



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

A. Job Offer Information

1. Job Title * Field Workers										
2. Workers Needed *	a. Total	b. H-2A Workers	Period of Intended Employment							
	30	20	3. First Date * 6/1/2024	4. Last Date * 11/30/2024						
5. Will this job generally require the worker to be on-call 24 hours a day and 7 days a week? * If "Yes", proceed to question 8. If "No", complete questions 6 and 7 below.					<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No					
6. Anticipated days and hours of work per week (an entry is required for each box below) *				7. Hourly Work Schedule *						
40	a. Total Hours	7	c. Monday	7	e. Wednesday	7	g. Friday	a. 2 : 00	<input checked="" type="checkbox"/> AM	<input type="checkbox"/> PM
0	b. Sunday	7	d. Tuesday	7	f. Thursday	5	h. Saturday	b. 9 : 30	<input checked="" type="checkbox"/> AM	<input type="checkbox"/> PM
Temporary Agricultural Services and Wage Offer Information										
8a. Job Duties - Description of the specific services or labor to be performed. * (Please begin response on this form and use Addendum C if additional space is needed.)										
See Addendum C										
8b. Wage Offer *		8c. Per *		8d. Piece Rate Offer \$		8e. Piece Rate Units / Estimated Hourly Rate / Special Pay Information §				
\$ 19 <u> </u> .75		<input checked="" type="checkbox"/> HOUR <input type="checkbox"/> MONTH		\$ _____						
9. Is a completed Addendum A providing additional information on the crops or agricultural activities to be performed and wage offers attached to this job offer? *									<input type="checkbox"/> Yes <input checked="" 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										

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B. Minimum Job Qualifications/Requirements

1. Education: minimum U.S. diploma/degree required. *			
<input checked="" type="checkbox"/> None <input type="checkbox"/> High School/GED <input type="checkbox"/> Associate's <input type="checkbox"/> Bachelor's <input type="checkbox"/> Master's or higher <input type="checkbox"/> Other degree (JD, MD, etc.)			
2. Work Experience: number of <u>months</u> required. *	3	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>50</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? *		5b. If "Yes" to question 5a, enter the number of employees worker will supervise. §	
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
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 *				
Home 36°53'15.8"N 121°22'16.8"W				
2. City *	3. State *	4. Postal Code *	5. County *	
Hollister	California	95023	San Benito	
6. Additional Place of Employment Information. <i>(If no additional information, enter "NONE" below)</i> *				
Work will take place in various fields in and around Santa Clara, San Benito, Monterey, and Santa Cruz Counties, California, and consist of one area of intended employment as defined in 20 CFR §655.103(b). Specifically, work will be completed at the following locations which are owned or operated by Taylor Farms (Grower): Taylor Farms point of contact: Marissa Gutierrez. Telephone: (831) 809-9825				
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 *				
Keefer's Hotel: 615 Canal Street				
2. City *	3. State *	4. Postal Code *	5. County *	
King City	California	93930	Monterey	
6. Type of Housing <i>(check only one)</i> *			7. Total Units *	8. Total Occupancy *
<input type="checkbox"/> Employer-provided (including mobile or range) <input checked="" type="checkbox"/> Rental or public			5	20
9. Identify the entity that determined the housing met all applicable standards: *				
<input checked="" type="checkbox"/> Local authority <input type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other (specify): _____				
10. Additional Housing Information. <i>(If no additional information, enter "NONE" below)</i> *				
See Addendum C				
11. Is a completed Addendum B providing additional information on housing that will be provided to workers attached to this job order? *				<input type="checkbox"/> Yes <input checked="" type="checkbox"/> N/A



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E. Provision of Meals

1. Describe how the employer will provide each worker with three meals per day or furnish free and convenient cooking and kitchen facilities. *
 (Please begin response on this form and use Addendum C if additional space is needed.)
 Workers occupying which is not equipped with kitchen facilities, will receive three meals per day from the caterer Pan Comido. The employer will pay Pan Comido directly for the meals. A deduction of \$15.88 per day (or higher when the Department of Labor publishes the new maximum meal deduction rate, or the Department of Labor approves a higher meal charge) for employer-prepared or provided meals will be made from the paychecks of all workers occupying employer-provided housing.

2. The employer: *	<input type="checkbox"/> WILL NOT charge workers for meals.
	<input checked="" type="checkbox"/> WILL charge each worker for meals at \$ 15 . 88 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.)
 See Addendum C

3. During the travel described in Item 2, the employer will pay for or reimburse daily meals by providing each worker *	a. no less than	\$ 15 . 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.)

See Addendum C

2. Telephone Number to Apply * +1 (831) 785-7811	3. Extension § N/A	4. Email Address to Apply * gjaquez@automatedharvesting.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).



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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)(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 * Ramirez	2. First (given) name * Martin	3. Middle initial §
4. Title * General Manager		

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5. Signature (or digital signature) * Digital Signature Verified and Retained By <i>Certifying Officer</i>	6. Date signed * 4/5/2024
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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 §
Taylor Farms	Connley 3637°01.4"N 12130'28.5"W Salinas, California 93901 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Yuki Ranch 3633°34.2"N 12130'34.4"W Chualar, California 93925 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Broome Ranch #1 3633°16.32"N 12131'03.23"W Chualar, California 93925 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Home 3639°53.1"N 12133'30.9"W Salinas, California 93901 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Nixon 3639°01.9"N 12133'45.9"W Salinas, California 93901 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Wilson 3639°16.94"N 12133'42.33"W Salinas, California 93901 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Alisal 3639°20.1"N 12134'27.7"W Salinas, California 93901 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Corey 3635°54.2"N 12135'26.7"W Salinas, California 93901 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Cuhna 3644°06.3"N 12140'54.9"W Salinas, California 93901 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Cummings 3638°54.2"N 12134'59.2"W Salinas, California 93901 MONTEREY		6/1/2024	11/30/2024	20

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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 §
Taylor Farms	Garlinger 3636'14.9"N 12130'07.3"W Salinas, California 93901 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Gularte 3644'39.6"N 12140'31.2"W Salinas, California 93901 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Home 3644'38.5"N 12139'58.0"W Salinas, California 93901 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Mortensen 3639'51.0"N 12135'10.8"W Salinas, California 93901 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	San Bernardo 3603'12.9"N 12056'02.6"W San Ardo, California 93450 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Spence 3637'23.9"N 12133'57.6"W Salinas, California 93901 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Andrus Home 3637'50.1"N 12131'27.2"W Salinas, California 93901 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Ranch 1 3637'19.9"N 12138'07.7"W Salinas, California 93901 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Ranch 10 3620'7.93"N 12118'32.19"W Greenfield, California 93927 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Ranch 11 3625'15.38"N 12123'14.48"W Soledad, California 93960 MONTEREY		6/1/2024	11/30/2024	20

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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 §
Taylor Farms	Ranch 12 3641'21.69"N 12142'53.28"W Castroville, California 95012 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Ranch 14 3636'16.72"N 12132'38.85"W Salinas, California 93901 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Ranch 15 3638'09.82"N 12135'05.27"W Salinas, California 93901 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Ranch 16 3635'57.48"N 12134'19.00"W Spreckels, California 93962 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Ranch 17 3638'12.0"N 12136'38.7"W Spreckels, California 93962 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Ranch 18 3633'56.18"N 12127'40.51"W Gonzales, California 93926 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Ranch 20 3646'23.52"N 12146'57.52"W Moss Landing, California 95039 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Ranch 21 3635'41.2"N 12136'34.7"W Salinas, California 93901 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Ranch 22 3640'42.28"N 12133'57.32"W Salinas, California 93901 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Ranch 23 3632'44.95"N 12126'36.43"W Gonzales, California 93926 MONTEREY		6/1/2024	11/30/2024	20

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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 §
Taylor Farms	Ranch 24 3626'48.71"N 12121'3.96"W Soledad, California 93960 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Ranch 26 3614'11.57"N 1216'59.72"W King City, California 93930 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Ranch 6 3630'55.39"N 12130'45.51"W Salinas, California 93901 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Chamberlain Ranch 3650'59.8"N 12148'11.7"W Moss Landing, California 95039 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Enemark 3650'58.7"N 12147'55.0"W Moss Landing, California 95039 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Bella Vista 3608'58.6"N 12103'37.4"W King City, California 93930 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Blackjack 3610'32.3"N 12102'10.4"W King City, California 93930 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Cherry Orchard 3600'59.3"N 12053'31.2"W San Ardo, California 93450 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Culver 3644'06.3"N 12140'54.9"W King City, California 93930 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Ferrini 3638'34.39"N 12133'02.48"W San Ardo, California 93450 MONTEREY		6/1/2024	11/30/2024	20

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Taylor Farms	Foletta 3601'30.7"N 12053'59.3"W San Ardo, California MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Gallagher 3558'24.4"N 12052'19.0"W San Ardo, California 93450 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Glau 3600'16.1"N 12053'05.3"W San Ardo, California 93450 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Lombardi 3559'11.9"N 12052'28.2"W San Ardo, California 93450 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Lynch 3602'01.8"N 12054'45.2"W San Ardo, California 93450 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Rainbow 3613'06.4"N 12106'14.0"W King City, California 93930 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Rosenberg 3600'08.8"N 12053'29.0"W San Ardo, California 93450 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Sweetwater 3610'54.1"N 12103'49.3"W King City, California 93930 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Tognetti 3611'16.6"N 12105'26.8"W King City, California 93930 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Wildhorse 3611'23.6"N 12103'32.8"W King City, California 93930 MONTEREY		6/1/2024	11/30/2024	20

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Taylor Farms	Alisal 3638'51.05"N 12132'10.65"W Salinas, California 93901 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Herbert Ranch 3614'13.58"N 12110'20.25"W King City, California 93930 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Romie Ranch 3634'46.79"N 12132'27.57"W King City, California 93930 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Shrine Ranch 3631'54.16"N 12129'20.41"W Chular, California 93925 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Chappel 3639'38.7"N 12141'18.8"W Salinas, California 93901 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Copley 3639'38.7"N 12141'18.8"W Salinas, California 93901 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Hitchcock 3638'51.3"N 12140'50.4"W Salinas, California 93901 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Jarvis 3644'00.3"N 12139'58.4"W Salinas, California 93901 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Koue 3640'15.9"N 12141'11.7"W Salinas, California 93901 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Mothershed 3640'27.0"N 12143'45.4"W Salinas, California 93901 MONTEREY		6/1/2024	11/30/2024	20

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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 §
Taylor Farms	Arnold Ranch 3626'11.4"N 12121'52.2"W Soledad, California 93901 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Callaghan Ranch 3626'41.0"N 12122'45.9"W Soledad, California 93960 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Pryor Ranch 3627'25.3"N 12123'41.7"W Soledad, California 93960 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Fanoe Home 3638'34.39"N 12133'02.48"W Salinas, California 93901 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Capurro Home Ranch 3649'42.8"N 12147'37.2"W Moss Landing, California 95039 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Nielsen & Nakamura Ranch 3650'05.9"N 12147'00.7"W Moss Landing, California 95039 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Pennycock Ranch 3644'37.0"N 12138'12.4"W Salinas, California 93901 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Rodgers Ranch 3650'37.1"N 12146'00.6"W Moss Landing, California 95039 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	School Ranch 3650'17.7"N 12145'42.8"W Moss Landing, California 95039 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Ranch 3 3630'21.8"N 12128'18.7"W Gonzales, California 93926 MONTEREY		6/1/2024	11/30/2024	20

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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 §
Taylor Farms	Ranch 4 12128'17.9"W Gonzales, California 93926 MONTEREY 3631'26.8"N		6/1/2024	11/30/2024	20
Taylor Farms	Ranch 9 12129'13.4"W Gonzales, California 93926 MONTEREY 3632'55.8"N		6/1/2024	11/30/2024	20
Taylor Farms	Blanco 3641'29.77"N 12143'22.55"W Salinas, California 93901 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Breschini 12143'51.88"W Salinas, California 93901 MONTEREY 3640'54.03"N		6/1/2024	11/30/2024	20
Taylor Farms	Fiscalini 12140'33.03"W Salinas, California 93901 MONTEREY 3639'17.05"N		6/1/2024	11/30/2024	20
Taylor Farms	King 12147'35.59"W Castroville, California 95012 MONTEREY 3646'18.33"N		6/1/2024	11/30/2024	20
Taylor Farms	Panziera 12144'18.07"W Salinas, California 93901 MONTEREY 3640'7.76"N		6/1/2024	11/30/2024	20
Taylor Farms	Spreckels 12137'21.10"W Spreckels, California 93962 MONTEREY 3636'38.54"N		6/1/2024	11/30/2024	20
Taylor Farms	Norman Ranch 4 12112'56.9"W Greenfield, California 93927 MONTEREY 3617'31.9"N		6/1/2024	11/30/2024	20
Taylor Farms	Pura Home Ranch 1 12113'44.3"W Greenfield, California 93927 MONTEREY 3620'46.7"N		6/1/2024	11/30/2024	20

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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 §
Taylor Farms	Airport 3639°03.5"N 12136'34.6"W Salinas, California 93901 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Broome 3622°59.9"N 12116'32.5"W Soledad, California 93960 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Buena Vista 3636°17.18"N 12135°00.75"W Salinas, California 93901 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Davis 3638°18.3"N 12141°14.6"W Salinas, California 93901 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Los Coches 3623°34.8"N 12117°11.7"W Soledad, California 93960 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Norton 3639°20.6"N 12135°38.8"W Salinas, California 93901 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Storm 3639°06.1"N 12141°46.5"W Salinas, California 93901 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Broome Ranch 3622°848"N 12117°839"W Soledad, California 93960 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Brown 3653°46.3"N 12138°59.3"W Aromas, California 950004 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Freyer 3627°38.9"N 12124°30.2"W Gonzales, California 93926 MONTEREY		6/1/2024	11/30/2024	20

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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 §
Taylor Farms	Garin 3614'36.5"N 12108'24.4"W King City, California 93930 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Home 3628'03.8"N 12124'45.4"W Gonzales, California 93926 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Merrill 3614'21.6"N 12109'19.4"W King City, California 93930 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Mills 3613'54.1"N 12108'09.6"W King City, California 93930 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Ranch 1 3618'10.7"N 12113'16.2"W Greenfield, California 93927 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Ranch 10 3618'25.98"N 12113'04.20"W Greenfield, California 93927 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Ranch 14 3618'50.2"N 12113'11.1"W Greenfield, California 93927 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Ranch 15 3618'30.2"N 12112'05.0"W Greenfield, California 93927 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Ranch 17 3618'48.38"N 12113'36.99"W Greenfield, California 93927 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Ranch 2 3618'30.2"N 12112'05.0"W Greenfield, California 93927 MONTEREY		6/1/2024	11/30/2024	20

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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Taylor Farms	Ranch 4 12112'23.43"W Greenfield, California 93927 MONTEREY 3618'45.90"N		6/1/2024	11/30/2024	20
Taylor Farms	Ranch 6 12112'48.7"W Greenfield, California 93927 MONTEREY 3617'55.0"N		6/1/2024	11/30/2024	20
Taylor Farms	Ranch 8 12113'34.1"W Greenfield, California 93927 MONTEREY 3619'33.4"N		6/1/2024	11/30/2024	20
Taylor Farms	Ranch 12 12111'49.1"W Greenfield, California 93927 MONTEREY 3618'27.2"N		6/1/2024	11/30/2024	20
Taylor Farms	Ranch 3 12112'01.8"W Greenfield, California 93927 MONTEREY 3619'05.9"N		6/1/2024	11/30/2024	20
Taylor Farms	Ranch 4 12112'23.43"W Greenfield, California 93927 MONTEREY 3618'45.90"N		6/1/2024	11/30/2024	20
Taylor Farms	Ranch 7 12116'28.1"W Greenfield, California 93927 MONTEREY 3617'56.4"N		6/1/2024	11/30/2024	20
Taylor Farms	Ranch 9 12112'45.8"W Greenfield, California 93927 MONTEREY 3619'04.3"N		6/1/2024	11/30/2024	20
Taylor Farms	Bardin Ranch 3638'27.70"N 12131'50.83"W Salinas, California 93901 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Home Ranch 12131'41.12"W Salinas, California 93901 MONTEREY 3635'57.63"N		6/1/2024	11/30/2024	20

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Taylor Farms	Vineyard Ranch 3634'35.62"N 12129'2.58"W Salinas, California 93901 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Walters Ranch 3637'58.61"N 12131'49.08"W Salinas, California 93901 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Waters Ranch 3636'20.63"N 12131'18.11"W Salinas, California 93901 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Bingaman Ranch 3608'58.6"N 12103'37.4"W Greenfield, California 93927 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Cox Ranch 3617'55.3"N 12113'29.1"W Greenfield, California 93927 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Pasque Ranch 3617'24.9"N 12112'40.0"W Greenfield, California 93927 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Barrett 900 3630'18.4"N 12128'26.6"W Gonzales, California 93926 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Blair 1100 3622'07.3"N 12117'11.3"W Greenfield, California 93927 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Bloomquist 200 3629'16.5"N 12124'29.8"W Gonzales, California 93926 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Home (Silvio) 100 3627'48.8"N 12127'00.3"W Gonzales, California 93926 MONTEREY		6/1/2024	11/30/2024	20

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Taylor Farms	Lanini 1900 3629'35.0"N 12124'53.9"W Gonzales, California 93926 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Nissen 600 3628'14.2"N 12127'18.3"W Gonzales, California 93926 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Pueblo 1400 3619'05.8"N 12113'55.3"W Greenfield, California 93927 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Rianda 300 3629'44.9"N 12125'07.1"W Gonzales, California 93926 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	School 1600 3618'38.3"N 12114'26.5"W Greenfield, California 93927 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Sharpe 1000 3629'25.7"N 12124'46.3"W Gonzales, California 93926 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Tavernetti 1300 3628'56.9"N 12124'20.3"W Gonzales, California 93926 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Turri 800 3633'47.9"N 12129'49.2"W Chualar, California 93925 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	SunCoast Ranch 3638'40.44"N 12133'52.56"W Salinas, California 93901 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Catellus 3647'17.2"N 12146'32.9"W Castroville, California 95012 MONTEREY		6/1/2024	11/30/2024	20

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Taylor Farms	Abeloe 3644'21.10"N 12137'34.84"W Salinas, California 93901 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Barcellos 3643'46.15"N 12136'21.39"W Salinas, California 93901 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Brazil 12136'18.19"W 3643'25.27"N Salinas, California 93901 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Codioli 12136'20.00"W 3642'51.19"N Salinas, California 93901 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Hacienda 12111'12.1"W 3617'16.2"N King City, California 93930 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Harden 12137'48.01"W 3643'2.11"N Salinas, California 93901 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Juanita 12132'32.6"W 3635'03.8"N Salinas, California 93901 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Moffit 12138'36.20"W 3643'10.57"N Salinas, California 93901 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Silacci 12134'17.13"W 3641'43.31"N Salinas, California 93901 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Cooper 12143'38.3"W 3642'56.3"N Castroville, California 95012 MONTEREY		6/1/2024	11/30/2024	20

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Taylor Farms	Molera 1 12145°09.5"W Castroville, California 95012 MONTEREY 3645°01.9"N		6/1/2024	11/30/2024	20
Taylor Farms	Molera 2 12145°37.7"W Castroville, California 95012 MONTEREY 3645°04.9"N		6/1/2024	11/30/2024	20
Taylor Farms	Castle 12126°38.3"W Hollister, California 95023 SAN BENITO 3654°09.4"N		6/1/2024	11/30/2024	20
Taylor Farms	Gubser 12131°07.0"W Hollister, California 95023 SAN BENITO 3657°56.3"N		6/1/2024	11/30/2024	20
Taylor Farms	Lico 12124°00.8"W Hollister, California 95023 SAN BENITO 3654°01.0"N		6/1/2024	11/30/2024	20
Taylor Farms	Lundy 12126°20.4"W Hollister, California 95023 SAN BENITO 3653°58.5"N		6/1/2024	11/30/2024	20
Taylor Farms	Machado Ranch 12132°46.57"W Hollister, California 95023 SAN BENITO 360°19.50"N		6/1/2024	11/30/2024	20
Taylor Farms	San Benito Ranch 3654°15.90"N 12127°7.50"W Hollister, California 95023 SAN BENITO		6/1/2024	11/30/2024	20
Taylor Farms	Tiny Hall 3654°25.2"N 12126°54.0"W Hollister, California 95023 SAN BENITO		6/1/2024	11/30/2024	20
Taylor Farms	Ando 12131°45.1"W Gilroy, California 95020 SANTA CLARA 3700°37.4"N		6/1/2024	11/30/2024	20

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Taylor Farms	Henry 12132'12.3"W Gilroy, California 95020 SANTA CLARA 3658'40.1"N		6/1/2024	11/30/2024	20
Taylor Farms	Lemos 12131'54.4"W Gilroy, California 95020 SANTA CLARA 3658'25.0"N		6/1/2024	11/30/2024	20
Taylor Farms	Norton 3659'50.1"N 12133'03.5"W Morgan Hill, California 95037 SANTA CLARA		6/1/2024	11/30/2024	20
Taylor Farms	Swenson 12132'27.8"W Morgan Hill, California 95037 SANTA CLARA 3659'37.3"N		6/1/2024	11/30/2024	20
Taylor Farms	Zamzow 12131'26.3"W Morgan Hill, California 95037 SANTA CLARA 3700'20.8"N		6/1/2024	11/30/2024	20
Taylor Farms	Bloomfield 12132'58.5"W Gilroy, California 95020 SANTA CLARA 3657'08.4"N		6/1/2024	11/30/2024	20
Taylor Farms	Harden (Conv) 12129'49.8"W Gilroy, California 95020 SANTA CLARA 3655'26.3"N		6/1/2024	11/30/2024	20
Taylor Farms	Sargent 1 12131'58.5"W Gilroy, California 95020 SANTA CLARA 3656'15.7"N		6/1/2024	11/30/2024	20
Taylor Farms	Sargent 2 12132'24.3"W Gilroy, California 95020 SANTA CLARA 3656'35.0"N		6/1/2024	11/30/2024	20
Taylor Farms	Capitanich Ranch 12143'35.1"W Watsonville, California 95019 SANTA CRUZ 3654'07.3"N		6/1/2024	11/30/2024	20

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Taylor Farms	Connel Ranch 3654'39.0"N 12142'03.5"W Watsonville, California 95019 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	Doctors Ranch 3654'09.7"N 12142'27.3"W Watsonville, California 95019 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	Fagundes Ranch 3654'09.3"N 12143'17.2"W Watsonville, California 95019 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	Harney Ranch 3652'54.5"N 12148'21.4"W Watsonville, California 95019 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	Hutchings Ranch 3654'10.0"N 12142'57.4"W Watsonville, California 95019 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	Sheahy Ranch 3654'24.9"N 12143'51.5"W Watsonville, California 95019 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	Beach Ranch 3652'31.4"N 12148'08.9"W Watsonville, California 95019 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	Balich Ranch 3653'51.6"N 12141'54.3"W Watsonville, California 95019 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	Bird Ranch 3655'08.5"N 12141'01.0"W Watsonville, California 95019 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	Bokariza Ranch 3655'17.9"N 12140'55.0"W Watsonville, California 95019 SANTA CRUZ		6/1/2024	11/30/2024	20

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Taylor Farms	Borina Home 3654'51.0"N 12143'54.5"W Watsonville, California 95019 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	Crowley Ranch 3655'29.5"N 12141'15.4"W Watsonville, California 95019 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	Kazuka Ranch 3655'44.8"N 12141'56.5"W Watsonville, California 95019 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	Kelly Thompson Ranch 3655'26.5"N 12141'49.4"W Watsonville, California 95019 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	Kuhlitz Ranch 3655'05.5"N 12142'37.8"W Watsonville, California 95019 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	Lettunich Ranch 3655'02.8"N 12141'27.5"W Watsonville, California 95019 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	Lukrich Ranch 3655'53.4"N 12142'30.1"W Watsonville, California 95019 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	McGowan Ranch 3652'24.7"N 12147'26.3"W Watsonville, California 95019 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	Murphy Ranch 3654'07.2"N 12140'24.8"W Watsonville, California 95019 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	Pekoch Ranch 3654'44.0"N 12142'11.0"W Watsonville, California 95019 SANTA CRUZ		6/1/2024	11/30/2024	20

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Taylor Farms	Redman Ranch 3653'30.4"N 12146'04.3"W Watsonville, California 95019 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	Ring Ranch 3652'54.0"N 12147'44.4"W Watsonville, California 95019 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	Silliman Ranch 3654'53.3"N 12143'04.9"W Watsonville, California 95019 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	Struve Ranch 3649'44.7"N 12146'36.2"W Watsonville, California 95019 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	Thurwatcher Ranch 3653'11.4"N 12147'20.3"W Watsonville, California 95019 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	Travers Casser Ranch 3654'05.5"N 12140'06.9"W Watsonville, California 95019 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	Waite Ranch 3653'29.4"N 12147'28.2"W Watsonville, California 95019 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	Yamamoto Ranch 3655'17.1"N 12142'25.1"W Watsonville, California 95019 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	Zupan Ranch 3655'16.3"N 12141'15.8"W Watsonville, California 95019 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	Albright 3655'07.6"N 12141'37.8"W Watsonville, California 95019 SANTA CRUZ		6/1/2024	11/30/2024	20

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Taylor Farms	Beach 3653'31.3"N 12146'41.0"W Watsonville, California 95019 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	Cassin 3654'41.4"N 12140'24.2"W Watsonville, California 95019 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	Crossetti 3653'46.01"N 12143'54.89"W Watsonville, California 95019 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	Curtis 3653'48.80"N 12140'53.10"W Watsonville, California 95019 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	Eiskamp 3653'25.70"N 12145'3.59"W Watsonville, California 95019 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	Gordon 3652'15.1"N 12147'40.0"W Watsonville, California 95019 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	Griffith 3656'2.24"N 12142'42.77"W Watsonville, California 95019 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	Hoyt 3654'00.1"N 12141'01.2"W Watsonville, California 95019 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	Jensen 3654'24.9"N 12143'35.8"W Watsonville, California 95019 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	Lights 3653'54.6"N 12146'59.1"W Watsonville, California 95019 SANTA CRUZ		6/1/2024	11/30/2024	20

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Taylor Farms	Mine 3653'23.8"N 12146'52.6"W Watsonville, California 95019 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	O'Connell 3654'18.6"N 12141'50.5"W Watsonville, California 95019 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	Pavlovich 3655'43.2"N 12142'45.9"W Watsonville, California 95019 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	Richardson 3654'24.6"N 12143'09.6"W Watsonville, California 95019 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	Rimassa 3652'15.28"N 12147'35.66"W Watsonville, California 95019 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	Scurich 3656'03.2"N 12142'20.4"W Watsonville, California 95019 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	Sheehy 3654'24.6"N 12143'09.6"W Watsonville, California 95019 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	Stolich 3655'24.74"N 12143'5.40"W Watsonville, California 95019 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	Storm 3653'47.74"N 12143'32.98"W Watsonville, California 95019 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	Thompson 3653'36.2"N 12140'38.9"W Watsonville, California 95019 SANTA CRUZ		6/1/2024	11/30/2024	20

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Taylor Farms	Trafton #1 3652'41.8"N 12147'02.9"W Watsonville, California 95019 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	Trafton #2 3652'36.3"N 12148'21.9"W Watsonville, California 95019 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	West Coast 3653'48.7"N 12145'50.0"W Watsonville, California 95019 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	Agostini 3642'45.15"N 12140'13.77"W Salinas, California 93905 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Gularte 3645'3.83"N 12141'54.98"W Prundale, California 93907 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Molera 3645'6.33"N 12146'52.15"W Castroville, California 95012 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Bardin 3640'6.96"N 12142'41.64"W Salinas, California 93905 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Blair 3621'55.82"N 12116'9.37"W Soledad, California 93960 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Chualar 3633'23.37"N 12131'20.32"W Chualar, California 93925 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Doud 3623'36.44"N 12118'54.37"W Soledad, California 93960 MONTEREY		6/1/2024	11/30/2024	20

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Taylor Farms	Garin 3641'29.78"N 12141'59.19"W Salinas, California 93905 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Home 3632'31.46"N 12128'41.18"W Chualar, California 93925 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Jacks 3622'22.48"N 12117'39.24"W Soledad, California 93960 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	McDougall 3639'45.79"N 12142'31.56"W Salinas, California 93905 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Morisoli 3625'11.37"N 12119'54.54"W Soledad, California 93960 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Porto-LCS 3629'40.80"N 12126'24.06"W Gonzales, California 93926 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Romie 3633'44.42"N 12131'6.17"W Chualar, California 93925 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Salmina 3625'31.64"N 12120'10.39"W Soledad, California 93960 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Sargenti 3632'42.64"N 12128'55.55"W Gonzales, California 93926 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Sciaroni 3621'36.62"N 12116'46.85"W Soledad, California 93960 MONTEREY		6/1/2024	11/30/2024	20

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Taylor Farms	Williams 3628'40.31"N 12125'51.44"W Gonzales, California 93926 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Connley 3637'01.4"N 12130'28.5"W Salinas, California 93905 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Home 3639'53.1"N 12133'30.9"W Salinas, California 93905 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Nixon 3639'01.9"N 12133'45.9"W Salinas, California 93905 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Wilson 3639'16.94"N 12133'42.33"W Salinas, California 93905 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Balemi 3623'38.74"N 12121'24.12"W Soledad, California 93960 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Barloggi 3624'39.87"N 12122'8.15"W Soledad, California 93960 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Dudgeon 3624'21.49"N 12120'31.11"W Soledad, California 93960 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Fanoe 3632'11.57"N 12126'47.93"W Gonzales, California 93926 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Fanoe Bros. 3631'51.43"N 12126'3.72"W Gonzales, California 93926 MONTEREY		6/1/2024	11/30/2024	20

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Taylor Farms	Ferrasci 3624'8.75"N 12122'5.28"W Soledad, California 93960 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Jensen 3635'28.06"N 12131'31.80"W Salinas, California 93905 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Johnson 3635'10.86"N 12129'24.82"W Chualar, California 93925 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Mann 3635'45.20"N 12131'59.12"W Salinas, California 93905 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Ravadero 3623'20.81"N 12121'16.62"W Soledad, California 93960 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Rianda 3624'47.10"N 12121'22.29"W Soledad, California 93960 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Roddick 3623'48.06"N 12121'50.73"W Soledad, California 93960 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Turri 3635'35.50"N 12128'25.03"W Chualar, California 93925 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Vaughan Home 3624'3.23"N 12119'56.88"W Soledad, California 93960 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Abeloe (R21) 3637'39.33"N 12136'57.68"W Salinas, California 93905 MONTEREY		6/1/2024	11/30/2024	20

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Taylor Farms	Garlinger (R14) 3635'55.0"N 12129'18.2"W Salinas, California 93905 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Hageman (R24) 3637'40.5"N 12130'43.2"W Salinas, California 93905 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Martella Home (R34) 3641'7.42"N 12140'53.13"W Salinas, California 93905 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	McHarry (R26) 3640'55.60"N 12143'8.78"W Salinas, California 93905 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Upper Patrick (R28) 3635'16.65"N 12133'12.57"W Salinas, California 93905 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Watson (R18) 3637'50.5"N 12133'24.0"W Salinas, California 93905 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Kantro 3634'2.61"N 12128'26.32"W Chualar, California 93925 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Alisal 3639'20.1"N 12134'27.7"W Salinas, California 93905 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Chualar 3636'38.8"N 12129'02.5"W Salinas, California 93905 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Corey 3635'54.2"N 12135'26.7"W Salinas, California 93905 MONTEREY		6/1/2024	11/30/2024	20

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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 §
Taylor Farms	Cummings 3638'54.2"N 12134'59.2"W Salinas, California 93905 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Garlinger 3636'14.9"N 12130'07.3"W Salinas, California 93905 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Home 3644'38.5"N 12139'58.0"W Salinas, California 93905 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	McPherson 3636'31.3"N 12130'37.4"W Salinas, California 93905 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Mortensen 3639'51.0"N 12135'10.8"W Salinas, California 93905 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	San Bernardo 3603'12.9"N 12056'02.6"W San Ardo, California 93450 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Ranch 2 3630'7.01"N 12128'42.48"W Gonzales, California 93926 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Ranch 6 3630'55.39"N 12130'45.51"W Salinas, California 93905 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Ranch 7 3632'48.36"N 12124'54.49"W Gonzales, California 93926 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Ranch 10 3620'7.93"N 12118'32.19"W Greenfield, California 93927 MONTEREY		6/1/2024	11/30/2024	20

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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 §
Taylor Farms	Ranch 11 3625'15.38"N 12123'14.48"W Soledad, California 93960 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Ranch 17 3638'12.0"N 12136'38.7"W Spreckels, California 93908 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Ranch 18 3633'56.18"N 12127'40.51"W Gonzales, California 93926 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Ranch 19 3646'53.78"N 12147'12.75"W Moss Landing, California 95039 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Ranch 22 3640'25.57"N 12133'51.32"W Salinas, California 93905 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Ranch 24 3626'48.71"N 12121'3.96"W Soledad, California 93960 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Ranch 26 3614'11.57"N 1216'59.72"W King City, California 93930 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Ranch 29 3624'12.6"N 12121'18.4"W Soledad, California 93960 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Arnold Ranch 3626'11.4"N 12121'52.2"W Soledad, California 93960 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Callaghan Ranch 3626'41.0"N 12122'45.9"W Soledad, California 93960 MONTEREY		6/1/2024	11/30/2024	20

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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 §
Taylor Farms	Fanoe Home 3638'34.39"N 12133'02.48"W Salinas, California 93905 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Panziera 3640'7.76"N 12144'18.07"W Salinas, California 93905 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Salinas 3638'28.05"N 12139'24.19"W Salinas, California 93905 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Spreckels 3636'38.54"N 12137'21.10"W Spreckels, California 93908 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Ranch 1 3618'18.79"N 12112'43.68"W Greenfield, California 93927 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Ranch 3 3618'50.12"N 12111'24.11"W Greenfield, California 93927 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Ranch 4 3617'33.64"N 12115'37.76"W Greenfield, California 93927 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Ranch 6 3618'4.53"N 12112'33.32"W Greenfield, California 93927 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Ranch 13 3619'5.97"N 12113'6.84"W Greenfield, California 93927 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Ranch 14 3618'45.98"N 12112'40.80"W Greenfield, California 93927 MONTEREY		6/1/2024	11/30/2024	20

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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 §
Taylor Farms	Ranch 17 3618'48.38"N 12113'36.99"W Greenfield, California 93927 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Lanini 1900 3629'35.0"N 12124'53.9"W Gonzales, California 93926 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Tavernetti 1300 3628'56.9"N 12124'20.3"W Gonzales, California 93926 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Bella Vista 3608'58.6"N 12103'37.4"W King City, California 93930 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Blackjack 3610'32.3"N 12102'10.4"W King City, California 93930 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Cherry Orchard 3600'59.3"N 12053'31.2"W San Ardo, California 93450 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Culver 3613'29.0"N 12106'36.1"W King City, California 93930 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Rainbow 3613'06.4"N 12106'14.0"W King City, California 93930 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Sweetwater 3610'54.1"N 12103'49.3"W King City, California 93930 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Tognetti 3611'16.6"N 12105'26.8"W King City, California 93930 MONTEREY		6/1/2024	11/30/2024	20

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C. Additional Place of Employment Information

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Taylor Farms	Brown 3653'46.3"N 12138'59.3"W Aromas, California 95004 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Freyer 3627'38.9"N 12124'30.2"W Gonzales, California 93926 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Garin 3614'36.5"N 12108'24.4"W King City, California 93930 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Home 3628'03.8"N 12124'45.4"W Gonzales, California 93926 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Las Colinas 33, 34, 35 3606'50.4"N 12100'39.0"W San Lucas, California 93954 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Merrill 3614'21.6"N 12109'19.4"W King City, California 93930 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Mills 3613'54.1"N 12108'09.6"W King City, California 93930 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	G&P 3617'34.6"N 12109'59.2"W King City, California 93930 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Doud 3628'05.2"N 12125'17.8"W Gonzales, California 93926 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	G&P 3617'34.6"N 12109'59.2"W King City, California 93930 MONTEREY		6/1/2024	11/30/2024	20

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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 §
Taylor Farms	Ikeda 3630'33.7"N 12129'15.9"W Gonzales, California 93926 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Ranch 9 3632'55.8"N 12129'13.4"W Gonzales, California 93926 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Gularte 3625'49.76"N 12120'54.72"W Soledad, California 93960 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Yuki 3631'51.7"N 12129'55.8"W Gonzales, California 93926 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Molera 1 3645'01.9"N 12145'09.5"W Castroville, California 95012 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Molera 2 3645'04.9"N 12145'37.7"W Castroville, California 95012 MONTEREY		6/1/2024	11/30/2024	20
Taylor Farms	Lundy 3653'47.23"N 12126'21.19"W Hollister, California 95023 SAN BENITO		6/1/2024	11/30/2024	20
Taylor Farms	Tiny Hall 3654'25.2"N 12126'54.0"W Hollister, California 95023 SAN BENITO		6/1/2024	11/30/2024	20
Taylor Farms	Home 3653'15.8"N 12122'16.8"W Hollister, California 95023 SAN BENITO		6/1/2024	11/30/2024	20
Taylor Farms	Botelho 3652'23.0"N 12133'00.0"W San Juan Bautista, California 95045 SAN BENITO		6/1/2024	11/30/2024	20

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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 §
Taylor Farms	Feeney 3652'45.1"N 12133'36.5"W San Juan Bautista, California 95045 SAN BENITO		6/1/2024	11/30/2024	20
Taylor Farms	Young 3657'14.9"N 12132'33.7"W Gilroy, California 95020 SANTA CLARA		6/1/2024	11/30/2024	20
Taylor Farms	Bloomfield 3657'08.4"N 12132'58.5"W Gilroy, California 95020 SANTA CLARA		6/1/2024	11/30/2024	20
Taylor Farms	Harden East 3655'26.3"N 12129'49.8"W Gilroy, California 95020 SANTA CLARA		6/1/2024	11/30/2024	20
Taylor Farms	Harden West 3655'49.4"N 12131'53.8"W Gilroy, California 95020 SANTA CLARA		6/1/2024	11/30/2024	20
Taylor Farms	Sargent 2 3656'35.0"N 12132'24.3"W Gilroy, California 95020 SANTA CLARA		6/1/2024	11/30/2024	20
Taylor Farms	Balich Ranch 3653'51.6"N 12141'54.3"W Watsonville, California 95076 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	Crowley Ranch 3655'29.5"N 12141'15.4"W Watsonville, California 95076 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	Kelly Thompson Ranch 3655'26.5"N 12141'49.4"W Watsonville, California 95076 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	Kuhlitz Ranch 3655'05.5"N 12142'37.8"W Watsonville, California 95076 SANTA CRUZ		6/1/2024	11/30/2024	20

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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 §
Taylor Farms	Albright 3655'07.6"N 12141'37.8"W Watsonville, California 95076 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	Kett 3653'51.1"N 12146'27.9"W Watsonville, California 95076 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	Pavlovich 3655'43.2"N 12142'45.9"W Watsonville, California 95076 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	Riverside 3655'37.14"N12143'2.27"W Watsonville, California 95076 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	Thompson 3653'36.2"N 12140'38.9"W Watsonville, California 95076 SANTA CRUZ		6/1/2024	11/30/2024	20
Taylor Farms	Home 3653'15.8"N 12122'16.8"W Hollister, California 95023 SAN BENITO		6/1/2024	11/30/2024	20

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H. Additional Material Terms and Conditions of the Job Offer

a. Job Offer Information 1

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties
<p>3. Details of Material Term or Condition (up to 3,500 characters) * <small>All work is performed in the field and on the farm.</small></p> <p>Seasonal Harvester (Romaine Lettuce, Spring Mix Lettuce, Iceberg lettuce, Green Cabbage, Celery, and Broccoli):</p> <p>Cut or pack lettuce, cabbage and celery of the correct quality, size, and weight for the correct packs in the field on the farm. Pack or package by hand a wide variety of produce in the correct packs in the field on the farm. This is a non-managerial position and works under the general supervision of the Harvest foreperson.</p> <p>Job Duties:</p> <ul style="list-style-type: none"> •Continual vision examination of produce to determine if product is right for harvesting. •Use hands and arms to handle the product. •Place commodity into appropriate packing box in the field on the farm. •Place completed packed product onto moving equipment such as conveyors in the field on the farm. •Mark cartons by using marking tools. •Examine and inspect containers, packaging material and product to ensure that packing specifications are met in the field on the farm. •Harvest product by hand, and/or using a harvest knife. •Continual bending to reach product. •Walk throughout shift on uneven ground and in leafy rows with debris. •Ensure that all Food Safety policies are followed. •Ensure that all safety procedures are followed to reduce the risk of any type of injury to either the employee or others. •Reports all safety problems, incidents, and injuries to harvest foreperson immediately. •Comply with all Company policies. <p>Machine Operator</p> <p>The Machine Operator is responsible for the safe and proper operation of the company's harvesting machines in the field, including, daily maintenance inspections, basic adjustments, and reporting maintenance and mechanical issues to their supervisor.</p> <p>Essential Duties for the Machine Operator include, but are not limited to the following:</p> <ul style="list-style-type: none"> •Follow supervisor's instructions always, and arrive to work on time •Thoroughly inspect the machine on all points required by the company and be ready for the harvest crew when they arrive •Start-up, operate, and shut-down the machine per company guidelines •Listen to the machine operation and be aware of audio indications of mechanical problems •Report possible mechanical issues to the supervisor immediately •Report unsafe or damaged equipment to supervisor immediately •Always be aware of the people working on the machine and on the ground to avoid accidents 			

b. Job Offer Information 2

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 (up to 3,500 characters) *</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). No deductions except those required or permitted by law will be made which bring the worker's earnings for any pay period below the applicable statutory federal or state minimum wage.</p>			

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

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H. Additional Material Terms and Conditions of the Job Offer

c. Job Offer Information 3

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Additional Information Regarding Job Qualifications/Requirements
3. Details of Material Term or Condition (up to 3,500 characters) *			
General Minimum Job Qualifications:			
<p>Minimum of three months of harvest experience and/or minimum of three months experience as a farm machine operator in the field. Specific requirements include lifting up to 50-60 pounds frequently and being able to use hand tools, including cutting knives.</p>			
<p>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 rain, cold, high winds, etc. Work involves frequent bending and working in bent or stooped positions. Must be able to walk and stand up extensively. No smoking, alcohol, firearms in the field or residential housing.</p>			

d. Job Offer Information 4

1. Section/Item Number *	D.10	2. Name of Section or Category of Material Term or Condition *	Additional Housing Information
3. Details of Material Term or Condition (up to 3,500 characters) *			
<p>Automated Harvesting will rent a hotel to provide accommodations for 20 workers. 5 units will be rented. Each unit is equipped with 1 bedroom and 1 bathroom. Each unit will accommodate 4 workers. Total capacity for each bedroom is 4. Each worker will be provided with their own bed, bedding, towel, blanket, pillow and storage for personal belongings.</p>			
<p>The hotel is equipped with a laundry room, washer, and dryer available to each worker, free of charge.</p>			

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



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H. Additional Material Terms and Conditions of the Job Offer

e. Job Offer Information 5

1. Section/Item Number *	G.1	2. Name of Section or Category of Material Term or Condition *	Referral and Hiring Instructions
<p>3. Details of Material Term or Condition (up to 3,500 characters) * Applicants should thoroughly familiarize themselves with the job specifications and the terms and conditions of employment in this Clearance Order before contacting the employer or seeking a referral. Only workers meeting all the qualifications for Employment, who are able, willing, and qualified to perform the work, with or without reasonable accommodations, who are eligible for employment in the United States, and who will be available at the time and place needed, should contact, or be referred to the employer.</p> <p>Applicants who contact the Employer by telephone or in person will complete an applicant screening process. The employment contract is made available to the applicant in person, by fax, or email once the screening process is completed and an offer of employment has been made. Telephone or in-person interviews will be at no cost to workers.</p> <p>Walk-in applicants should bring with them documentation of identity and employment eligibility, so that if an offer of employment is made the required pre-employment paperwork can be completed. Walk-in applications will be accepted at:</p> <p>Automated Harvesting Address: 20520 Spence Road, Salinas, CA 93908 Phone number: (831) 785-7811 Automated Harvesting Referral Contact: Gabriel Jaquez Email: gjaquez@automatedharvesting.com gjaquez@taylorfarms.com</p> <p>Automated Harvesting contact hours are Monday thru Friday between Monday through Friday, 9 a.m. to 12:00 p.m. and 1:00 p.m. to 5:00 p.m. Collect telephone calls will not be accepted directly from job applicants and persons inquiring about employment.</p> <p>Applicants and referrals, not applying in person, will be sent an employment application and the employment disclosures required by law. Applicants and referrals will not be considered to have applied until a properly completed and signed application is provided to the Company indicating that the worker has received a copy in writing of the Migrant and Seasonal Agricultural Worker employment disclosures (or Contract containing disclosures) as required by law. The Company will interview non-local applicants by telephone and make hiring commitments to qualified, eligible applicants.</p> <p>Documentation of identity and employment authorization (original documents only) sufficient to complete an I-9 Form, as required by the Immigration Reform and Control Act, must be in the possession of the worker at the time the worker reports for work and will be examined by the Company as a condition for completing the hiring process. Walk-in applicants whose pre-employment paperwork was completed at the time of hire must have a valid identity document when they report to work. No worker will be considered to have completed the hiring process, nor be permitted to start work, and/or occupy Company-provided housing, without completing an I-9 Form and presenting required documentation of identity and employment eligibility within the legally required time frames. Although the job holding office is not required to verify employment authorization documentation, Employer requests that the Employment Service staff apprise applicants that they will be required to provide documentary proof of work authorization to the Employer.</p>			

f. Job Offer Information 6

1. Section/Item Number *	F.1	2. Name of Section or Category of Material Term or Condition *	Daily Transportation
<p>3. Details of Material Term or Condition (up to 3,500 characters) * Company will offer transportation at no cost to workers occupying Company-provided housing to the work site and return on a daily basis. The company will stagger the times and make multiple trips. The Company will offer transportation at no cost to workers who commute to work on a daily basis and workers who elect not to occupy the Company-provided housing from one or more pre-designated pick-up points to and from the daily work site.</p>			

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

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H. Additional Material Terms and Conditions of the Job Offer

g. Job Offer Information 7

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation
<p>3. Details of Material Term or Condition (up to 3,500 characters) * The following provisions pertaining to provision or reimbursement for inbound and return transportation and subsistence apply only to persons recruited from outside normal commuting distance:</p> <p>For workers who complete 50 percent of the work period, the Employer will reimburse the worker for costs incurred by the worker for transportation and reasonable subsistence from the place from which the worker came to work for the Company which is the place of recruitment.</p>			

h. Job Offer Information 8

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - Inbound and Outbound Transportation
<p>3. Details of Material Term or Condition (up to 3,500 characters) * Place of recruitment for the H-2A workers is Jalisco, Chiapas, Oaxaca, Michoacan, Sonora, Puebla, Guanajuato, and Guerrero in Mexico and El Salvador. For U.S. workers who come to work for the employer from beyond a reasonable commute distance, the Employer will reimburse such costs or advance such costs if the Employer advanced such costs for H-2A workers.</p> <p>Notwithstanding the language in the preceding paragraph (i.e., reimbursement of inbound transportation and subsistence and visa costs at the 50% mark), the employer will reimburse inbound transportation and subsistence and visa costs before the end of the first week, if required by law. (i.e., If an employee (U.S. or H-2A worker) pays for inbound transportation and/or subsistence and such costs reduce the first work week's wage below the required wage rate, the Employer will reimburse the employee before the end of the first work week.)</p> <p>Company pays for visa fees before visa appointments.</p> <p>Inbound: The Employer will reimburse the workers to travel from the place of recruitment to the Border. Then the Employer will provide a bus for the workers to travel from the Border to the place of employment, at no cost to the workers. We then provide a bus to pick them up from the border to place of destination at no cost to employees. The Employer will reimburse the workers for any additional reasonable travel expenses. For U.S. workers who come to work for the Employer from beyond a reasonable commute distance, the Employer will reimburse inbound transportation and subsistence or advance such costs, when required, from the place of recruitment to the worksite.</p> <p>Outbound transportation: The Employer will provide transportation for the workers to travel from the place of employment back to the border, at no charge to the workers. The Employer will reimburse the workers to travel from the border to the place of recruitment. The Employer will reimburse the workers for any additional reasonable travel expenses. For U.S. workers who come to work for the Employer from beyond a reasonable commute distance, the Employer will reimburse outbound transportation and subsistence or advance such costs, when required, from the place of employment to the place of recruitment.</p> <p>The use of Employer-provided transportation is voluntary, and workers may choose to use their own transportation for inbound and outbound travel and may be reimbursed at the most economical rate unless the employer previously paid the bus company for an employee's travel expense.</p> <p>The subsistence rate during inbound and outbound transportation is \$15.88 per day (or higher if Department of Labor approves a higher meal charge) without receipts and \$59.00 with receipts.</p>			

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

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H. Additional Material Terms and Conditions of the Job Offer

i. Job Offer Information 9

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - Arrival/Departure Records
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			
<p>Employees permit the employer and/or employer's agents to access electronically issued Arrival/Departure Records (Form I-94) issued by the Customs and Border Protections.</p>			

j. Job Offer Information 10

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - REQUIRED DEPARTURE
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			
<p>H-2A workers must depart the United States at the completion of the work contract period. H-2A workers must also depart the U.S. immediately, upon termination of employment, either voluntarily or involuntarily. If registration upon departure is required, employer will notify such H-2A workers of the required departure registration and the place and manner of such registration.</p>			

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H. Additional Material Terms and Conditions of the Job Offer

k. Job Offer Information 11

1. Section/Item Number *	F.1	2. Name of Section or Category of Material Term or Condition *	Daily Transportation - Daily Transportation
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>The use of this transportation is voluntary. No worker will be required, as a condition of employment, to utilize any of the transportation offered by the Company. Such voluntary transportation will include buses and will be in accordance with applicable laws and regulations. Workers are free to provide their own transportation to and from the daily work site each day.</p> <p>Voluntary Daily Transportation Plan:</p> <ul style="list-style-type: none"> •Employer will provide 10 buses (2016 Freightliner) to transport all 20 workers from the housing locations to the place of employment and back, daily. •Each vehicle (bus) has a seating capacity of 42 passengers, including the driver. •Employer will provide 5 Farm vehicle Van to transport all 20 workers from the housing locations to the place of employment and back, daily. •Each vehicle (van) has a seating capacity of 14 passengers, including the driver. •The daily pick-up and drop-off locations will be at the housing location: Keefer's hotel 615 Canal Street, King City CA 93930. •The vehicles will be used to transport workers from housing to the places of employment listed on the present job order at the beginning of the day, and back to the housing at the end of the day, every working day. •Work schedule is from 2:00 a.m. to 9:30 a.m. Work start and end times vary. Pick up and drop off times vary based on work start and end times. Employees are notified of changes in pick-up times. •The vehicles will be used to transport workers to the local grocery store once a week. <p>Employer may at its discretion register/orient and/or take employees to the Social Security Administration Office prior to the contract start date. Once the workers arrive and the company are given the appointment then the company will bring employees to Social Security office to apply.</p>			

l. Job Offer Information 12

1. Section/Item Number *	E.1	2. Name of Section or Category of Material Term or Condition *	Meal Provision - Meal Provision
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>The employer will provide 3 meals per day. Mealtimes may vary by the needs of the employee's work schedules. This deduction applies to employees who are offered meals beginning on the first day the worker occupies the employer-provided housing. This deduction will be made for each day the worker is assigned to such housing. No rebate will be made if a worker fails to take advantage of an employer-prepared meal. The employer will deduct for 3 meals a day because it assures that such meals will be provided by the employer. Deductions will be made only for meals provided by the employer.</p> <p>Breakfast and lunch will be provided at the worksite, 30 minutes before the workers` first break. Both meals will be properly stored in containers to keep the food at the right temperature for safe consumption. Dinner will be provided at 4 p.m., at the housing location. Mealtimes may vary by the needs of the employees' work schedules.</p> <p>Catering will be provided by Pan Comido; Juan Bautista; 831-970-8491.</p> <p>Workers occupying employer-provided housing without kitchen facilities who are absent from work due to a reported illness will be provided with instructions about when and how to request their meals during days when any meals are provided at the work site.</p>			

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H. Additional Material Terms and Conditions of the Job Offer

m. Job Offer Information 13

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Additional Information Regarding Job Qualifications/Requirements:
		<p>3. Details of Material Term or Condition (up to 3,500 characters) * Work is performed in open fields and may involve exposure to 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. Workers may be re-assigned to a different workstation at various times during the workday and/or on different days.</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. Automated Harvesting 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 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>	

n. Job Offer Information 14

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Additional Information Regarding Job Qualifications/Requirements 2
		<p>3. Details of Material Term or Condition (up to 3,500 characters) * 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 drug/alcohol test, at the employer's expense, upon the occurrence of a reportable accident, or upon reasonable suspicion, or if the employee's name is randomly drawn in conjunction with the Company's Substance Abuse Policy (e.g., for employees in safety sensitive positions such as forklift and tractor drivers).</p> <p>Drug screening is post offer, post hire, can be random, and is at no cost the employees.</p> <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 if needed to perform the job. The reasonable repair 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> <p>Dispute Resolution Agreement: A copy of the applicable rules and policies will be provided to each worker on or before the first day of work, which includes a Dispute Resolution Agreement (DRA) outlining procedures to follow in raising concerns to seek their prompt resolution with an option to arbitrate unresolved matters; the DRA will be provided to employees with a copy of the H-2A Contract/Clearance Order. 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 under the DRA is protected from retaliation from any member of the Company's management team (e.g., for filing any administrative claim such as through the AJCCs or pursuing a claim through arbitration, regardless of the outcome).</p>	

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H. Additional Material Terms and Conditions of the Job Offer

o. Job Offer Information 15

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Housing Information
<p>3. Details of Material Term or Condition (up to 3,500 characters) * The Employer will offer housing, bedding (mattresses, blankets, sheets, pillows, and pillowcases), storage for personal belongings, and utilities at no cost to workers recruited from beyond normal commuting distances who are unable to return to their place of residence on a daily basis. The Employer assures that all rental and/or public accommodations will meet local, State, or Federal Standards.</p> <p>Automated Harvesting attests to the following: The public accommodations are compliant with the applicable housing health and safety standards set forth by the regulations in 20 CFR 655.122(d)(1)(iii). The units rented are sufficient to accommodate the number of workers requested.</p> <p>Catering will be provided by Pan Comido; Juan Bautista; 831-970-8491.</p> <p>Employer-provided housing will be clean and in compliance with applicable housing standards when made available for occupancy and will be maintained in compliance with applicable standards during the period of occupancy. Workers occupying employer-provided housing will be responsible for maintaining their living areas in a neat, clean manner and in compliance with the employer's "Housing Complex Rules", a copy of which will be provided upon assignment to housing. Specifically, workers must maintain housing in the same conditions as provided by the employer at the time of initial occupancy (i.e., beds may not be moved closer together; mattresses may not be moved onto the floor).</p> <p>Employer will accept non-local domestic workers and offer housing to all workers who qualify for the job and come from beyond a regular commute distance. However, local domestic workers who live within a commute distance of the worksites are not offered housing.</p>			

p. Job Offer Information 16

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Family housing:
<p>3. Details of Material Term or Condition (up to 3,500 characters) * As provided by regulation, housing is to be provided to families who request it and only if it is the prevailing practice in the area of intended employment. It is not the practice in Monterey County to provide family housing.</p> <p>Workers may be reached at the following address and phone number: ADDRESS: 20520 Spence Road, Salinas, CA 93908 PHONE: 831-785 7811</p> <p>Mail intended for workers should be addressed to the worker at the housing address above. In case of emergency only, workers occupying employer-provided housing may be contacted by calling Human Resources at the above number.</p> <p>Workers eligible for employer-provided housing may elect to provide their own housing at the worker's expense. Such election must be in writing. Workers eligible for employer-provided housing who elect to provide their own housing may withdraw such election at any time during the period of employment, and upon doing so will be provided housing by the employer as set forth in this Clearance Order. A worker who elects to provide his or her own housing and subsequently withdraws such election may not again elect to provide his or her own housing during the same employment season.</p> <p>The Company assumes no responsibility whatsoever for housing arranged by workers on their own. The employer will not provide a housing allowance or assistance to workers eligible for employer-provided housing who elect to provide their own housing. Workers who elect to provide their own housing will not be offered daily transportation to and from the worksite and/or transportation to and from shopping facilities, from their housing location. Workers who elect to provide their own housing will not be offered or provided transportation from their elected housing to pre-designated pick-up points (i.e., workers will not be picked up at their elected housing by the employer). Such workers may decide to provide their own transportation to and from the worksite. They may also decide to provide their own transportation to and from their own housing to the pre-designated pick-up points in order to ride free bus transportation to and from the pre-designated pick-up points to the fields where they will be working.</p> <p>Housing is offered to workers only. No housing will be provided to non-workers. Female workers will be offered housing with bedroom and bathroom facilities shared only with other female workers. Common areas of the housing may be shared with male workers.</p> <p>No tenancy in employer-provided housing is created by the offer of employer-provided housing. The employer retains possession and control of the housing premises at all times. Workers housed under the terms of this Clearance Order shall vacate the housing promptly upon termination of employment.</p> <p>Reasonable repair costs of damage other than that caused by normal wear and tear will be deducted from the earnings of workers found to have been responsible for willful or negligent damage to housing or furnishings. 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 dishonest or willful act or by the gross negligence of the employee.</p>			

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H. Additional Material Terms and Conditions of the Job Offer

q. Job Offer Information 17

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Pay Deductions - WAGE OFFER
<p>3. Details of Material Term or Condition (up to 3,500 characters) *</p> <p>Wage offer: \$19.75 per hour</p> <p>Workers will be paid not less than the higher of the AEWR in effect at the time work is performed, the prevailing hourly wage or piece rate, the agreed upon collective bargaining wage, or the Federal or State minimum wage for all hours worked. Employer will pay the hourly rate of \$19.75 per hour for work performed in California (unless the wage methodology is changed by government or legal action). Employer assures that the required wage rate will be paid at the time that the work is performed.</p> <p>If a prevailing wage or AEWR (hourly or piece rate) increases during the contract period, the employer will pay any higher rate after written notice is received from the Department of Labor. Notice can be in the form of a written letter or publication in the Federal Register.</p> <p>If the worker is paid on a piece rate and at the end of the pay period 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, (i) The worker's pay must be supplemented 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.</p> <p>Estimated piece rate hours vary per individual or crew, per commodity, per crop, crop quality and per harvest conditions, weather, and other factors. Overtime for piece rate work will be calculated pursuant to DIR guidelines.</p> <p>Discretionary bonus may be offered to employees.</p> <p>Frequency of Pay: Weekly. Workers will be paid on a weekly basis by check. Payday is Thursday of the week following the end of the payroll period.</p> <p>Overtime: Workers will be paid overtime after 8 hours per day and or 40 hours per week for work performed in California. The employer will abide by the seventh (7) day of rest rules.</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 \$29.625 per hour and \$39.50 for double time: i.e. double the employee's regular rate of pay for all hours worked over eight (8) on the seventh (7th) consecutive day of work in the workweek. Overtime rate during piece rate pay is calculated pursuant to DIR guidelines.</p> <p>Employer assures that they will pay the highest of such rates prevailing hourly wage rate; or federal/state minimum wage rates.</p>			

r. Job Offer Information 18

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Pay Deductions - WORKER'S COMPENSATION
<p>3. Details of Material Term or Condition (up to 3,500 characters) *</p> <p>All employees are covered by workers' compensation insurance in accordance with California law. This insurance covers injury or disease out of and in the course of the workers' employment. Employer assures that its workers' compensation policy will remain valid throughout the contract period.</p> <p>Automated Harvesting's insurance coverage is provided by American Zurich Insurance Co. The policy number is: WC930183921. The Policy is effective beginning 12/1/2023 and expires 12/1/2024 and is timely renewed annually.</p> <p>Name and address of policyholder: Automated Harvesting LLC 20520 Spence Road Salinas, CA 93908</p> <p>Person(s) and phone numbers(s) of person(s) to be notified to file claim: Gabriel Jaquez (831) 785-7811</p> <p>Deadline for filing claim: 24 Hours or as soon as possible</p> <p>Employees may be put on modified/light work duty as a result of a work-related injury or illness. Modified/light duty activities will be in accordance with state law and related advisories.</p>			

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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 - EMPLOYER CONTACT INFORMATION
3. Details of Material Term or Condition (up to 3,500 characters) *			
<p>Automated Harvesting LLC corporate headquarters is located in Salinas, California 20520 Spence Road Salinas, CA 93908, phone 831-785 7811. The Employer has designated this office as the Application Site.</p> <p>Automated Harvesting is a registered Farm Labor Contractor. FEIN number: 81-4493667</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 ORDER INFORMATION
3. Details of Material Term or Condition (up to 3,500 characters) *			
<p>Job title: Field Workers: Seasonal Harvester, Machine Operator, Agricultural Equipment Operator, Forklift Operator, Ranch Clean Up and Field Sanitation.</p> <p>Workers Needed: a.Total: 30 b.H-2A: 20 Automated Harvesting seeks certification for 20 H-2A workers and 30 total workers. Of the 30 total workers, 10 will be domestic workers who do not require housing.</p>			

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H. Additional Material Terms and Conditions of the Job Offer

u. Job Offer Information 21

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Duties
<p>3. Details of Material Term or Condition (up to 3,500 characters) *</p> <p><small>Essential Duties for the Agricultural Equipment Operator include, but are not limited to the following:</small></p> <ul style="list-style-type: none"> •Follow supervisor instructions always and arrive to work on time. •Perform pre-operation inspections on tractor and related equipment. •Report unsafe or damaged equipment to supervisor immediately. •Operate tractor safety per supervisor training and company policy. •Move trailers in and out of the field, hook-up, and un-hook trailers from tractor. •Place tarp over full trailer load, set correct number of V-boards on full trailer load and correctly tie down the load prior to the arrival of the truck driver. •Distribute trailer loads correctly to assist truck drivers in complying with state and federal regulations for highway transportation of agricultural products. •Maintain and care for v-boards, trops, ropes, pallets, totes, and all other equipment. •Assist machine operator by carrying water and filling water tanks on machine. •Assist machine operator and laborers by safely remaining side-by-side with machine. •Perform duties in accordance with the company's established safety standards. •Communicate with harvest supervisors and co-workers respectfully and professionally. •Participate in safety trainings, orientations and all other company meetings as required. •Report all injuries to supervisor immediately regardless of how slight they might seem. <p><small>Ranch Clean Up Workers</small></p> <p><small>Essential Job Duties:</small></p> <ul style="list-style-type: none"> •Walks through the field and parking areas to remove diminutive litter using 32" handheld Reacher with a rotatable head (360), hook for pulling & magnetic tip while pushing an aluminum -lightweight Easy Wheels cart (widely used as a lightweight shopping cart) with four wheels. •Required to wear assigned safety vest on person and flag on cart at all times for safety. •Report to work at assigned place and time and take all mandatory rest breaks and lunch breaks. •Timely report to foreperson and/or supervisor, human resources department or safety manager the date and time of all doctor and therapy appointments. •Timely notify foreperson and/or supervisor, human resources department or safety manager as soon as possible in situations involving absence from work and tardiness. •Immediately report to foreperson and/or supervisor, human resources department or safety manager if modified work is causing any pain or discomfort due to your injury. •Perform duties assigned by the supervisor in a satisfactory and timely manner. •This offer requires both satisfactory job performance and compliance with all company policies •Perform all other related restriction complaint duties as assigned. <p><small>Agricultural Equipment Operator (Forklift)</small></p> <p><small>Job Summary:</small> This position safely and accurately drives and controls the forklift.</p>			

v. Job Offer Information 22

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Duties 2
<p>3. Details of Material Term or Condition (up to 3,500 characters) *</p> <p><small>Essential Job Duties:</small></p> <ul style="list-style-type: none"> •Manipulates controls to set, activate and adjust mechanism on the forklift. •Conducts daily inspections of the forklift to evaluate quality and performance. •Observes and listens to machinery to detect equipment malfunctions •Carefully runs, maneuvers, and navigates the forklift •Cleans and greases the forklift at the end of the day. •Moves loaded and unloaded pallets •Assists with box storage at the end of each day. •Performs all other duties as assigned, i.e., stacking boxes •Reports all safety problems, incidents, and injuries to supervisor immediately. •Complies with all Company Policies, including observing appropriate lunch and rest periods. •Other activities as directed by the employer, from time to time. <p><small>Field Sanitation Worker</small></p> <p><small>Reports to: Automated Harvesting Food Safety Manager</small></p> <p><small>The Field Sanitation Worker is responsible for the daily cleaning and sanitizing of all harvest machines, the proper care of sanitation equipment, materials, and the company fleet vehicle. This position requires working with chlorine (Chlorine Family) which is used to clean equipment</small></p> <p><small>Essential Duties for the Field Sanitation Worker include, but are not limited to the following:</small></p> <ul style="list-style-type: none"> •Follow supervisor instructions always and arrive to work on time. •Follow and understand Material Safety Data Sheets (MSDS) for chemicals used. •Ensure equipment/machinery does not come in contact with food or other contaminants. •Know and understand Lock out/Tag out safety process. •Remove dry debris from conveyor belts, and other equipment. •Use pressure washer to sanitize harvest equipment, to ensure it is thoroughly clean. •Spray Chloroform with a foamer attached to the pressure washer. •Scrub conveyor belts thoroughly to ensure belts are clean. •Ensure equipment is rinsed thoroughly with water. •Maintain all sanitation equipment per company procedure and report dysfunctional equipment to maintenance supervisor when needed. •Maintain cleanliness and condition of company fleet vehicle. •Complete all recordkeeping required by the Food Safety Manager. 			

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H. Additional Material Terms and Conditions of the Job Offer

w. Job Offer Information 23

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Work Schedule
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>The normal work week is 7 hours per day, Monday through Friday, and 5 hours per day on Saturdays (40 hours per week). The employer may offer extra hours on Saturday but is not a requirement to work. Workers may be requested to work on Sundays or Federal Holidays depending on the conditions of the fields, weather, and maturity of the crop. Overtime may be requested. However, Employer does not require overtime or work on Sundays and Federal Holidays. The Employer abides by California Wage Order 14. (i.e., Agricultural employees are generally entitled to time and one-half pay for the first eight hours worked on the seventh consecutive day of work and double-time pay for all work performed in excess of eight hours on the seventh consecutive day of work.) The employer will abide by the seventh (7) day of rest rules.</p> <p>The workday start times may vary from 2:00 a.m. to 3:00 a.m. and the workday end time is 9:30 a.m. to 10:30 a.m. (depending on the start time). Workers are notified of any change in the start time. An unpaid lunch break of 30 minutes and two paid 15-minute work breaks are provided. On workdays of less than 5 hours no lunch break will be provided. Workers must refrain from performing any work during scheduled rest breaks and for the full period of the scheduled lunch break. Workers will be assigned a specific work schedule at the sole discretion of the employer. Work schedule assignments may be changed at the sole discretion of the employer.</p> <p>Employees will begin work at staggered times.</p> <p>The work described in this Clearance Order is regular, full-time work requiring all workers to be available for work on a daily basis. This is not "day work". Tardiness and/or unexcused absences will not be tolerated and will result in disciplinary action as set forth in the employer's employment policies.</p> <p>All workers not occupying employer-provided housing must provide the employer with contact information before the worker commences employment. This contact information will be used to notify the worker not to report to work due to inclement weather or when work is not available, to notify the worker of any change in the worker's daily work schedule, or for any other reason.</p> <p>Employees may experience a temporary reduction in work and/or a temporary work stoppage due to the natural agricultural cycle.</p>			

x. Job Offer Information 24

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - TRAINING
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Training will be provided for 10 days from each worker's initial date of employment.</p>			

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H. Additional Material Terms and Conditions of the Job Offer

y. Job Offer Information 25

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - PRODUCTION STANDARDS
3. Details of Material Term or Condition (up to 3,500 characters) *			
<p>Workers must be able to perform the job and its requirements as defined in this clearance order after a reasonable period of on-the-job training.</p>			

z. Job Offer Information 26

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - TERMINATIONS
3. Details of Material Term or Condition (up to 3,500 characters) *			
<p>The employer may terminate the worker with notification to the Employment Service if the worker: (a) refuses without justified cause to perform work for which the worker was recruited and hired; (b) commits serious acts of misconduct; or (c) violation of company policies as stated in the company handbook.</p> <p>All employees must respect and follow company policies as stated in the company handbook including any new or changed policies which may be communicated during the course of the season. Employees must work in a safe manner and adhere to all safety training provided by the company. Employees must follow the directions of their supervisors regarding work efficiency and quality—the work must adhere to the quality standards of the grower for which they are working.</p>			

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

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H. Additional Material Terms and Conditions of the Job Offer

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1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - COVID-19 PRECAUTIONS
3. Details of Material Term or Condition (up to 3,500 characters) *			
<p>To the extent consistent: All federal, state and local COVID 19 requirements and guidelines will be implemented and strictly followed, including but not limited to the CDC, OSHA, EEOC guidelines. Moreover, all company COVID 19 policies are subject to change based on federal, state, and/or local requirements and guidelines. Any employee violating these measures will be subject to disciplinary action up to and including termination.</p>			

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

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