack style; 23.69 x 15.44 x 11.06 Average Unit Per Hour 6-8 Average Hourly Rate \$19.76
	Romaine Hearts Harvesting	\$ 02 06	Piece Rate	Romaine Hearts Good & Gather Bag USE BY Date 12 bags x 3ct; Group incentive rate per pack style; 19.81 x 11.69 x 10.50 Average Unit Per Hour 6-8 Average Hourly Rate \$19.76
	Romaine Hearts Harvesting	\$ 02 06	Piece Rate	Romaine Hearts Goodfood Bag NO DATE 12 bags x 3ct; Group incentive rate per pack style; 19.81 x 11.69 x 10.50 Average Unit Per Hour 6-8 Average Hourly Rate \$19.76
	Romaine Hearts Harvesting	\$ 01 55	Piece Rate	Romaine Hearts Ocean Mist Bag NO DATE DRC 8 bags x 3ct; Group incentive rate per pack style; 23.69 x 15.44 x 11.06 Average Unit Per Hour 6-8 Average Hourly Rate \$19.76
	Romaine Hearts Harvesting	\$ 02 06	Piece Rate	Romaine Hearts Ocean Mist Bag NO DATE 12x3; Group incentive rate per pack style; 19.81 x 11.69 x 10.50 Average Unit Per Hour 6-8 Average Hourly Rate \$19.76
	Romaine Hearts Harvesting	\$ 02 06	Piece Rate	Romaine Hearts Ocean Mist Bag NO DATE Z 12 bags x 3ct; Group incentive rate per pack style; 19.81 x 11.69 x 10.50 Average Unit Per Hour 6-8 Average Hourly Rate \$19.76
	Romaine Hearts Harvesting	\$ 02 06	Piece Rate	Romaine Hearts Ocean Mist Bag SELL BY DATE 12 bags x 3ct; Group incentive rate per pack style; 19.81 x 11.69 x 10.50 Average Unit Per Hour 6-8 Average Hourly Rate \$19.76

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
	Romaine Hearts Harvesting	\$ 02 20	Piece Rate	Romaine Hearts Ocean Mist Bag FrenchNODATE 7 bags x 6ct; Group incentive rate per pack style; 23.69 x 15.44 x 11.06 Average Unit Per Hour 6-8 Average Hourly Rate \$19.76
	Romaine Hearts Harvesting	\$ 02 20	Piece Rate	Romaine Hearts Ocean Mist Bag No Date 6428 15 bags x 3ct; Group incentive rate per pack style; 19.81 x 11.69 x 10.50 Average Unit Per Hour 6-8 Average Hourly Rate \$19.76
	Romaine Hearts Harvesting	\$ 02 20	Piece Rate	Romaine Hearts Ocean Mist Bag NO DATE 7 bags x 6ct; Group incentive rate per pack style; 23.69 x 15.44 x 11.06 Average Unit Per Hour 6-8 Average Hourly Rate \$19.76
	Romaine Hearts Harvesting	\$ 02 20	Piece Rate	Romaine Hearts Ocean Mist Bag NO DATE Z 7 bags x 6ct; Group incentive rate per pack style; 23.69 x 15.44 x 11.06 Average Unit Per Hour 6-8 Average Hourly Rate \$19.76
	Romaine Hearts Harvesting	\$ 02 20	Piece Rate	Romaine Hearts Ocean Mist Bag SELL BY DATE 7 bags x 6ct; Group incentive rate per pack style; 23.69 x 15.44 x 11.06 Average Unit Per Hour 6-8 Average Hourly Rate \$19.76
	Romaine Hearts Harvesting	\$ 02 26	Piece Rate	Romaine Hearts Ocean Mist Bag 4 bags x 12ct; Group incentive rate per pack style; 19.81 x 15.68 x 10.56 Average Unit Per Hour 6-8 Average Hourly Rate \$19.76
	Romaine Hearts Harvesting	\$ 02 20	Piece Rate	Romaine Hearts Ocean Mist Naked Liner 48ct; Group incentive rate per pack style; 23.69 x 15.44 x 11.06 Average Unit Per Hour 6-8 Average Hourly Rate \$19.76
	Romaine Hearts Harvesting	\$ 02 26	Piece Rate	Romaine Hearts Ocean Mist Naked Liner 50 lb; Group incentive rate per pack style; 19.81 x 15.68 x 10.56 Average Unit Per Hour 6-8 Average Hourly Rate \$19.76
	Romaine Hearts Harvesting	\$ 02 06	Piece Rate	Romaine Hearts OMF Smart&Final Bag SELL BY DATE 12 bags x 3ct; Group incentive rate per pack style; 19.81 x 11.69 x 10.50 Average Unit Per Hour 6-8 Average Hourly Rate \$19.76
	Romaine Hearts Harvesting	\$ 02 20	Piece Rate	Romaine Hearts OMF Smart&Fina Bag SELL BY DATE 7 bags x 6ct; Group incentive rate per pack style; 23.69 x 15.44 x 11.06 Average Unit Per Hour 6-8 Average Hourly Rate \$19.76

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
	Romaine Hearts Harvesting	\$ 02 . 06	Piece Rate	Romaine Hearts Peak Bag NO DATE 12 bags x 3ct; Group incentive rate per pack style; 19.81 x 11.69 x 10.50 Average Unit Per Hour 6-8 Average Hourly Rate \$19.76
	Romaine Hearts Harvesting	\$ 02 . 26	Piece Rate	Romaine Hearts Peak Bag NO DATE 4 x 12; Group incentive rate per pack style; 19.81 x 15.68 x 10.56 Average Unit Per Hour 6-8 Average Hourly Rate \$19.76
	Romaine Hearts Harvesting	\$ 02 . 20	Piece Rate	Romaine Hearts Sysco Natural Naked Liner 48ct; Group incentive rate per pack style; 23.69 x 15.44 x 11.06 Average Unit Per Hour 6-8 Average Hourly Rate \$19.76
	Romaine Hearts Harvesting	\$ 02 . 26	Piece Rate	Romaine Hearts Sysco Natural Bag 4 bags x 12ct; Group incentive rate per pack style; 19.81 x 15.68 x 10.56 Average Unit Per Hour 6-8 Average Hourly Rate \$19.76
	Artichoke Harvesting	\$ 03 . 30	Piece Rate	Artichokes Handlebag No Date/Packdate - All Sizes; Group incentive rate per pack style; 19.94 x 11.69 x 7.31 Average Unit Per Hour 5-8 Average Hourly Rate \$19.76
	Mix Lettuce Harvesting	\$ 01 . 22	Piece Rate	Green Leaf Ocean Mist Naked 6428 Tag 18ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76
	Mix Lettuce Harvesting	\$ 01 . 10	Piece Rate	Red Leaf Ocean Mist Bag 4 bags x 6ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76
	Mix Lettuce Harvesting	\$ 01 . 65	Piece Rate	Red Leaf Ocean Mist Bikini Sleeve 6428 18ct; Group incentive rate per pack style; 23.56 x 15.56 x 11.06 Average Unit Per Hour 4-10 Average Hourly Rate \$19.76
		\$.		
		\$.		

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 §
Ocean Mist Harvesting	US Highway 1 Castroville, California 95012 MONTEREY	Armstrong Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Corey Road Salinas, California 93908 MONTEREY	Baillie Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Blackie Road Castroville, California 95012 MONTEREY	Blackie Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Bluff Road Moss Landing, California 95039 MONTEREY	Bluff Organic Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Broome Road Gonzales, California 93926 MONTEREY	Broome Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	US Hwy 1 Northbound passing Electric Plant Castroville, California 95012 MONTEREY	Capurro Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Hitchcock Road or Davis Road Salinas, California 93907 MONTEREY	Dolan Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	River Road Salinas, California 93908 MONTEREY	Home (Silvio) Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	CA-183 Castroville, California 95012 MONTEREY	Hurley Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Freedom Parkway & Williams Road Salinas, California 93905 MONTEREY	Jacks Ranch	4/12/2024	11/30/2024	36

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 §
Ocean Mist Harvesting	Old Stage Road Chualar, California 93925 MONTEREY	Lapalma Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Old Stage Road & Chular Canyon Road Gonzales, California 93926 MONTEREY	Martignoni Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	McCloskey Road Hollister, California 95023 MONTEREY	McCloskey Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	River Road Gonzales, California 93926 MONTEREY	Nissen Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Paris Valley Road San Ardo, California 93450 MONTEREY	Ranch #16	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Elm Avenue Greenfield, California 93927 MONTEREY	Ranch #4	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	US Highway 101 or Underwood Road Greenfield, California 93927 MONTEREY	Ranch #6	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	CA-68 & River Road Salinas, California 93908 MONTEREY	River Road Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Harrison Road Salinas, California 93907 MONTEREY	Sala Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Del Monte Blvd & Lapis Road Marina, California 93933 MONTEREY	Sand Hill II Ranch	4/12/2024	11/30/2024	36

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 §
Ocean Mist Harvesting	San Juan Grade Road & Old Stage Road Salinas, California 93907 MONTEREY	Sugarloaf Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	US Highway 101 or Tavernetti Road Gonzales, California 93926 MONTEREY	Tavernetti Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Patricia Lane & Espinosa Road Greenfield, California 93927 MONTEREY	Vanoli Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Alisal Road Salinas, California 93902 MONTEREY	Watson Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Foletta Road Chualar, California 93925 MONTEREY	Yuki Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Rogge Road Salinas, California 93906 MONTEREY	Alexander Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Old Stage Road Salinas, California 93908 MONTEREY	Alisal Ranch 18	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Molera Road Castroville, California 95012 MONTEREY	B&T Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Molera Road Castroville, California 95012 MONTEREY	Bagnoli Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	US Highway 101 Salinas, California 93908 MONTEREY	Bardin Ranch	4/12/2024	11/30/2024	36

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 §
Ocean Mist Harvesting	River Road Gonzales, California 93926 MONTEREY	Bassetti Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Monte Road & Nashua Road Castroville, California 95012 MONTEREY	BF Twin Bridges Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Hudson Road Greenfield, California 93927 MONTEREY	Blair + Blair Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	US Highway 1 Castroville, California 95012 MONTEREY	Boccardo Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Lapis Road Marina, California 93933 MONTEREY	Bolder Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Lapis Road Marina, California 93933 MONTEREY	Bullfield Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Foster Road Salinas, California 93908 MONTEREY	Davis Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	2004 Watsonville Road Moss Landing, California 95039 MONTEREY	D'Santi Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Hunter Lane & CA-68 Salinas, California 93901 MONTEREY	Ferrasci Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Fuji Lane & Alisal Road Salinas, California 93908 MONTEREY	Fuji Lane Ranch	4/12/2024	11/30/2024	36

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 §
Ocean Mist Harvesting	Espinosa Road Salinas, California 93907 MONTEREY	Giannini/Tottino Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	McCloskey Road Hollister, California 95023 MONTEREY	Home Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	David Road & Hitchcock Road Salinas, California 93901 MONTEREY	Jacop Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Vida Road Soledad, California 93960 MONTEREY	Los Coches Ranch 11	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Molera Road & Preston Road Castroville, California 95012 MONTEREY	Molera Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Corda Road Gonzales, California 93926 MONTEREY	Moore Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Espinosa Road Castroville, California 95012 MONTEREY	Nielsen Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Parker Road & River Road Salinas, California 93908 MONTEREY	Pedrazzi Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Highway 101, Hartnell Road or Alisal Road Salinas, California 93908 MONTEREY	Petersen Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	CA-183 Castroville, California 95012 MONTEREY	Pieri Ranch	4/12/2024	11/30/2024	36

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 §
Ocean Mist Harvesting	US Highway 101 or Underwood Road Greenfield, California 93927 MONTEREY	Ranch #1	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Espinosa Road Greenfield, California 93927 MONTEREY	Ranch #13	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Underwood Road Greenfield, California 93927 MONTEREY	Ranch #15	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Elm Avenue Greenfield, California 93927 MONTEREY	Ranch #7	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Gloria Road & HWY 101 Gonzales, California 93926 MONTEREY	Rianda Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Teague Avenue King City, California 93930 MONTEREY	Salanco Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Del Monte Blvd & Lapis Road Marina, California 93933 MONTEREY	Sand Hill I Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	CA-68 & Hunter Lane Salinas, California 93901 MONTEREY	Scat Sin Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	US Highway 101 Gonzales, California 93926 MONTEREY	Sharpe Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Old Stage Road & Chualar Canyon Road Chualar, California 93925 MONTEREY	SMD Ranch	4/12/2024	11/30/2024	36

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 §
Ocean Mist Harvesting	Somavia Road Chualar, California 93925 MONTEREY	Somavia Ranch 22	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	River Road Salinas, California 93908 MONTEREY	Tarp East Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	River Road Salinas, California 93908 MONTEREY	Tarp West Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	US Highway 101 Chualar, California 93925 MONTEREY	Turri Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	96 Hartnell Road Salinas, California 93905 MONTEREY	Alisal Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Manzoni Road Greenfield, California 93927 MONTEREY	Art Manzoni Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Davis Road Salinas, California 93907 MONTEREY	Backus Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	US Highway 1 or Watsonville Road Castroville, California 95012 MONTEREY	Bertelli Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Highway 101 or Tavernetti Road Gonzales, California 93926 MONTEREY	Bloomquist Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Rogge Road Salinas, California 93906 MONTEREY	Borchard Ranch	4/12/2024	11/30/2024	36

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 §
Ocean Mist Harvesting	Boronda Road Salinas, California 93901 MONTEREY	Boronda Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Blanco Road Salinas, California 93901 MONTEREY	Christensen Ranch (K&A Farms)	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	US Highway 101 Salinas, California 93908 MONTEREY	Diac Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	River Road Gonzales, California 93926 MONTEREY	Home Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Hunter Lane, Harkins Road & Blanco Road Salinas, California 93901 MONTEREY	Hunter Lane Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Tavernetti Road Gonzales, California 93926 MONTEREY	Lanni Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	River Road Chualar, California 93908 MONTEREY	Tijerrild Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Thompson Canyon Road King City, California 93930 MONTEREY	Allen Gill Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Hwy 183 Castroville, California 95012 MONTEREY	Antique Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Rio Boca Road Watsonville, California 95076 SANTA CRUZ	Ashcroft Ranch	4/12/2024	11/30/2024	36

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 §
Ocean Mist Harvesting	Corda Lane Gonzales, California 93926 MONTEREY	Barrett Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Rio Boca Road, West Beach Road or Shell Drive Watsonville, California 95076 SANTA CRUZ	Beach Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Blanco Road Salinas, California 93901 MONTEREY	Blanco Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	CA-183 Castroville, California 95012 MONTEREY	Boggiato Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	McCloskey Road Hollister, California 95023 MONTEREY	Borelli Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	River Road Salinas, California 93908 MONTEREY	Buena Vista Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	US Highway 1 Castroville, California 95012 MONTEREY	Desante Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Blanco Road & Davis Road Salinas, California 93901 MONTEREY	Donan/Blanco Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Buena Vista Road & Abbott Road Salinas, California 93908 MONTEREY	Flewell Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Old Stage Road Salinas, California 93908 MONTEREY	G&H Ranch 11	4/12/2024	11/30/2024	36

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 §
Ocean Mist Harvesting	Espinosa Road Salinas, California 93907 MONTEREY	Gularte Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Rodgers Road Castroville, California 95012 MONTEREY	Haymore Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Camphora Road or River Road (Dirt Road) Soledad, California 93960 MONTEREY	Hershback Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Old Stage Road Salinas, California 93908 MONTEREY	Old Stage Road Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Old Jacks Road Chualar, California 93925 MONTEREY	Piearcy Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	US Highway 101 & Elm Road Greenfield, California 93927 MONTEREY	Pueblo Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Underwood Road Greenfield, California 93927 MONTEREY	Ranch #3	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Elm Avenue Greenfield, California 93927 MONTEREY	Ranch #8	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Chualar River Road Chualar, California 93925 MONTEREY	Romie – Ranch 21	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	San Jon Road Castroville, California 95012 MONTEREY	San Jon Ranch	4/12/2024	11/30/2024	36

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 §
Ocean Mist Harvesting	Castroville Boulevard Castroville, California 95012 MONTEREY	Sella Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	US Highway 101 Chualar, California 93925 MONTEREY	Wimer Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Espinosa Road Castroville, California 95012 MONTEREY	Espinosa Lake Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Williams Road Salinas, California 93905 MONTEREY	Gambeta Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	McCloskey Road & San Felipe Frontage Road Hollister, California 95023 MONTEREY	Hawkins Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	US Highway 101 King City, California 93930 MONTEREY	Herbert Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Parker Road Salinas, California 93908 MONTEREY	Hicks Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	27100 Old Stage Road Gonzales, California 93926 MONTEREY	Hooker Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	US Highway 101 or Spence Road Salinas, California 93908 MONTEREY	Jack Chin Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Blanco Road Salinas, California 93901 MONTEREY	Jordan Flat Ranch	4/12/2024	11/30/2024	36

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 §
Ocean Mist Harvesting	CA-156 Hollister, California 95023 MONTEREY	Lanini Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Del Monte Boulevard & Lapis Road Marina, California 93933 MONTEREY	Lapis Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Manzoni Road & Hudson Road Greenfield, California 93927 MONTEREY	Leonardini Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	River Road Salinas, California 93906 MONTEREY	Martin Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Nashua Road Castroville, California 95012 MONTEREY	Midway Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Molera Road & Artichoke Road Castroville, California 95012 MONTEREY	Mulligan Hill Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	San Juan Grade Road Salinas, California 93906 MONTEREY	Muther Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	US Highway 101 and Broome Road Gonzales, California 93926 MONTEREY	Old Stage Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Grant Road Hollister, California 95023 MONTEREY	Lobue Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	McCloskey Road & Fallon Road Hollister, California 95023 MONTEREY	Meyenburg Ranch	4/12/2024	11/30/2024	36

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 §
Ocean Mist Harvesting	San Juan Grade Road & Boronda Road Salinas, California 93906 MONTEREY	Moffit Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Old Stage Road or Associated Lane Gonzales, California 93926 MONTEREY	Morisoli Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Somavia Road Salinas, California 93908 MONTEREY	North Martin Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Fallon Road Hollister, California 95023 MONTEREY	Perucci Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Rodgers Road Salinas, California 93907 MONTEREY	Q&B Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Underwood Road Greenfield, California 93927 MONTEREY	Ranch #12	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Espinosa Road Greenfield, California 93927 MONTEREY	Ranch #14	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Underwood Road Greenfield, California 93927 MONTEREY	Ranch #2	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Espinosa Road Greenfield, California 93927 MONTEREY	Ranch #9	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	San Andreas Road & Dairy Road Watsonville, California 95026 SANTA CRUZ	San Andreas Ranch	4/12/2024	11/30/2024	36

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 §
Ocean Mist Harvesting	Del Monte Blvd & Lapis Road Marina, California 93933 MONTEREY	Sand Hill III Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	South El Camino Real Greenfield, California 93927 MONTEREY	School Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Foletta Road Chualar, California 93925 MONTEREY	Shrine Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Somavia Road Chualar, California 93925 MONTEREY	Somavia Organic Ranch 26	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	1 Harris Road Salinas, California 93908 MONTEREY	Spreckles Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	River Road Salinas, California 93908 MONTEREY	Tarp Middle Ranch	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	Chualar Canyon Road Chualar, California 93925 MONTEREY	Upper Turri – Ranch 23	4/12/2024	11/30/2024	36
Ocean Mist Harvesting	River Road, Laguna Road, Abbott Road or Violini Road Salinas, California 93908 MONTEREY	Violini Ranch	4/12/2024	11/30/2024	36

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 type="checkbox"/> Employer-provided <input checked="" type="checkbox"/> Rental or public accommodations	126 John Street Salinas, California 93901 MONTEREY		22	70	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations					<input type="checkbox"/> Local authority <input type="checkbox"/> SWA <input type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations					<input type="checkbox"/> Local authority <input type="checkbox"/> SWA <input type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations					<input type="checkbox"/> Local authority <input type="checkbox"/> SWA <input type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations					<input type="checkbox"/> Local authority <input type="checkbox"/> SWA <input type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other _____

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

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.11	2. Name of Section or Category of Material Term or Condition *	Deductions from Pay
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>The following deductions will be made from the worker's pay: FICA (if applicable); federal income tax withholding (if applicable); state and/or local tax withholding (if applicable); recovery of any loss to the Company due to damage or loss of equipment/tools; housing or furnishings (beyond normal wear and tear) caused by the worker (if any)- the employer will not make any deduction from the wage or require any reimbursement from an employee for any cash shortage, breakage, or loss of equipment, unless it can be shown that such shortage, breakage, or loss is caused by a dishonest or willful act, or by the gross negligence of the employee; medical insurance payments, if applicable; cash advances, if applicable; and deductions expressly authorized by the worker in writing (if any).</p>			

b. Job Offer Information 2

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Additional Information Regarding Job Qualifications/Requirements
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>3 months of agricultural experience in any of the commodities harvested in this job order (Artichokes, Broccoli, Cauliflower, Mix Lettuce, Romaine Lettuce and Romaine Hearts). Written verification of experience is required.</p> <p>Specific requirements include lifting up to 95 pounds frequently. Must be able to use hand tools, including cutting knives. Must be able to work under conditions where skin and clothing become heavily soiled with mud, water, grease, etc. Must be able to work outdoors in inclement weather conditions, including sun, rain, cold, high winds, etc. Work involves frequent kneeling, turning, reaching, squatting, bending and working in bent or stooped positions. Must be able to walk and stand up extensively. Must be able to operate handheld devices. No smoking, illegal drugs, alcohol, firearms in the field or residential housing.</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 *	E.1	2. Name of Section or Category of Material Term or Condition *	Meal Provision - Housing Additional Information
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * If one has not already been performed at the time of this filing, the employer(s) request(s) an inspection of the property.			

d. Job Offer Information 4

1. Section/Item Number *	E.1	2. Name of Section or Category of Material Term or Condition *	Meal Provision - Provision of Meals for workers living at 126 John Street Salinas, California 93901
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * For workers residing in employer-provided housing without kitchen facilities, employer will provide three daily meals in accordance with 20 CFR 655.122(g). Employer will deduct the cost of such meals up to the maximum allowable amount published in the Federal Register, or as otherwise approved by the U.S. Department of Labor. The employer also provides free transportation once per week to/from closest town or city for personal errands (e.g., groceries, banking services). Dining and other common areas are shared by all workers. Catering language: Employer has a Catering Agreement in place with Paloma Bautista dba El Mora, Inc. (Paloma Bautista 831-210-8247). Caterer will provide the H-2A workers living at 126 John Street Salinas, California 93901 meals 3 times per day, Monday through Sunday. Meals will be distributed daily as follows: Breakfast and dinner will be served at the employer-provided housing location and lunch will either be provided for the employees at breakfast or delivered to the worksite. Breakfast and lunch will be distributed at 5:00am and Dinner at 4:00pm. Meal times may vary by the needs of the employees' work schedules. Meals will meet the nutritional and dietary guidelines set forth by the USDA. Caterer will, in good faith, provide a variety of meals for the employees. Meals will include drinks, coffee, condiments, etc. with each serving along with utensils, plates, napkins, etc. Employer will pay the caterer directly for the meals.			

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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 *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Additional Disclosures
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Work is to be done for long periods of time in the field, when plants may be wet with dew and rain, and may be required during light rain, snow, moderate winds, direct sun, high humidity and extreme temperatures. Allergies to ragweed, goldenrod, insect spray, related chemicals, etc. may affect workers ability to perform the job. Workers must be able to perform the required work with or without reasonable accommodations. Must wear assigned personal protective equipment when required. Must report for work daily wearing appropriate work clothing and boots or other durable foot wear. Casual clothing not permitted. Workers wearing inappropriate clothing will not be permitted to start work.</p> <p>Workers will have an unpaid lunch break when working more than 5 hours. Must report to work at the designated time and place each day. Daily or weekly work schedules may vary due to weather, sunlight, temperature, crop conditions, and other factors. Employer will notify workers of any change to start/end times. Employer may request, but not require that workers work more than the stated daily hours, on the worker's Sabbath, or on federal holidays.</p> <p>Workers may not report for work under the influence of alcohol or drugs. Possession or use of illegal drugs or alcohol on company worksites or vehicles is prohibited and will be cause for immediate termination. Out of concern for the safety of other workers, staff or the public at large, the employer reserves the right to terminate for cause, in accordance with applicable laws and regulations, any worker found during the period of employment to have a criminal conviction record or status as a registered sex offender.</p> <p>The work described herein is regular, seasonal full-time work requiring all workers to be available as stated on the standard work schedule, throughout the entire contract period. Employees may experience a temporary reduction in work and/or a temporary work stoppage due to the natural agricultural cycle.</p> <p>Employer also retains the right to terminate workers for lawful job-related reasons, including but not limited to workers who: are regularly absent or tardy; malingers or otherwise refuses to work in accordance with direction, or is otherwise obviously unqualified to perform the job; is physically able but does not demonstrate the willingness to perform the work necessary.</p> <p>Non-U.S. workers may be terminated if one or more U.S. workers becomes available for the job during the employer's recruitment period. Job abandonment will be deemed to occur after five consecutive workdays of unexcused absences.</p> <p>Foreign workers will be advised of their responsibility to depart the U.S. when employment comes to an end. Employer will request and maintain records of each worker's permanent home address, e-mail address (when available) and phone number.</p>			

f. Job Offer Information 6

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Terminations
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>The employer reserves the right to terminate the worker for: (a) unjustified refusal of assigned work; (b) serious misconduct; (c) policy violations. Employees are required to comply with company policies, including new or updated ones communicated during the season, work safely, follow provided safety training, obey supervisors' directions for efficiency and quality, and meet shipper quality standards for produced packs.</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

g. Job Offer Information 7

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - California Disclosures
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			
<p>The employer abides by California Wage Order 14. The employer abides by the seventh (7) day of rest rules. Unpaid lunch breaks are 30 minutes with two (2) paid 10-minute breaks a day.</p> <p>Overtime: Workers will be paid overtime after 8 hours per day and or 40 hours per week for work performed in California.</p> <p>Overtime wage rate: One and one-half times the required wage for work performed in California (\$19.75 per hour, unless rescinded by court order or other action) is \$29.63 per hour and \$39.50 for double time.</p>			

h. Job Offer Information 8

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Surety Bond
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			
<p>Employer attests that the original surety bond has been or will be promptly sent to CNPC.</p>			

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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 *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Dispute Resolution Agreement
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			
<p>The Company uses a Dispute Resolution Agreement (DRA) outlining procedures to follow in raising employment-related disputes between the Company and its employees and provides for mandatory arbitration of unresolved matters. Mandatory arbitration is a condition of employment. Employees will be provided a copy of the Company`s DRA prior to the first day of work. The DRA does not preclude the employee from filing claims with the America`s Job Center of California offices (AJCCs) under the Employment Services Complaint System. Every employee exercising rights under the law or the DRA is protected from retaliation from the Company.</p>			

j. Job Offer Information 10

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Workers` Compensation Insurance
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			
<p>All employees are covered by workers' compensation insurance per California law, ensuring coverage for work-related injury or disease. Employer guarantees policy validity throughout the contract.</p> <p>Premier Packing of California, Inc.'s coverage by DLL Insurance Agency (Policy No: CTP1001466) commenced on 07/01/2023, expires on 07/01/2024, and renews annually.</p> <p>Name of policyholder: Name of person to be notified of claim: Yesenia Marquez, Director of Human Resources Telephone number for point-of-contact: (831) 443-6855 Deadline for filing a claim: 1 year from the date of alleged work-related injury or illness</p>			

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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 *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job duties continued 1
<p>3. Details of Material Term or Condition (up to 3,500 characters) * ARTICHOKE HARVEST OPERATIONS Cutting is done by walking throughout the fields on uneven furrows. The cutter determines the size, length and quality of the product to be harvested according to quality and size specifications as provided by foreman. Then, using a small harvesting knife and reaching over or bending at the waist, the worker cuts at the specified stem length and using a slight backwards tossing motion places the artichoke into the basket carried on the worker's back. Carries the loaded bag to the end of the row and places it onto the trailer or harvest machine for dumping. If necessary, discards rotting and/or over-ripened artichokes. Artichoke bags can weight up to 90 lbs. and are carried for up to 80% of the time while harvesting. The dumper receives baskets full of artichokes from either the trailer or pickers. Loads baskets onto the platform of the harvest machine by safely stacking baskets on top of each other. Dumps baskets of artichokes onto the conveyor belt and returns empty baskets to the machine floor by stacking baskets on top of each other for pickers to grab and continue harvesting. The process is repeated. If needed, helps harvesting until packing begins and will maintain the machine clean and pick-up trash in the surrounding areas. Baskets with product can weigh up to 90 lbs. The packer selects artichokes from the conveyor belt, further examining and determining the size and quantity required per pack style specifications to either or combination of; pack into carton boxes or plastic totes, place in plastic bags, place stickers, add rubber band tags or pack according to the pack style specified by the Sales Department. The packer selects a box from the overhead compartment and marks the box with a crayon marker indicating the pack style contained. Places a protective sheet of paper on top, fold box tabs down to close the box, and push the box onto a conveyor that transports the carton to the trailer to be loaded. When needed, the field packer may assist in harvesting operations until enough artichokes have been picked and/or accommodate the harvesting machine with packing materials. The box maker constructs cartons and assembles plastic totes for product by unfolding and bending the material as designed to form a box while inspecting that the packaging material is free of contaminants and undamaged. Ensures boxes are properly closed and places corresponding tracking labels on boxes then places onto an overhead track. Carries carton bundles and transfers finished cartons or totes to the loader for palletization. The process is repeated. Ensures packers have adequate packing supplies throughout the day and work area is clean. When needed, may assist loader with stacking boxes or securing loads, pick-up trash, debris or bad artichokes on and around the harvesting machine, and cutting until enough artichokes have been picked.</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 - Job duties continued 2
<p>3. Details of Material Term or Condition (up to 3,500 characters) * The loader loads and stacks finished boxes onto pallets on the deck of the harvester or trailer, separating pallets by the corresponding box sizes and ensuring the weight is properly distributed and the trace back sticker is facing outward. Ensures load is properly secured with V-boards, corner boards and/or straps once the load reaches the correct number of cartons required before transfer to the trailer for transport to the cooler. When needed, the box stacker may assist in harvesting operations until enough artichokes have been picked. Cartons or totes with product can weigh up to 90 lbs. Pallets can weigh up to 75 lbs. and are handled by the tractor driver and/or machine operator. The agricultural equipment operator safely drives the tractor during the course of the work day around the field collecting baskets of artichokes from pickers, loading onto the trailer and transporting to the harvesting machine. Transfers loaded trailers to a safe location for truck drivers to pick up and deliver to cooling facility. Will conduct a pre-inspection of machine at start of the shift and immediately report any observed mechanical problems to supervisor, and document on inspection form. Prepare necessary number of baskets needed for the day. The machine operator safely drives the harvesting machine during course of the work day accordingly with the movements of the cutters through the fields remaining at the controls at all times and maintaining awareness of surroundings and identifying safety hazards. Will conduct a preinspection of machine at start of the shift and immediately report any observed mechanical problems to supervisor, and document on inspection form. At start of day the machine operator opens and moves the machine to the area of the block where harvesting will take place, prepares the necessary amount of materials and pallets needed for throughout the day. Enters pack style information into the PTI machine and correctly places trace back stickers on cartons. Walks the field to identify placement of left behind irrigation pipes and will move them if needed. Must be able to lift pallets that can weigh up to 75 lbs. BROCCOLI HARVEST OPERATIONS Cutting is done by walking on uneven furrows behind a harvesting machine. The cutter will determine size and quality of the product to be harvested according to quality and size specifications as provided by foreman. Then, using a small harvesting knife and bending at the waist, the worker cuts the broccoli at the specified length of the stalk into either bunches or crowns. Will cut broccoli in a safe manner where the worker doesn't self-inflict injury or that to other workers nearby. When machine is turning at the end of furrow cutters may move ahead to cut broccoli and place onto the packing table. The packer further examines the product for any defect prior to either or combination of; cut into florets, sort, bag, seal and pack and place in a pack style or carton to the desired size and quality specifications. Selects the carton or box for the pack style required from the overhead compartment and marks the carton with a black crayon and marks the personal packer identification number. The finished product is then placed per specification into the carton up to the correct count, closes the box and then pushes the box onto a conveyor that transports the carton to the trailer to be loaded. Bagging, sealing and packing may involve multiple pack styles at once.</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 *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job duties continued 3
<p>3. Details of Material Term or Condition (up to 3,500 characters) * The box maker constructs cartons and assembles plastic totes for product by unfolding and bending the material as designed to form a box while inspecting that packaging material is free of contaminants and undamaged. Ensures boxes are properly closed and places corresponding trace back labels on boxes. Carries carton bundles and transfers finished cartons or totes to the loader for palletization. The process is repeated. Ensures packers have adequate supply throughout the day and work area is clean. When needed, may assist loader with stacking boxes or securing loads. The loader loads and stacks finished boxes onto pallets on the deck of the harvester or trailer. Ensures each pallet contains 48 boxes per pallet while ensuring the weight is properly distributed and the trace back sticker is facing outward. Ensures load is properly secured with V-boards, corner boards and/or straps once the load reaches the correct number of cartons required before transfer to the trailer for transport to the cooler. Cartons or totes with product can weigh up to 60 lbs. and pallets can weigh up to 75 lbs. The machine operator safely drives the harvesting machine during course of the work day accordingly with the movements of the cutters through the fields remaining at the controls at all times and maintaining awareness of surroundings and identifying safety hazards. Will conduct a pre-inspection of machine at start of the shift and immediately report any observed mechanical problems to supervisor, and document on inspection form. At start of day the machine operator opens and moves the machine to the area of the block where harvesting will take place, prepares the necessary amount of materials and pallets needed for throughout the day. Enters pack style information into the PTI machine and correctly places trace back stickers on cartons. Walks the field to identify placement of left behind irrigation pipes and will move them if needed. At the end of day, the machine operator will clean and sanitize all contact surfaces of the machine and completely wash the machine frame on a weekly basis. Must be able to lift pallets that can weigh up to 40 lbs. The tractor driver safely drives the tractor during the course of the work day maintaining awareness of surroundings and identifying safety hazards. Will conduct a pre-inspection at the start of the shift, or upon changing tractors throughout the day and will immediately report any observed mechanical problems to the Supervisor and document on the inspection form. In coordination with the machine operator will provide harvesting crews with trailers, loading and unloading packaging materials from machine to trailer. Ensures completed pallets are properly secured before transporting to the truck driver for distribution to the cooling facility. May cover load with a plastic liner to protect the finished cartons from inclement weather. Transports and replenishes harvester with pallets and/or packaging materials from the truck driver. If necessary, may assist with load transfers, moving toilet/handwashing stations and water trailers.</p>			

n. Job Offer Information 14

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job duties continued 4
<p>3. Details of Material Term or Condition (up to 3,500 characters) * BROCCOLI FLORET HARVEST OPERATIONS Cutting is done by walking on uneven furrows behind a harvesting machine. The cutter will determine size and quality of the product to be harvested according to quality and size specifications as provided by foreman. Then, using a small harvesting knife and bending at the waist, the worker cuts the broccoli at the specified length of the stalk. The cutter places the product onto the packing table. The packer further examines the product for any defect prior to cutting the product into florets. Selects a plastic tote and places it on the table. Then, using a small specialized curved harvesting knife, the worker holds the broccoli at the stalk over the tote and with the other hand cuts at the crown allowing the florets to fall into the plastic tote. Once the plastic tote is filled at the specified quantity the packer then pushes the tote onto a conveyor that transports the tote to the trailer to be loaded. CAULIFLOWER HARVEST OPERATIONS Cutting is done by walking on uneven furrows behind a harvesting machine. The cutter may need to pull away the outer leaves to determine size and quality of the product to be harvested if not visible. If size and quality do not meet expectation or pack style being harvested leaves are closed to protect from damage. Then, holding gently the head with one hand, and using a harvesting knife with the other hand and bending at the waist, the cutter cuts at its base and cleans the head of excess, damaged, or quality compromising leaves shaping the crown to the required form. The head is then gently placed with the base down on the conveyor belt for washer to handle. The washer receives product and inspects the head once more for any defected or spoiled parts. Defective product is discarded. Rinses and spot checks the head using a pressurized hose to remove dirt and debris. If needed, removes excessive or missed leaves. Gently returns product on conveyor belt for bagger to handle. The bagger further examines the head for any defect prior to either or combination of; twisting the bag at the closure point then applying tape or other special means to complete the closure, or sort according to desired pack style. Returns product on conveyor belt for packer to handle.</p>			

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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

o. Job Offer Information 15

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job duties continued 5
<p>3. Details of Material Term or Condition (up to 3,500 characters) * The packer selects the correct carton or box for the pack style required and marks the carton with a black crayon and marks the personal packer identification number. The finished product is then placed per specification into the carton or box up to the correct count and then pushes onto a conveyor belt that transports the carton to the trailer to be loaded. Bagging and packing may involve multiple pack styles at once. The box maker constructs cartons and assembles plastic totes for product by unfolding and bending the material as designed to form a box while inspecting that packaging material is free of contaminants and undamaged. Ensures boxes are properly closed and places corresponding tracking labels on boxes. Carries carton bundles and transfers finished cartons or totes to the loader for palletization. The process is repeated. Ensures packers have adequate supply throughout the day and work area is clean. When needed, may assist loader with stacking boxes or securing loads and/or cutting until enough product has been harvested. The loader loads and stacks finished boxes onto pallets on the deck of the harvester or trailer, separating pallets by the corresponding box sizes while ensuring the weight is properly distributed and the trace back sticker is facing outward. Ensures load is properly secured with V-boards, corner boards and/or straps once the load reaches the correct number of cartons required before transfer to the trailer for transport to the cooler. Cartons or totes with product can weigh up to 60 lbs. and pallets can weigh up to 75 lbs. The machine operator safely drives the harvesting machine during course of the work day accordingly with the movements of the cutters through the fields remaining at the controls at all times and maintaining awareness of surroundings and identifying safety hazards. Will conduct a pre-inspection of machine at start of the shift and immediately report any observed mechanical problems to supervisor, and document on inspection form. At start of day the machine operator opens and moves the machine to the area of the block where harvesting will take place, prepares the necessary amount of materials and pallets needed for throughout the day. Ensures packaging material supplies for specific packs and pallets are available and restocks as needed throughout the day. Enters pack style information into the PTI machine and correctly places trace back stickers on cartons. Walks the field to identify placement of left behind irrigation pipes and will move them if needed. Must be able to lift pallets that can weigh up to 40 lbs.</p>			

p. Job Offer Information 16

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job duties continued 6
<p>3. Details of Material Term or Condition (up to 3,500 characters) * CAULIFLOWER FLORET HARVEST OPERATIONS Cutting is done by walking on uneven furrows behind a harvesting machine. The cutter may need to pull away the outer leaves to determine size and quality of the product to be harvested if not visible. If size and quality do not meet expectation or pack style being harvested leaves are closed to protect from damage. Then, gently holding the head with one hand, and using a harvesting knife with the other hand and bending at the waist, the cutter cuts at its base and cleans the head of excess, damaged, or quality compromising leaves shaping the crown to the required form. The cutter using a harvesting knife cuts the outer core and gently places the floret head with the base down on the conveyor belt for washer to handle. When needed, workers will blanch the product by gathering and/or manipulating the leaves by either folding, bending or breaking the leaves in a criss-cross formation or a sort of gather over the head to cover and protect from further growth, sun exposure, heat, cold or frost. Blanching is also known as "breaking leaves". The washer receives product and gently inspects the floret head once more for any defected, spoiled or damaged parts. Defective product is discarded. Rinses and spot-checks the head using a pressurized hose to remove dirt and debris. If needed, removes excessive or missed core stalk. Gently returns product on conveyor belt for packer to handle. The packer selects a plastic tote for the pack style required. The finished product is then placed per specification into the plastic tote up to the correct count of either 16 or 24, places a sheet of bubble wrap in between layers and then pushes onto a conveyor belt that transports the container to the trailer to be loaded. HEAD LETTUCE HARVEST OPERATIONS Cutting is done by walking on uneven furrows in front and behind a harvesting platform machine. Workers determine size and quality of the product to be harvested. Then, using a harvesting knife and bending at the waist, the worker cuts the head lettuce at its base and cleans the head of excess, damaged, or quality compromising leaves. If necessary, the head lettuce is placed in a bag properly positioned to display the company or other label prominently on the top of the head, then placed on the packing table.</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

q. Job Offer Information 17

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job duties continued 7
<p>3. Details of Material Term or Condition (up to 3,500 characters) *</p> <p>The packer selects the correct carton for the pack style required and marks the carton with a colored crayon of the crew designation, used to indicate the pack style contained, and the personal packer identification number. Further examines the head for any defect prior to either or combination of; twisting the bag at the closure point then applying tape, clip or other special means to complete the closure, or sort. The finished product is then placed per specification into the carton up to the correct count, closes the carton and then pushes the carton onto a conveyor that transports the carton to the box maker. Bagging and packing may involve multiple pack styles at once.</p> <p>The box maker constructs cartons and assembling plastic totes for product by unfolding and bending the material as designed to form a box while inspecting that packaging material is free of contaminants and undamaged. The process is repeated. Ensures boxes are properly closed and places corresponding tracking labels on boxes. Carries carton bundles and transfers finished cartons or totes to the loader for palletization. Ensures packers have adequate supply throughout the day and work area is clean. When needed, may assist loader with stacking boxes or securing loads and/or cutting until enough product has been harvested.</p> <p>The loader loads and stacks finished boxes onto pallets on the deck of the harvester or trailer, separating pallets by the corresponding box sizes and ensuring the weight is properly distributed and the trace back sticker is facing outward. Ensures load is properly secured with V-boards, corner boards and/or straps once the load reaches the correct number of cartons required before transfer to the trailer for transport to the cooler. Cartons or totes with product can weigh up to 60 lbs. Pallets can weigh up to 75 lbs and are handled by the tractor driver and/or machine operator.</p> <p>The machine operator safely drives the harvesting machine during course of the work day accordingly with the movements of the cutters through the fields remaining at the controls at all times and maintaining awareness of surroundings and identifying safety hazards. Will conduct a pre-inspection of machine at start of the shift and immediately report any observed mechanical problems to supervisor, and document on inspection form. At start of day the machine operator opens and moves the machine to the area of the block where harvesting will take place, prepares the necessary amount of materials and pallets needed for throughout the day. Ensures packaging material supplies for specific packs and pallets are available and restocks as needed throughout the day. Enters pack style information into the PTI machine and correctly places trace back stickers on cartons. Walks the field to identify placement of left behind irrigation pipes and will move them if needed. Must be able to lift pallets that can weigh up to 75 lbs.</p>			

r. Job Offer Information 18

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job duties continued 8
<p>3. Details of Material Term or Condition (up to 3,500 characters) *</p> <p>MIX LETTUCE / ROMAINE LETTUCE HARVEST OPERATIONS</p> <p>Cutting is done by walking in uneven furrows in front of the harvesting platform machine. Workers determine size and quality of the product to be harvested. Then, using a harvesting hand knife and bending at the waist, the worker cuts the lettuce at the roots and trims excess, damaged, or quality compromising leaves, further examining for any defect prior to being placed on the packing table. If needed, worker will discard rotting and overripped lettuces.</p> <p>The packer further examines the product for any defect prior to either or combination of; spot wash, apply a clip, sort, bag, seal and pack and place in a pack style or carton. Selects the correct box for the pack style required, and marks the carton with a colored crayon of the crew designation, used to indicate the pack style, and the personal packer identification number. The finished product is then inspected and placed per specification into the carton up to the correct count, closes the carton and then pushes the carton onto a conveyor that transports the carton to box maker. Bagging, sealing and packing may involve multiple pack styles at once.</p> <p>The box maker constructs cartons and assembling plastic totes for product by unfolding and bending the material as designed to form a box while inspecting that packaging material is free of contaminants and undamaged. The process is repeated. Ensures boxes are properly closed and places corresponding tracking labels on boxes. Carries carton bundles and transfers finished cartons or totes to the loader for palletization. Ensures packers have adequate supply throughout the day and work area is clean. When needed, may assist loader with stacking boxes or securing loads and/or cutting until enough product has been harvested.</p> <p>The loader loads and stacks finished boxes onto pallets on the deck of the harvester or trailer, separating pallets by the corresponding box sizes and ensuring the weight is properly distributed and the trace back sticker is facing outward. Ensures load is properly secured with V-boards, corner boards and/or straps once the load reaches the correct number of cartons required before transfer to the trailer for transport to the cooler. Cartons or totes with product can weigh up to 60 lbs. Pallets can weigh up to 75 lbs. and are handled by the tractor driver and/or machine operator.</p>			

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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

s. Job Offer Information 19

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job duties continued 9
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>The machine operator safely drives the harvesting machine during course of the work day accordingly with the movements of the cutters through the fields remaining at the controls at all times and maintaining awareness of surroundings and identifying safety hazards. Will conduct a pre-inspection of machine at start of the shift and immediately report any observed mechanical problems to supervisor, and document on inspection form. At start of day the machine operator opens and moves the machine to the area of the block where harvesting will take place, prepares the necessary amount of materials and pallets needed for throughout the day. Ensures packaging material supplies for specific packs and pallets are available and restocks as needed throughout the day. Enters pack style information into the PTI machine and correctly places trace back stickers on cartons. Walks the field to identify placement of left behind irrigation pipes and will move them if needed. Must be able to lift pallets that can weigh up to 75 lbs.</p> <p>ROMAINE HEARTS HARVEST OPERATIONS</p> <p>Cutting is done by walking in uneven furrows in front of the harvesting platform machine. Workers determine size and quality of the product to be harvested. Then, using a harvesting hand knife and bending at the waist, the worker cuts the lettuce at the roots and trims the outer leaves to the desired circumference, further examining for any defect prior to being placed on the packing table. If needed, worker will remove or discard excess, damaged, or quality compromising leaves, rotting and over-ripped product.</p> <p>The packer further examines the product for any defect prior to either or combination of; spot wash, apply a clip, sort, bag, seal and pack and place in a pack style or carton. Selects the correct box for the pack style required, and marks the carton with a colored crayon of the crew designation, used to indicate the pack style, and the personal packer identification number. The finished product is then inspected and placed per specification into the carton up to the correct count, closes the carton and then pushes the carton onto a conveyor that transports the carton to box maker. Bagging, sealing and packing may involve multiple pack styles at once.</p> <p>The box maker constructs cartons and assembling plastic totes for product by unfolding and bending the material as designed to form a box while inspecting that packaging material is free of contaminants and undamaged. The process is repeated. Ensures boxes are properly closed and places corresponding tracking labels on boxes. Carries carton bundles and transfers finished cartons or totes to the loader for palletization. Ensures packers have adequate supply throughout the day and work area is clean. When needed, may assist loader with stacking boxes or securing loads and/or cutting until enough product has been harvested.</p>			

t. Job Offer Information 20

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job duties continued 10
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>The loader loads and stacks finished boxes onto pallets on the deck of the harvester or trailer, separating pallets by the corresponding box sizes and ensuring the weight is properly distributed and the trace back sticker is facing outward. Ensures load is properly secured with V-boards, corner boards and/or straps once the load reaches the correct number of cartons required before transfer to the trailer for transport to the cooler. Cartons or totes with product can weigh up to 60 lbs. Pallets can weigh up to 75 lbs. and are handled by the tractor driver and/or machine operator.</p> <p>The machine operator safely drives the harvesting machine during course of the work day accordingly with the movements of the cutters through the fields remaining at the controls at all times and maintaining awareness of surroundings and identifying safety hazards. Will conduct a pre-inspection of machine at start of the shift and immediately report any observed mechanical problems to supervisor, and document on inspection form. At start of day the machine operator opens and moves the machine to the area of the block where harvesting will take place, prepares the necessary amount of materials and pallets needed for throughout the day. Ensures packaging material supplies for specific packs and pallets are available and restocks as needed throughout the day. Enters pack style information into the PTI machine and correctly places trace back stickers on cartons. Walks the field to identify placement of left behind irrigation pipes and will move them if needed. Must be able to lift pallets that can weigh up to 75 lbs.</p> <p>Workers with the appropriate licensing may safely transport workers to and from the housing and worksite locations. Workers may perform harvesting duties when not transporting.</p>			

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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

u. Job Offer Information 21

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - Inbound/Outbound Transportation continued
<p>3. Details of Material Term or Condition (up to 3,500 characters) *</p> <p>Employer pays/reimburses foreign workers for all visa-related costs (excluding passport fees) in accordance with H-2A regulations and FLSA wage requirements. For non-commuting domestic workers, employer pays/reimburses reasonable travel costs (transportation, daily subsistence, and lodging if applicable) from the place the worker departed from to the employer's place of employment.</p> <p>Employer pays/reimburses outbound travel costs to workers who complete the contract or are dismissed early. Employer does not pay or reimburse travel costs to any worker who voluntarily resigns, abandons employment, or is terminated for cause.</p>			

v. Job Offer Information 22

1. Section/Item Number *	F.1	2. Name of Section or Category of Material Term or Condition *	Daily Transportation - List of Additional Vehicles
<p>3. Details of Material Term or Condition (up to 3,500 characters) *</p> <p>Vehicle ICRP BUS Capacity 44 Type Commercial Bus Vehicle ICRP BUS Capacity 51 Type Commercial Bus Vehicle ICRP BUS Capacity 44 Type Commercial Bus Vehicle ICRP BUS Capacity 44 Type Commercial Bus Vehicle GMC SAVANNA Capacity 15 Type CalVans Vehicle GMC SAVANNA Capacity 15 Type CalVans Vehicle GMC SAVANNA Capacity 15 Type CalVans Vehicle CHEVROLET EXPRESS Capacity 15 Type Passenger Van Vehicle ICRP BUS Capacity 46 Type Commercial Bus Vehicle ICRP BUS Capacity 44 Type Commercial Bus Vehicle ICRP BUS Capacity 47 Type Commercial Bus Vehicle ICRP BUS Capacity 48 Type Commercial Bus Vehicle ICRP BUS Capacity 51 Type Commercial Bus Vehicle ICRP BUS Capacity 44 Type Commercial Bus Vehicle CHEVROLET EXPRESS Capacity 12 Type Passenger Van</p>			

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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

w. Job Offer Information 23

1. Section/Item Number *	F.1	2. Name of Section or Category of Material Term or Condition *	Daily Transportation - Daily Transportation continued
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Vehicles utilized to transport workers are covered under a valid insurance policy which includes property damage insurance. Workers will be picked up at the employer-provided housing address(es) on work days approximately 60 minutes before the day's scheduled start time. Workers will be picked up from the worksite(s) at the end of the work day and returned to the designated employer-provided housing location.</p> <p>Daily transportation to and between worksites provided at no cost to all workers, regardless of housing arrangements.</p>			

x. Job Offer Information 24

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Job requirements continued
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Work is performed in open fields and may involve exposure to sun, mud, dust, wind, heat, cold, and other natural elements. Temperatures can range from 30 degrees Fahrenheit to over 100 degrees Fahrenheit during the period of employment. Workers should come prepared with appropriate clothing and footwear for the environmental and working conditions described.</p> <p>The work may entail exposure to plant pollens, insects, snakes, rodents, noxious plants and/or plant materials that have been treated with insect and/or disease control sprays. The Company will comply with all worker protection standards and restrictions applicable to pesticides and other chemicals. Workers are also required to comply with all applicable worker protection standards as communicated by forepersons, supervisors, and managers.</p> <p>Daily individual work assignments will be made by, and at the sole discretion of, the Company as the needs of the harvesting operation dictate. Workers must perform the assigned work, and work at the assigned crew/field site, and may not switch assignments or crew/field site without the specific authorization of a company supervisor.</p> <p>Workers will be expected to comply with all provisions of this Clearance Order and the Company's work rules, policies and procedures, and to perform any and all assigned tasks in a work-person-like and efficient manner. Failure to do so will subject the worker to the employer's disciplinary procedures. Premier Packing of California, Inc. endeavors to produce a premium product. This is a demanding, competitive business. A high quality product is expected and demanded by our customers. Sloppy or improper work cannot and will not be tolerated.</p> <p>All safety rules and instructions must be meticulously observed throughout the workday. All Premier Packing of California, Inc. rules and policies must be followed, to the extent that they do not conflict with the provisions of this Clearance Order and/or the U.S. Department of Labor's H-2A regulations. A copy of the applicable rules and policies will be provided to each worker on or before the first day of work. Failure to comply with the Company policies and/or meet expectations will result in the applications of disciplinary procedures, up to and including termination.</p> <p>No persons conducting activities prohibited by law are permitted on company premises or in housing. Visitors are not permitted to remain in the housing overnight. Importantly, no non-working children may be present at or adjacent to the worksite, or left in vehicles at or adjacent to the work site, or in Company provided housing during the workday. Workers arriving to work with non-working children or other non-workers will be sent home.</p> <p>Employees must not report for work, enter the worksite, or perform service while under the influence of or having used alcohol or any illegal controlled substance. Employees must not report for work, or perform services, while under the influence of, or impaired by, prescription drugs, medications or other substances that may in any way adversely affect their alertness, coordination, reaction response or safety. The Company may require the worker to submit to a post-hire drug/alcohol test, at the employer's expense, upon the occurrence of a reportable accident, or upon reasonable suspicion.</p> <p>Drug screening is post offer, post offer, can be random, and is at no cost to the employees.</p>			

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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

y. Job Offer Information 25

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Tools and Equipment
3. Details of Material Term or Condition (up to 3,500 characters) *			
<p>Tools and equipment: The Company will provide tools and equipment necessary to perform all required tasks at no cost to the worker. Tools and equipment include knives, hair nets, and gloves, raingear (rain jackets, pants, boots) if needed to perform the job. The reasonable repair and or replacement cost of tools or equipment may be deducted from the worker's paycheck for willful damage or loss of such tools or equipment. The employer will not make any deduction from the wage or require any reimbursement from an employee for any cash shortage, breakage, or loss of equipment, unless it can be shown that such shortage, breakage, or loss is caused by a dishonest or willful act, or by the gross negligence of the employee.</p>			

z. Job Offer Information 26

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Pay Deductions - Additional Pay Information continued
3. Details of Material Term or Condition (up to 3,500 characters) *			
<p>Employer will pay each worker by check, pay card, or direct deposit (employer pays any associated fees). Work performed under the contract is exempt from federal overtime pay requirements under the FLSA, but may be subject to state overtime requirements, if applicable.</p> <p>Raises and/or bonuses may be offered to any seasonal worker employed under this job order, at the company's sole discretion, based on individual factors including but not limited to work performance, skill, and tenure.</p> <p>Employer expressly prohibits the solicitation and payment of recruitment fees by workers. Workers who pay or are solicited to pay must inform the employer immediately. Employer will investigate all claims of illegal fees and take immediate remedial action as appropriate. The employer attests they will not seek or receive payment of any kind from workers for anything related to obtaining the H-2A labor certification, including the employer's attorney or agent fees, application fees, or recruitment costs.</p>			

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