



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

A. Job Offer Information

1. Job Title * Farm Laborer							
2. Workers Needed *	a. Total	b. H-2A Workers	Period of Intended Employment				
	100	55	3. First Date * 6/1/2024	4. Last Date * 12/31/2024			
5. Will this job generally require the worker to be on-call 24 hours a day and 7 days a week? * If "Yes", proceed to question 8. If "No", complete questions 6 and 7 below.						☐ Yes ☒ 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	7	c. Monday	7	e. Wednesday	7	g. Friday
0	b. Sunday	7	d. Tuesday	7	f. Thursday	0	h. Saturday
						a. 7 : 00 ☒ AM ☐ PM	
						b. 2 : 00 ☐ AM ☒ PM	
Temporary Agricultural Services and Wage Offer Information							
8a. Job Duties - Description of the specific services or labor to be performed. * (Please begin response on this form and use Addendum C if additional space is needed.)							
While working for customer Bayer CropScience LP, the workers will be responsible for roguing and detasseling of seed corn, as well as harvesting and conditioning of the seed crop which includes job duties that consist of the following practices: Green Corn Dump, Husking Bed Operator, Bin Fill, Bin Unload, Shelling, Conditioning, and Cleaning Crew. While working for customer Heartland Co-op, the workers will be responsible for mixing and applying fertilizer, loading and unloading grain trucks and trains, moving/driving grain trucks, filling and emptying grain bins, cleaning seed corn, and miscellaneous labor. Work hours as determined by weather and crop needs. The work day may begin / end earlier or later on any given day and evening. Typical workweek is Monday to Friday, 7 a.m. - 2 p.m., with potential nights / weekends required depending on needs.							
8b. Wage Offer *		8c. Per *		8d. Piece Rate Offer \$		8e. Piece Rate Units / Estimated Hourly Rate / Special Pay Information \$	
\$ 17 . 79		☒ HOUR ☐ MONTH		\$ 00 . 00		Standard benefits.	
9. Is a completed Addendum A providing additional information on the crops or agricultural activities to be performed and wage offers attached to this job offer? *						☐ Yes ☒ N/A	
10. Frequency of Pay: * ☒ Weekly ☐ Biweekly ☐ Other (specify): <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.)							
All deductions required by law. Any willful destruction of property will also be deducted as allowable by Federal and State Law.							

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B. Minimum Job Qualifications/Requirements

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

C. Place of Employment Information

1. Place of Employment Address/Location *			
Bayer CropScience LP, 14785 N 115th Avenue East			
2. City *	3. State *	4. Postal Code *	5. County *
Gilman	Iowa	50106	Marshall
6. Additional Place of Employment Information. (If no additional information, enter " NONE " below) *			
Fixed-Site Agricultural Customer.			
7. Is a completed Addendum B providing additional information on the places of employment and/or agricultural businesses who will employ workers, or to whom the employer will be providing workers, attached to this job order? *			☒ Yes ☐ N/A

D. Housing Information

1. Housing Address/Location *			
1918 10th Ave.			
2. City *	3. State *	4. Postal Code *	5. County *
Grinnell	Iowa	50112	Poweshiek
6. Type of Housing (check only one) *		7. Total Units *	8. Total Occupancy *
☒ Employer-provided (including mobile or range) ☐ Rental or public		1	11
9. Identify the entity that determined the housing met all applicable standards: *			
☐ Local authority ☒ SWA ☐ Other State authority ☐ Federal authority ☐ Other (specify): _____			
10. Additional Housing Information. (If no additional information, enter " NONE " below) *			
Please note that the other 45 employees are U.S. workers who are reasonable able to return to their residence within the same day.			
11. Is a completed Addendum B providing additional information on housing that will be provided to workers attached to this job order? *			☒ Yes ☐ N/A

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E. Provision of Meals

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

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

Rodriguez Labor will provide free and convenient cooking and kitchen facilities to the workers that will enable the workers to prepare their own meals. The facilities include refrigeration, microwave, stove top or portable stove top, various cooking accessories, and an adequate sink with both hot and cold water and adequate water pressure, all of which are in working condition. Within the facilities is available cabinet space to store food that does not require refrigeration and counter space for food preparation. The identified vehicles are used once per weekend to bring the workers to grocery stores at no cost to the workers.

2. The employer: *

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

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

F. Transportation and Daily Subsistence

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

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

See Addendum C

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

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

Inbound and outbound transportation will be provided via charter bus and paid for by Rodriguez Labor in advance of travel. Related daily subsistence will be reimbursed at the prevailing minimum and maximum daily subsistence amount as required by the Department of Labor.

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

a. no less than

\$ 15 . 88

per day *

b. no more than

\$ 59 . 00

per day with receipts

G. Referral and Hiring Instructions

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

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

Applicants may contact Alonzo Rodriguez via phone at (515) 473-4054 or rodriguezlaborllc@gmail.com.

2. Telephone Number to Apply * +1 (515) 473-4054	3. Extension § N/A	4. Email Address to Apply * rodriguezlaborllc@gmail.com
5. Website Address (URL) to Apply * N/A		

H. Additional Material Terms and Conditions of the Job Offer

1. Is a completed Addendum C providing additional information about the material terms, conditions, and benefits (monetary and non-monetary) that will be provided by the employer attached to this job order? *	☐ Yes ☒ No
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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), 655.501(c)(3)(vi).
Request for Conditional Access to Intrastate or Interstate Clearance System: Employer assures that the housing disclosed on this clearance order will be in full compliance with all applicable local, State, and/or Federal standards at least 20 calendar days before the housing is to be occupied. 20 CFR 653.502(a)(3). The Certifying Officer will not certify the application until the employer provides evidence that housing has been inspected and approved or, in the case of rental or public accommodations, is otherwise in full compliance.
- WORKERS' COMPENSATION COVERAGE:** Employer agrees to provide workers' compensation insurance coverage in compliance with State law covering injury and disease arising out of and in the course of the worker's employment. If the type of employment for which the certification is sought is not covered by or is exempt from the State's workers' compensation law, the employer agrees to provide, at no cost to the worker, insurance covering injury and disease arising out of and in the course of the worker's employment that will provide benefits at least equal to those provided under the State workers' compensation law for other comparable employment. 20 CFR 655.122(e).
- EMPLOYER-PROVIDED TOOLS AND EQUIPMENT:** Employer agrees to provide to the worker, without charge or deposit charge, all tools, supplies, and equipment required to perform the duties assigned. 20 CFR 655.122(f), .210(d), or .302(c).



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6. **MEALS:** Employer agrees to provide each worker with three meals a day or furnish free and convenient cooking and kitchen facilities to the workers that will enable the workers to prepare their own meals. Where the employer provides the meals, the job offer will state the charge, if any, to the worker for such meals. The amount of meal charges is governed by 20 CFR 655.173. 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).



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

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

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

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

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

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

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

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

12. **FREQUENCY OF PAY:** Employer agrees to pay workers when due based on the frequency disclosed in this clearance order. 20 CFR 655.122(m).
13. **ABANDONMENT OF EMPLOYMENT OR TERMINATION FOR CAUSE:** If a worker voluntarily abandons employment before the end of the contract period, or is terminated for cause, the employer is not responsible for providing or paying for the subsequent transportation and subsistence expenses of that worker, and that worker is not entitled to the three-fourths guarantee, if the employer notifies the U.S. Department of Labor and, if applicable, the Department of Homeland Security, in writing or by any other method specified by the Department of Labor or the Department of Homeland Security in the *Federal Register*, not later than 2 working days after the abandonment or termination occurs. A worker will be deemed to have abandoned the work contract after the worker fails to show up for work at the regularly scheduled time for 5 consecutive work days without the consent of the employer. 20 CFR 655.122(n).
14. **CONTRACT IMPOSSIBILITY:** The work contract may be terminated before the end date of work specified in the work contract if the services of the workers are no longer required for reasons beyond the control of the employer due to fire, weather, or other Act of God that makes fulfillment of the contract impossible, as determined by the Department of Labor. In the event that the work contract is terminated, the employer agrees to fulfill the three-fourths guarantee for the time that has elapsed from the start date of work specified in the work contract to the date of termination. The employer also agrees that it will make efforts to transfer the worker to other comparable employment acceptable



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

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

15. **DEDUCTIONS FROM WORKER'S PAY:** Employer agrees to make all deductions from the worker's paycheck required by law. This job offer discloses all deductions not required by law which the employer will make from the worker's paycheck and all such deductions are reasonable, in accordance with 20 CFR 655.122(p) and 29 CFR part 531. The wage requirements of 20 CFR 655.120 will not be met where undisclosed or unauthorized deductions, rebates, or refunds reduce the wage payment made to the employee below the minimum amounts required under 20 CFR part 655, subpart B, or where the employee fails to receive such amounts free and clear because the employee kicks back directly or indirectly to the employer or to another person for the employer's benefit the whole or part of the wage delivered to the employee. 20 CFR 655.122(p).
16. **DISCLOSURE OF WORK CONTRACT:** Employer agrees to provide a copy of the work contract to an H-2A worker no later than the time at which the worker applies for the visa, or to a worker in corresponding employment no later than on the day work commences. For an H-2A worker coming to the employer from another H-2A employer or who does not require a visa for entry to the United States, the employer agrees to provide a copy of the work contract no later than the time an offer of employment is made to the H-2A worker. A copy of the work contract will be provided to each worker in a language understood by the worker, as necessary or reasonable. In the absence of a separate, written work contract entered into between the employer and the worker, the work contract at minimum will be the terms of this clearance order, including all Addenda, the certified *H-2A Application for Temporary Employment Certification* and any obligations required under 8 U.S.C. 1188, 29 CFR part 501, or 20 CFR part 655, subpart B. 20 CFR 655.122(q).
17. **ADDITIONAL ASSURANCES FOR CLEARANCE ORDERS:**
- A. Employer agrees to provide to workers referred through the clearance system the number of hours of work disclosed in this clearance order for the week beginning with the anticipated first date of need, unless the employer has amended the first date of need at least 10 business days before the original first date of need by so notifying the Order-Holding Office (OHO) in writing (e.g., email notification). The employer understands that it is the responsibility of the SWA to make a record of all notifications and attempt to inform referred workers of the amended first date of need expeditiously. 20 CFR 653.501(c)(3)(i).
- If there is a change to the anticipated first date of need, and the employer fails to notify the OHO at least 10 business days before the original first date of need, the employer agrees that it will pay eligible workers referred through the clearance system the specified rate of pay disclosed in this clearance order for the first week starting with the originally anticipated first date of need or will provide alternative work if such alternative work is stated on the clearance order. 20 CFR 653.501(c)(3)(5).
- B. Employer agrees that no extension of employment beyond the period of employment specified in the clearance order will relieve it from paying the wages already earned, or if specified in the clearance order as a term of employment, providing transportation from the place of employment, as described in paragraph 7.B above. 20 CFR 653.501(c)(3)(ii).
- C. Employer assures that all working conditions comply with applicable Federal and State minimum wage, child labor, social security, health and safety, farm labor contractor registration, and other employment-related laws. 20 CFR 653.501(c)(3)(iii).
- D. Employer agrees to expeditiously notify the OHO or SWA by emailing and telephoning immediately upon learning that a crop is maturing earlier or later, or that weather conditions, over-recruitment, or other factors have changed the terms and conditions of employment. 20 CFR 653.501(c)(3)(iv).
- E. If acting as a farm labor contractor (FLC) or farm labor contractor employee (FLCE) on this clearance order, the employer assures that it has a valid Federal FLC certificate or Federal FLCE identification card and when appropriate, any required State FLC certificate. 20 CFR 653.501(c)(3)(v).
- F. Employer assures that outreach workers will have reasonable access to the workers in the conduct of outreach activities pursuant to 20 CFR 653.107. 20 CFR 653.501(c)(3)(vii).

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

1. Last (family) name * Rodriguez	2. First (given) name * Alonso	3. Middle initial §
4. Title * Manager / Owner		

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5. Signature (or digital signature) * Digital Signature Verified and Retained By <i>Certifying Officer</i>	6. Date signed * 3/19/2024
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For Public Burden Statement, see the Instructions for Form ETA-790/790A.

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Bayer CropScience LP	10252 NE 64th Street Bondurant, Iowa 50035 POLK		6/1/2024	12/31/2024	100
Bayer CropScience LP	9399 NE 38th Street Ankeny, Iowa 50021 POLK		6/1/2024	12/31/2024	100
Bayer CropScience LP	6680 NE 96th Street Bondurant, Iowa 50035 POLK		6/1/2024	12/31/2024	100
Bayer CropScience LP	6665 NE 96th Street Bondurant, Iowa 50035 POLK		6/1/2024	12/31/2024	100
Bayer CropScience LP	6450 NE 104th Street Bondurant, Iowa 50035 POLK		6/1/2024	12/31/2024	100
Bayer CropScience LP	6471 NE 112th Street Mitchellville, Iowa 50169 POLK		6/1/2024	12/31/2024	100
Bayer CropScience LP	5150 NE 96th Street Altoona, Iowa 50009 POLK		6/1/2024	12/31/2024	100
Bayer CropScience LP	4888 NE 120th Street Mitchellville, Iowa 50169 POLK		6/1/2024	12/31/2024	100
Bayer CropScience LP	6570 NE 102nd Avenue Bondurant, Iowa 50035 POLK		6/1/2024	12/31/2024	100
Bayer CropScience LP	7550 NE 86th Avenue Bondurant, Iowa 50035 POLK		6/1/2024	12/31/2024	100

D. Additional Housing Information

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Bayer CropScience LP	9399 NE 72nd Street Bondurant, Iowa 50035 POLK		6/1/2024	12/31/2024	100
Bayer CropScience LP	5599 NE 102nd Avenue Elkhart, Iowa 50073 POLK		6/1/2024	12/31/2024	100
Bayer CropScience LP	4311 NE 54th Avenue Des Moines, Iowa 50317 POLK		6/1/2024	12/31/2024	100
Bayer CropScience LP	10620 NE 64th Street Bondurant, Iowa 50035 POLK		6/1/2024	12/31/2024	100
Bayer CropScience LP	9035 NE 46th Street Bondurant, Iowa 50035 POLK		6/1/2024	12/31/2024	100
Bayer CropScience LP	9399 NE 46th Street Elkhart, Iowa 50073 POLK		6/1/2024	12/31/2024	100
Bayer CropScience LP	9771-10199 NE 46th Street Bondurant, Iowa 50073 POLK		6/1/2024	12/31/2024	100
Bayer CropScience LP	9611 NE 56th Street Bondurant, Iowa 50035 POLK		6/1/2024	12/31/2024	100
Bayer CropScience LP	18330 260th Street Grundy Center, Iowa 50638 GRUNDY		6/1/2024	12/31/2024	100
Bayer CropScience LP	26689 N Avenue Grundy Center, Iowa 50638 GRUNDY		6/1/2024	12/31/2024	100

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Bayer CropScience LP	15503 300th Street Conrad, Iowa 50621 GRUNDY		6/1/2024	12/31/2024	100
Bayer CropScience LP	15502 300th Street Conrad, Iowa 50621 GRUNDY		6/1/2024	12/31/2024	100
Bayer CropScience LP	30000-30098 S. Holland Grundy Center, Iowa 50638 GRUNDY		6/1/2024	12/31/2024	100
Bayer CropScience LP	31188 K Avenue Beaman, Iowa 50609 GRUNDY		6/1/2024	12/31/2024	100
Bayer CropScience LP	29497 G Avenue Conrad, Iowa 50621 GRUNDY		6/1/2024	12/31/2024	100
Bayer CropScience LP	25728 S Avenue Reinbeck, Iowa 50669 GRUNDY		6/1/2024	12/31/2024	100
Bayer CropScience LP	25680 270th Street Grundy Center, Iowa 50638 GRUNDY		6/1/2024	12/31/2024	100
Bayer CropScience LP	26191 270th Street Reinbeck, Iowa 50669 GRUNDY		6/1/2024	12/31/2024	100
Bayer CropScience LP	24674-24998 270th Street Grundy Center, Iowa 50638 GRUNDY		6/1/2024	12/31/2024	100
Bayer CropScience LP	26831 260th Street Reinbeck, Iowa 50669 GRUNDY		6/1/2024	12/31/2024	100

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Bayer CropScience LP	26732 S Avenue Reinbeck, Iowa 50669 GRUNDY		6/1/2024	12/31/2024	100
Bayer CropScience LP	31700 E Avenue Conrad, Iowa 50621 GRUNDY		6/1/2024	12/31/2024	100
Bayer CropScience LP	2228 Hwy 311 Liscomb, Iowa 50148 MARSHALL		6/1/2024	12/31/2024	100
Bayer CropScience LP	12739 100th Street (South Side) Liscomb, Iowa 50148 MARSHALL		6/1/2024	12/31/2024	100
Bayer CropScience LP	12739 100th Street (North Side) Liscomb, Iowa 50148 MARSHALL		6/1/2024	12/31/2024	100
Bayer CropScience LP	1203 Newby Avenue Liscomb, Iowa 50148 MARSHALL		6/1/2024	12/31/2024	100
Bayer CropScience LP	24316 Hwy T29 Grundy Center, Iowa 50638 GRUNDY		6/1/2024	12/31/2024	100
Bayer CropScience LP	14507 100th Street (Intersection of 100th Street & Prairie Ave.) Conrad, Iowa 50621 GRUNDY		6/1/2024	12/31/2024	100
Bayer CropScience LP	14995 320th Street Conrad, Iowa 50621 GRUNDY		6/1/2024	12/31/2024	100
Bayer CropScience LP	1346 G Avenue Gladbrook, Iowa 50635 TAMA		6/1/2024	12/31/2024	100

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Bayer CropScience LP	1533 E Avenue Gladbrook, Iowa 50635 TAMA		6/1/2024	12/31/2024	100
Bayer CropScience LP	1530 E Avenue Gladbrook, Iowa 50635 TAMA		6/1/2024	12/31/2024	100
Bayer CropScience LP	2562 Hwy 311 Liscomb, Iowa 50148 MARSHALL		6/1/2024	12/31/2024	100
Bayer CropScience LP	27500 Marble Avenue Grundy Center, Iowa 50638 GRUNDY		6/1/2024	12/31/2024	100
Bayer CropScience LP	26998 225th Street Grundy Center, Iowa 50638 GRUNDY		6/1/2024	12/31/2024	100
Bayer CropScience LP	26455 225th Street Grundy Center, Iowa 50638 GRUNDY		6/1/2024	12/31/2024	100
Bayer CropScience LP	25058 215th Street Grundy Center, Iowa 50638 GRUNDY		6/1/2024	12/31/2024	100
Bayer CropScience LP	16479-16001 Co. Rd. D55 Conrad, Iowa 50621 GRUNDY		6/1/2024	12/31/2024	100
Bayer CropScience LP	25465 Nickel Avenue Grundy Center, Iowa 50638 GRUNDY		6/1/2024	12/31/2024	100
Bayer CropScience LP	25001-25999 Nickel Avenue Grundy Center, Iowa 50638 GRUNDY		6/1/2024	12/31/2024	100

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Bayer CropScience LP	28887-28741 Co. Rd. D35 Reinbeck, Iowa 50669 GRUNDY		6/1/2024	12/31/2024	100
Bayer CropScience LP	26951 215th Street Grundy Center, Iowa 50638 GRUNDY		6/1/2024	12/31/2024	100
Bayer CropScience LP	22900 S Avenue Reinbeck, Iowa 50669 GRUNDY		6/1/2024	12/31/2024	100
Bayer CropScience LP	23101-23999 R Avenue Grundy Center, Iowa 50638 GRUNDY		6/1/2024	12/31/2024	100
Bayer CropScience LP	14305-14001 W Peck Conrad, Iowa 50621 GRUNDY		6/1/2024	12/31/2024	100
Bayer CropScience LP	31998-31000 Hawk Avenue Conrad, Iowa 50621 GRUNDY		6/1/2024	12/31/2024	100
Bayer CropScience LP	17999-17801 W Peck Conrad, Iowa 50621 GRUNDY		6/1/2024	12/31/2024	100
Bayer CropScience LP	28050-28398 Co. Rd. D35 Reinbeck, Iowa 50669 GRUNDY		6/1/2024	12/31/2024	100
Bayer CropScience LP	1438-1498 Yates Avenue Marshalltown, Iowa 50158 MARSHALL		6/1/2024	12/31/2024	100
Bayer CropScience LP	30410-30998 J Avenue Beaman, Iowa 50609 GRUNDY		6/1/2024	12/31/2024	100

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Bayer CropScience LP	27472 J Avenue Grundy Center, Iowa 50638 GRUNDY		6/1/2024	12/31/2024	100
Bayer CropScience LP	31188 K Avenue Beaman, Iowa 50609 GRUNDY		6/1/2024	12/31/2024	100
Bayer CropScience LP	26732 S Avenue Reinbeck, Iowa 50669 GRUNDY		6/1/2024	12/31/2024	100
Bayer CropScience LP	2562 Hwy 311 Liscomb, Iowa 50148 MARSHALL		6/1/2024	12/31/2024	100
Bayer CropScience LP	26455 225th Street Grundy Center, Iowa 50638 GRUNDY		6/1/2024	12/31/2024	100
Bayer CropScience LP	3158 Lafayette Avenue Melbourne, Iowa 50162 MARSHALL		6/1/2024	12/31/2024	100
Bayer CropScience LP	2341 315th Street Laurel, Iowa 50141 MARSHALL		6/1/2024	12/31/2024	100
Bayer CropScience LP	14785 N 115th Avenue East Gilman, Iowa 50106 MARSHALL		6/1/2024	12/31/2024	100
Bayer CropScience LP	14991 N 115th Avenue East Gilman, Iowa 50106 MARSHALL		6/1/2024	12/31/2024	100
Bayer CropScience LP	13841 N 107th Avenue East Gilman, Iowa 50106 MARSHALL		6/1/2024	12/31/2024	100

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Bayer CropScience LP	3574 40th Street Grinnell, Iowa 50112 POWESHIEK		6/1/2024	12/31/2024	100
Bayer CropScience LP	3620 40th Street Grinnell, Iowa 50112 POWESHIEK		6/1/2024	12/31/2024	100
Bayer CropScience LP	729 400th Avenue Grinnell, Iowa 50112 POWESHIEK		6/1/2024	12/31/2024	100
Bayer CropScience LP	3101-3199 Marsh Avenue Haverhill, Iowa 50120 MARSHALL		6/1/2024	12/31/2024	100
Bayer CropScience LP	753 Hwy 6 Grinnell, Iowa 50112 POWESHIEK		6/1/2024	12/31/2024	100
Bayer CropScience LP	4049 70th Street Grinnell, Iowa 50112 POWESHIEK		6/1/2024	12/31/2024	100
Bayer CropScience LP	2276 330th Street Laurel, Iowa 50141 MARSHALL		6/1/2024	12/31/2024	100
Bayer CropScience LP	3151 Marsh Avenue Melbourne, Iowa 50162 MARSHALL		6/1/2024	12/31/2024	100
Bayer CropScience LP	3127 50th Street Grinnell, Iowa 50112 POWESHIEK		6/1/2024	12/31/2024	100
Bayer CropScience LP	603 310th Avenue Grinnell, Iowa 50112 POWESHIEK		6/1/2024	12/31/2024	100

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Bayer CropScience LP	11273 E. 60th North Laurel, Iowa 50141 MARSHALL		6/1/2024	12/31/2024	100
Bayer CropScience LP	3301-3399 Underwood Avenue Gilman, Iowa 50106 MARSHALL		6/1/2024	12/31/2024	100
Bayer CropScience LP	3800-3898 B Avenue Gilman, Iowa 50106 MARSHALL		6/1/2024	12/31/2024	100
Bayer CropScience LP	3251-3399 Sanford Avenue Laurel, Iowa 50141 MARSHALL		6/1/2024	12/31/2024	100
Bayer CropScience LP	100-188 310th Avenue Gilman, Iowa 50106 MARSHALL		6/1/2024	12/31/2024	100
Bayer CropScience LP	3055-3095 Co. Hwy S75 Haverhill, Iowa 50120 MARSHALL		6/1/2024	12/31/2024	100
Bayer CropScience LP	577-501 400th Avenue Grinnell, Iowa 50112 POWESHIEK		6/1/2024	12/31/2024	100
Bayer CropScience LP	200-290 410th Avenue Grinnell, Iowa 50112 POWESHIEK		6/1/2024	12/31/2024	100
Bayer CropScience LP	2898-2830 Ingram Avenue Melbourne, Iowa 50162 MARSHALL		6/1/2024	12/31/2024	100
Bayer CropScience LP	3253-3399 Oaks Avenue Laurel, Iowa 50141 MARSHALL		6/1/2024	12/31/2024	100

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Bayer CropScience LP	3035-3051 Wallace Avenue Gilman, Iowa 50106 MARSHALL		6/1/2024	12/31/2024	100
Bayer CropScience LP	895-865 350th Avenue Grinnell, Iowa 50112 POWESHIEK		6/1/2024	12/31/2024	100
Bayer CropScience LP	4295-4207 40th Street Grinnell, Iowa 50112 POWESHIEK		6/1/2024	12/31/2024	100
Bayer CropScience LP	1632 Garfield Avenue Grinnell, Iowa 50112 POWESHIEK		6/1/2024	12/31/2024	100
Bayer CropScience LP	106 Sunrise Drive Gilman, Iowa 50106 MARSHALL		6/1/2024	12/31/2024	100
Bayer CropScience LP	1732-1736 320th Street Melbourne, Iowa 50162 MARSHALL		6/1/2024	12/31/2024	100
Bayer CropScience LP	8151 20th Street Aurora, Iowa 50607 BUCHANAN		6/1/2024	12/31/2024	100
Bayer CropScience LP	8518 20th Street Aurora, Iowa 50607 BUCHANAN		6/1/2024	12/31/2024	100
Bayer CropScience LP	4740 Kimball Avenue Waterloo, Iowa 50701 BLACK HAWK		6/1/2024	12/31/2024	100
Bayer CropScience LP	5378 Kimball Avenue Waterloo, Iowa 50701 BLACK HAWK		6/1/2024	12/31/2024	100

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Bayer CropScience LP	1951 Shaulis Road Waterloo, Iowa 50701 BLACK HAWK		6/1/2024	12/31/2024	100
Bayer CropScience LP	5976 Ansborough Avenue Waterloo, Iowa 50701 BLACK HAWK		6/1/2024	12/31/2024	100
Bayer CropScience LP	6168 Ansborough Avenue Waterloo, Iowa 50701 BLACK HAWK		6/1/2024	12/31/2024	100
Bayer CropScience LP	757 West Orange Road Waterloo, Iowa 50701 BLACK HAWK		6/1/2024	12/31/2024	100
Bayer CropScience LP	6854 Ansborough Avenue Waterloo, Iowa 50701 BLACK HAWK		6/1/2024	12/31/2024	100
Bayer CropScience LP	2527 West Shaulis Road Waterloo, Iowa 50701 BLACK HAWK		6/1/2024	12/31/2024	100
Bayer CropScience LP	5000-5698 Hoff Road Waterloo, Iowa 50701 BLACK HAWK		6/1/2024	12/31/2024	100
Bayer CropScience LP	6841 Kimball Avenue Waterloo, Iowa 50701 BLACK HAWK		6/1/2024	12/31/2024	100
Bayer CropScience LP	3088 West Washburn Road Waterloo, Iowa 50701 BLACK HAWK		6/1/2024	12/31/2024	100
Bayer CropScience LP	7507 Acker Road Waterloo, Iowa 50701 BLACK HAWK		6/1/2024	12/31/2024	100

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Bayer CropScience LP	9500 Holmes Road Hudson, Iowa 50643 BLACK HAWK		6/1/2024	12/31/2024	100
Bayer CropScience LP	1496 East Washburn Road Waterloo, Iowa 50701 BLACK HAWK		6/1/2024	12/31/2024	100
Bayer CropScience LP	1-499 E Orange Road Waterloo, Iowa 50701 BLACK HAWK		6/1/2024	12/31/2024	100
Bayer CropScience LP	5516 Eldora Road Waterloo, Iowa 50701 BLACK HAWK		6/1/2024	12/31/2024	100
Bayer CropScience LP	9435 S Hudson Road Hudson, Iowa 50643 BLACK HAWK		6/1/2024	12/31/2024	100
Bayer CropScience LP	4751 West Griffith Road Hudson, Iowa 50643 BLACK HAWK		6/1/2024	12/31/2024	100
Bayer CropScience LP	158 East Washburn Road Waterloo, Iowa 50701 BLACK HAWK		6/1/2024	12/31/2024	100
Bayer CropScience LP	10370 Acker Road Hudson, Iowa 50643 BLACK HAWK		6/1/2024	12/31/2024	100
Bayer CropScience LP	6177-6999 Hess Road Waterloo, Iowa 50701 BLACK HAWK		6/1/2024	12/31/2024	100
Bayer CropScience LP	2699-2475 E Orange Road Waterloo, Iowa 50701 BLACK HAWK		6/1/2024	12/31/2024	100

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Bayer CropScience LP	9752 Kimball Avenue Waterloo, Iowa 50701 BLACK HAWK		6/1/2024	12/31/2024	100
Bayer CropScience LP	70 East Orange Road Waterloo, Iowa 50701 BLACK HAWK		6/1/2024	12/31/2024	100
Bayer CropScience LP	2513 West Orange Road Waterloo, Iowa 50701 BLACK HAWK		6/1/2024	12/31/2024	100
Bayer CropScience LP	6232 Acker Road Waterloo, Iowa 50701 BLACK HAWK		6/1/2024	12/31/2024	100
Bayer CropScience LP	6454 Eldora Road Waterloo, Iowa 50701 BLACK HAWK		6/1/2024	12/31/2024	100
Bayer CropScience LP	1012 East Eldora Road Waterloo, Iowa 50701 BLACK HAWK		6/1/2024	12/31/2024	100
Bayer CropScience LP	9717 Ansborough Avenue Waterloo, Iowa 50701 BLACK HAWK		6/1/2024	12/31/2024	100
Bayer CropScience LP	8200 NE 113th Avenue Bondurant, Iowa 50035 POLK		6/1/2024	12/31/2024	100
Bayer CropScience LP	3348 Reed Avenue (Hwy 14) Laurel, Iowa 50141 MARSHALL		6/1/2024	12/31/2024	100
Bayer CropScience LP	3300-3398 330th Street Gilman, Iowa 50106 MARSHALL		6/1/2024	12/31/2024	100

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Bayer CropScience LP	9399 NE 38th ST. Ankeny, Iowa 50021 POLK		6/1/2024	12/31/2024	100
Bayer CropScience LP	1203 Newby Ave. Liscomb, Iowa 50148 MARSHALL		6/1/2024	12/31/2024	100
Bayer CropScience LP	12739 100th St. (North Side) Liscomb, Iowa 50148 MARSHALL		6/1/2024	12/31/2024	100
Bayer CropScience LP	25465 Nickel Ave. Grundy Center, Iowa 50638 GRUNDY		6/1/2024	12/31/2024	100
Heartland Co-op	5550 East Army Post Road Carlisle, Iowa 50047 POLK		6/1/2024	12/31/2024	100
Heartland Co-op	622 Marshall Street Dexter, Iowa 50070 DALLAS		6/1/2024	12/31/2024	100
Heartland Co-op	103 Percival Street Rippey, Iowa 50235 GREENE		6/1/2024	12/31/2024	100
Heartland Co-op	315 South Water Cambridge, Iowa 50046 STORY		6/1/2024	12/31/2024	100
Heartland Co-op	4300 94th Avenue NE Elkhart, Iowa 50073 POLK		6/1/2024	12/31/2024	100
Heartland Co-op	505 E. Girard Indianola, Iowa 50125 WARREN		6/1/2024	12/31/2024	100

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Heartland Co-op	924 1st Street Jewell, Iowa 50130 HAMILTON		6/1/2024	12/31/2024	100
Heartland Co-op	117 South Main Street Prairie City, Iowa 50228 JASPER		6/1/2024	12/31/2024	100
Heartland Co-op	1120 West 1st Avenue Slater, Iowa 50244 STORY		6/1/2024	12/31/2024	100
Heartland Co-op	509 A Avenue Grundy Center, Iowa 50638 GRUNDY		6/1/2024	12/31/2024	100
Heartland Co-op	107 2nd Street Malcom, Iowa 50157 POWESHIEK		6/1/2024	12/31/2024	100
Heartland Co-op	410 5th Avenue Melbourne, Iowa 50162 MARSHALL		6/1/2024	12/31/2024	100
Heartland Co-op	3785 Hwy 14 North Newton, Iowa 50208 JASPER		6/1/2024	12/31/2024	100
Heartland Co-op	3111 290th Street Gilman, Iowa 50106 MARSHALL		6/1/2024	12/31/2024	100
Heartland Co-op	513 1st Street Redfield, Iowa 50233 DALLAS		6/1/2024	12/31/2024	100
Heartland Co-op	440 Main Street Hudson, Iowa 50643 BLACK HAWK		6/1/2024	12/31/2024	100

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Heartland Co-op	207 Railway Street Elberon, Iowa 52225 TAMA		6/1/2024	12/31/2024	100
Heartland Co-op	216 S Main Street Traer, Iowa 50675 TAMA		6/1/2024	12/31/2024	100
Heartland Co-op	101 County Line Rd Victor, Iowa 52347 POWESHIEK		6/1/2024	12/31/2024	100
Heartland Co-op	125 High Street Kellogg, Iowa 50135 JASPER		6/1/2024	12/31/2024	100

D. Additional Housing Information



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1. Type of Housing *	2. Physical Location *	3. Additional Housing Information §	4. Total Units *	5. Total Occupancy *	6. Inspection Entity *
☒ Employer-provided ☐ Rental or public accommodations	3592 40th Street Grinnell, Iowa 50112 POWESHIEK		1	15	☐ Local authority ☒ SWA ☐ Other State authority ☐ Federal authority ☐ Other _____
☒ Employer-provided ☐ Rental or public accommodations	1920 10th Ave. Grinnell, Iowa 50112 POWESHIEK		1	6	☐ Local authority ☒ SWA ☐ Other State authority ☐ Federal authority ☐ Other _____
☒ Employer-provided ☐ Rental or public accommodations	102 S Main St Gilman, Iowa 50106 MARSHALL		1	10	☐ Local authority ☒ SWA ☐ Other State authority ☐ Federal authority ☐ Other _____
☐ Employer-provided ☒ Rental or public accommodations	Sol Inn, 1001 Iowa Ave W. Marshalltown, Iowa 50158 MARSHALL		5	13	☐ Local authority ☐ SWA ☒ Other State authority ☐ Federal authority ☐ Other _____
☒ Employer-provided ☐ Rental or public accommodations	105 North Street Lincoln, Iowa 50652 TAMA		1	7	☐ Local authority ☒ SWA ☐ Other State authority ☐ Federal authority ☐ Other _____

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

H-2A Agricultural Clearance Order
Form ETA-790A Addendum 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 *	F.1	2. Name of Section or Category of Material Term or Condition *	Daily Transportation
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			
Transportation between employer-provided housing and the place of employment is provided at no cost to the workers for an estimated 7:00 a.m. start time and 2:00 p.m. end time, as well as to grocery stores at least once per week. Company currently owns the following vehicles, all of which are covered by FLC registration: 2000 Freightliner B, 65 2009 Bluebird, 65 2011 Ford Econo/Club wagon, 12 2017 Ford T-350 Transit W, 15 Total capacity 157 All workers reside in employer-provided housing.			

b. Job Offer Information 2

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

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