



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

A. Job Offer Information

1. Job Title * Shuttle Drivers, Farmworkers & Laborers							
2. Workers Needed *	a. Total	b. H-2A Workers	Period of Intended Employment				
	4	4	3. First Date * 6/17/2024	4. Last Date * 10/20/2024			
5. Will this job generally require the worker to be on-call 24 hours a day and 7 days a week? * If "Yes", proceed to question 8. If "No", complete questions 6 and 7 below.						☐ Yes ☒ No	
6. Anticipated days and hours of work per week (an entry is required for each box below) *						7. Hourly Work Schedule *	
40	a. Total Hours	7	c. Monday	7	e. Wednesday	7	g. Friday
0	b. Sunday	7	d. Tuesday	7	f. Thursday	5	h. Saturday
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 \$	
\$ 18.18		☒ HOUR ☐ MONTH		\$ 84.00		Corn Detassel - \$84.00 per clean acre; (minimum 0.10 acres per hour); Estimated wage rate is \$21.00/hour or 0.25/acre per hour; \$18.18 per hour guaranteed.	
9. Is a completed Addendum A providing additional information on the crops or agricultural activities to be performed and wage offers attached to this job offer? *						☒ Yes ☐ N/A	
10. Frequency of Pay: * ☒ Weekly ☐ Biweekly ☐ Other (specify): N/A							
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. *	
☒ None ☐ High School/GED ☐ Associate's ☐ Bachelor's ☐ Master's or higher ☐ Other degree (JD, MD, etc.)	
2. Work Experience: number of <u>months</u> required. *	24
3. Training: number of <u>months</u> required. *	0
4. Basic Job Requirements (check all that apply) §	
☒ a. Certification/license requirements	☒ f. Exposure to extreme temperatures
☒ b. Driver requirements	☒ g. Extensive pushing or pulling
☒ c. Criminal background check	☒ h. Extensive sitting or walking
☒ d. Drug screen	☒ i. Frequent stooping or bending over
☒ e. Lifting requirement <u>100</u> lbs.	☒ j. Repetitive movements
5a. Supervision: does this position supervise the work of other employees? *	☐ Yes ☒ No
5b. If "Yes" to question 5a, enter the number of employees worker will supervise. §	
6. Additional Information Regarding Job Qualifications/Requirements. * (Please begin response on this form and use Addendum C if additional space is needed. If no additional skills or requirements, enter " NONE " below) Criminal background checks and drug testing: Everglades Harvesting may conduct criminal background checks and/or drug/alcohol testing at the employer's expense on all new applicants post-employment. Failure to pass criminal background check and/or drug/alcohol screening is grounds for termination.	

C. Place of Employment Information

1. Place of Employment Address/Location *				
Bayer Crop Science LP - 40.32888, -89.26379				
2. City *	3. State *	4. Postal Code *	5. County *	
Armington	Illinois	61721	Tazewell	
6. Additional Place of Employment Information. (If no additional information, enter " NONE " below) *				
Number of workers needed four (4) and dates of need 06/17/2024 to 10/20/2024				
7. Is a completed Addendum B providing additional information on the places of employment and/or agricultural businesses who will employ workers, or to whom the employer will be providing workers, attached to this job order? *				☒ Yes ☐ N/A

D. Housing Information

1. Housing Address/Location *				
Days Inn - 914 W Bloomington Rd				
2. City *	3. State *	4. Postal Code *	5. County *	
Seymour	Illinois	61821	Champaign	
6. Type of Housing (check only one) *			7. Total Units *	8. Total Occupancy *
☐ Employer-provided (including mobile or range) ☒ Rental or public			68	136
9. Identify the entity that determined the housing met all applicable standards: *				
☒ Local authority ☐ SWA ☒ Other State authority ☐ Federal authority ☐ Other (specify): _____				
10. Additional Housing Information. (If no additional information, enter " NONE " below) *				
Family housing is not available, and the provision of family housing is not a prevailing practice in the area of intended employment. Co-ed housing is not offered; all female workers will be housed with other females and all male workers will be housed with other males.				
11. Is a completed Addendum B providing additional information on housing that will be provided to workers attached to this job order? *				☒ Yes ☐ N/A

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E. Provision of Meals

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

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

Breaking Taco & Portillo's will provide three (3) catered meals per day to the workers residing in the housing units located at Days Inn - 914 W. Bloomington Rd. Champaign, IL 61821 AND 505 Brock Drive Bloomington, IL 61701. The employer will charge each worker \$15.88 per day for catered meals, subject to change with the publication of new rates by the USDOL Office of Foreign Labor Certification in the Federal Register.

2. The employer: *

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

☒ **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.)

The employer will provide free transportation to all workers to the grocery store, laundromat and banking facility once a week to access the necessities, utilizing a fleet of 39 employer-provided passenger buses (seating capacity ranging from 44-52).

See Addendum C

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

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

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

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 (863) 675-8500

3. Extension §
N/A

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

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

H. Additional Material Terms and Conditions of the Job Offer

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

☒ Yes ☐ No

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

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

- JOB OPPORTUNITY:** Employer assures that the job opportunity identified in this clearance order (hereinafter also referred to as the "job order") is a full-time temporary position being placed with the SWA in connection with an *H-2A Application for Temporary Employment Certification* for H-2A workers and this clearance order satisfies the requirements for agricultural clearance orders in 20 CFR part 653, subpart F and the requirements set forth in 20 CFR 655, subpart B. This job opportunity offers U.S. workers no less than the same benefits, wages, and working conditions that the employer is offering, intends to offer, or will provide to H-2A workers and complies with the requirements at 20 CFR part 655, subpart B. The job opportunity is open to any qualified U.S. worker regardless of race, color, national origin, age, sex, religion, handicap, or citizenship.
- NO STRIKE, LOCKOUT, OR WORK STOPPAGE:** Employer assures that this job opportunity, including all places of employment for which the employer is requesting temporary agricultural labor certification does not currently have workers on strike or being locked out in the course of a labor dispute. 20 CFR 655.135(b).
- HOUSING FOR WORKERS:** Employer agrees to provide or secure housing for the H-2A workers and those workers in corresponding employment who are not reasonably able to return to their residence at the end of the work day. That housing complies with the applicable local, State, and/or Federal standards and is sufficient to house the specified number of workers requested through the clearance system. The employer will provide the housing without charge to the worker. Any charges for rental housing will be paid directly by the employer to the owner or operator of the housing. If public accommodations or public housing are provided to workers, the employer agrees to pay all housing-related charges directly to the housing's management. The employer agrees that charges in the form of deposits for bedding or other similar incidentals related to housing (e.g., utilities) must not be levied upon workers. However, the employer may require workers to reimburse them for damage caused to housing by the individual worker(s) found to have been responsible for damage which is not the result of normal wear and tear related to habitation. When it is the prevailing practice in the area of intended employment and the occupation to provide family housing, the employer agrees to provide family housing at no cost to workers with families who request it. 20 CFR 655.122(d), 653.501(c)(3)(vi).
Request for Conditional Access to Intrastate or Interstate Clearance System: Employer assures that the housing disclosed on this clearance order will be in full compliance with all applicable local, State, and/or Federal standards at least 20 calendar days before the housing is to be occupied. 20 CFR 653.502(a)(3). The Certifying Officer will not certify the application until the employer provides evidence that housing has been inspected and approved or, in the case of rental or public accommodations, is otherwise in full compliance.
- WORKERS' COMPENSATION COVERAGE:** Employer agrees to provide workers' compensation insurance coverage in compliance with State law covering injury and disease arising out of and in the course of the worker's employment. If the type of employment for which the certification is sought is not covered by or is exempt from the State's workers' compensation law, the employer agrees to provide, at no cost to the worker, insurance covering injury and disease arising out of and in the course of the worker's employment that will provide benefits at least equal to those provided under the State workers' compensation law for other comparable employment. 20 CFR 655.122(e).
- EMPLOYER-PROVIDED TOOLS AND EQUIPMENT:** Employer agrees to provide to the worker, without charge or deposit charge, all tools, supplies, and equipment required to perform the duties assigned. 20 CFR 655.122(f), .210(d), or .302(c).



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

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

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

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

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

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

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

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

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

C. *Daily Transportation*

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

D. *Compliance with Transportation Standards*

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

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

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

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



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

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

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

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

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

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

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

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

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



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

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

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

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

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

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5. Signature (or digital signature) * Digital Signature Verified and Retained By <i>Certifying Officer</i>	6. Date signed * 4/22/2024
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For Public Burden Statement, see the Instructions for Form ETA-790/790A.

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

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	Shuttle Bus Driver (53-3053)	\$ 18 18	Hour	\$18.18 per hour guaranteed.
	Corn Detassel	\$ 18 18	Hour	\$84.00 per clean acre; (minimum 0.10 acres per hour); Estimated wage rate is \$21.00/hour or 0.25/acre per hour; \$18.18 per hour guaranteed.
	Roguing	\$ 18 18	Hour	\$18.18 per hour guaranteed.
	Receiving / Sorting Green Corn	\$ 18 18	Hour	\$18.18 per hour guaranteed.
	Loading / Unloading dryer bins	\$ 18 18	Hour	\$18.18 per hour guaranteed.
	Choppers	\$ 18 18	Hour	\$18.18 per hour guaranteed.
	Silage Loadout	\$ 18 18	Hour	\$18.18 per hour guaranteed.
	Cob Loadout	\$ 18 18	Hour	\$18.18 per hour guaranteed.
	Shelter Duties	\$ 18 18	Hour	\$18.18 per hour guaranteed.
	Tractor Operator	\$ 18 18	Hour	\$18.18 per hour guaranteed.

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

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	Forklift Operator	\$ 18 18	Hour	\$18.18 per hour guaranteed.
	General Farm labor	\$ 18 18	Hour	\$18.18 per hour guaranteed.
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		\$.		

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

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Bayer Crop Science LP	1000 County Road 400 E Seymour, Illinois 61875 CHAMPAIGN	599	6/17/2024	10/20/2024	4
Bayer Crop Science LP	1000 E 2350 North Rd DeLand, Illinois 61839 PIATT	415	6/17/2024	10/20/2024	4
Bayer Crop Science LP	1000 E 3400N Rd Paxton, Illinois 60957 CHAMPAIGN	262	6/17/2024	10/20/2024	4
Bayer Crop Science LP	1001 N 3700 East Rd Farmer City, Illinois 61842 MCLEAN	199	6/17/2024	10/20/2024	4
Bayer Crop Science LP	1050 East 3400 North Rd Rantoul, Illinois 61866 CHAMPAIGN	210	6/17/2024	10/20/2024	4
Bayer Crop Science LP	10631 Fullerton RD DeWitt, Illinois 61842 DE WITT	175	6/17/2024	10/20/2024	4
Bayer Crop Science LP	107 CR 1000 N Ivesdale, Illinois 61851 CHAMPAIGN	513	6/17/2024	10/20/2024	4
Bayer Crop Science LP	10734 N 3150 Rd Farmer City, Illinois 61842 MCLEAN	640	6/17/2024	10/20/2024	4
Bayer Crop Science LP	10760 N 3150 East Rd Farmer City, Illinois 61842 MCLEAN	25	6/17/2024	10/20/2024	4
Bayer Crop Science LP	10900 Royal Rd Farmer City, Illinois 61842 DE WITT	698	6/17/2024	10/20/2024	4

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Bayer Crop Science LP	1101 E 3000 North Rd Mansfield, Illinois 61854 PIATT	19	6/17/2024	10/20/2024	4
Bayer Crop Science LP	1110 CR 700 E Champaign, Illinois 61824 CHAMPAIGN	487	6/17/2024	10/20/2024	4
Bayer Crop Science LP	1134 CR 3000 N Rantoul, Illinois 61866 CHAMPAIGN	215	6/17/2024	10/20/2024	4
Bayer Crop Science LP	1174 Co Rd 400 East Champaign, Illinois 61823 CHAMPAIGN	468	6/17/2024	10/20/2024	4
Bayer Crop Science LP	12000 Grand Rd Farmer City, Illinois 61842 DE WITT	114	6/17/2024	10/20/2024	4
Bayer Crop Science LP	12062 Liberty Rd Farmer City, Illinois 61842 DE WITT	110, 512	6/17/2024	10/20/2024	4
Bayer Crop Science LP	12500 Rosewood Rd Farmer City, Illinois 61842 DE WITT	186	6/17/2024	10/20/2024	4
Bayer Crop Science LP	12534 Grand Rd. Farmer City, Illinois 61842 DE WITT	27	6/17/2024	10/20/2024	4
Bayer Crop Science LP	126 County Road 700 N Ivesdale, Illinois 61851 CHAMPAIGN	634	6/17/2024	10/20/2024	4
Bayer Crop Science LP	13000 Grand Rd. Farmer City, Illinois 61842 DE WITT	17, 28	6/17/2024	10/20/2024	4

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Bayer Crop Science LP	13000 Rosewood Rd Farmer City, Illinois 61842 DE WITT	577, 578	6/17/2024	10/20/2024	4
Bayer Crop Science LP	13339 Liberty Rd Farmer City, Illinois 61842 DE WITT	506	6/17/2024	10/20/2024	4
Bayer Crop Science LP	1340 CR 500 E Champaign, Illinois 61822 CHAMPAIGN	422	6/17/2024	10/20/2024	4
Bayer Crop Science LP	1350 CR 400 Champaign, Illinois 61722 CHAMPAIGN	39	6/17/2024	10/20/2024	4
Bayer Crop Science LP	13545 Liberty Rd. Farmer City, Illinois 61842 DE WITT	62	6/17/2024	10/20/2024	4
Bayer Crop Science LP	13599 Grand Rd Farmer City, Illinois 61842 DE WITT	16	6/17/2024	10/20/2024	4
Bayer Crop Science LP	13700 Grand Rd Farmer City, Illinois 61842 DE WITT	38	6/17/2024	10/20/2024	4
Bayer Crop Science LP	1388 CR 300 Champaign, Illinois 61822 CHAMPAIGN	434	6/17/2024	10/20/2024	4
Bayer Crop Science LP	140 E 800 N Rd Ivesdale, Illinois 61851 CHAMPAIGN	653	6/17/2024	10/20/2024	4
Bayer Crop Science LP	14000 LeRoy Rd Farmer City, Illinois 61842 DE WITT	576	6/17/2024	10/20/2024	4

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Bayer Crop Science LP	14001 Woodbridge Rd Farmer City, Illinois 61842 DE WITT	12	6/17/2024	10/20/2024	4
Bayer Crop Science LP	1425 Couny Road 3200 Rantoul, Illinois 61866 CHAMPAIGN	256	6/17/2024	10/20/2024	4
Bayer Crop Science LP	1463 N 1400 East Rd Monticello, Illinois 61856 PIATT	694	6/17/2024	10/20/2024	4
Bayer Crop Science LP	14700 Leroy Rd Farmer City, Illinois 61842 DE WITT	646	6/17/2024	10/20/2024	4
Bayer Crop Science LP	14800 Leroy Rd Farmer City, Illinois 61842 DE WITT	650	6/17/2024	10/20/2024	4
Bayer Crop Science LP	15000 Asgrow Rd Farmer City, Illinois 61842 DE WITT	145	6/17/2024	10/20/2024	4
Bayer Crop Science LP	15000 Woodbridge Rd Farmer City, Illinois 61842 DE WITT	11	6/17/2024	10/20/2024	4
Bayer Crop Science LP	151 CR 1000 N Ivesdale, Illinois 61851 CHAMPAIGN	612	6/17/2024	10/20/2024	4
Bayer Crop Science LP	15180 Dogwood Rd Farmer City, Illinois 61842 DE WITT	37	6/17/2024	10/20/2024	4
Bayer Crop Science LP	154-2 N 3700 East Rd Mansfield, Illinois 61854 MCLEAN	688	6/17/2024	10/20/2024	4

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Bayer Crop Science LP	158 N 3700 East Rd Bellflower, Illinois 61724 MCLEAN	5	6/17/2024	10/20/2024	4
Bayer Crop Science LP	1640 N 1300 East Rd Monticello, Illinois 61856 PIATT	693	6/17/2024	10/20/2024	4
Bayer Crop Science LP	1756 N 3700 East Rd Farmer City, Illinois 61842 MCLEAN	197	6/17/2024	10/20/2024	4
Bayer Crop Science LP	17705 Airport Rd Clinton, Illinois 61727 DE WITT	701	6/17/2024	10/20/2024	4
Bayer Crop Science LP	1800 E 350 N Rd Clinton, Illinois 61727 DE WITT	629	6/17/2024	10/20/2024	4
Bayer Crop Science LP	1874 CR 3400 N Rantoul, Illinois 61866 CHAMPAIGN	221	6/17/2024	10/20/2024	4
Bayer Crop Science LP	1875 CR 3400 N Rantoul, Illinois 61866 CHAMPAIGN	220	6/17/2024	10/20/2024	4
Bayer Crop Science LP	19550 Depot Rd Farmer City, Illinois 61842 DE WITT	647	6/17/2024	10/20/2024	4
Bayer Crop Science LP	198 CR 1300 Seymour, Illinois 61875 CHAMPAIGN	435	6/17/2024	10/20/2024	4
Bayer Crop Science LP	200 CR 2800 N Mahomet, Illinois 61853 CHAMPAIGN	700	6/17/2024	10/20/2024	4

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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 §
Bayer Crop Science LP	200 E 750 N Rd Ivesdale, Illinois 61851 CHAMPAIGN	631	6/17/2024	10/20/2024	4
Bayer Crop Science LP	2000 CR 600 E Champaign, Illinois 61822 CHAMPAIGN	430	6/17/2024	10/20/2024	4
Bayer Crop Science LP	2000 N 3425 East Rd Farmer City, Illinois 61842 MCLEAN	9	6/17/2024	10/20/2024	4
Bayer Crop Science LP	20001 Buckeye Rd Farmer City, Illinois 61842 DE WITT	143	6/17/2024	10/20/2024	4
Bayer Crop Science LP	20003 Buckeye Rd Farmer City , Illinois 61842 DE WITT	696	6/17/2024	10/20/2024	4
Bayer Crop Science LP	2001 White Pigeon Rd Clinton, Illinois 61727 DE WITT	498	6/17/2024	10/20/2024	4
Bayer Crop Science LP	2020 E Parnell Rd DeWitt, Illinois 61843 DE WITT	183	6/17/2024	10/20/2024	4
Bayer Crop Science LP	20650 Parnell Road Farmer City, Illinois 61842 DE WITT	178, 181	6/17/2024	10/20/2024	4
Bayer Crop Science LP	21215 Depot Rd Farmer City, Illinois 61842 DE WITT	14	6/17/2024	10/20/2024	4
Bayer Crop Science LP	21412 Prarie Chapel Rd Farmer City, Illinois 61842 DE WITT	26	6/17/2024	10/20/2024	4

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Bayer Crop Science LP	215 County Rd 1300 N Seymour, Illinois 61875 CHAMPAIGN	648	6/17/2024	10/20/2024	4
Bayer Crop Science LP	21500 Depot Rd Farmer City, Illinois 61842 DE WITT	15	6/17/2024	10/20/2024	4
Bayer Crop Science LP	21501 Prarie Chapel Rd Farmer City, Illinois 61842 DE WITT	191	6/17/2024	10/20/2024	4
Bayer Crop Science LP	21544 Parnell Rd Farmer City, Illinois 61842 DE WITT	695	6/17/2024	10/20/2024	4
Bayer Crop Science LP	217 N 3700 East Rd Bellflower, Illinois 61724 MCLEAN	6	6/17/2024	10/20/2024	4
Bayer Crop Science LP	217 N 3700 East Rd Bellflower, Illinois 61724 MCLEAN	6	6/17/2024	10/20/2024	4
Bayer Crop Science LP	2200 CR 600 E Champaign, Illinois 61822 CHAMPAIGN	485	6/17/2024	10/20/2024	4
Bayer Crop Science LP	2200 N 425 E Rd DeLand, Illinois 61839 PIATT	429	6/17/2024	10/20/2024	4
Bayer Crop Science LP	22000 Airport Rd Weldon, Illinois 61822 DE WITT	493	6/17/2024	10/20/2024	4
Bayer Crop Science LP	22000 Prarie Chapel Rd Farmer City, Illinois 61842 DE WITT	592	6/17/2024	10/20/2024	4

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Bayer Crop Science LP	22001 Depot Rd, grand rd intersection Farmer City, Illinois 61842 DE WITT	32	6/17/2024	10/20/2024	4
Bayer Crop Science LP	22129 Prairie Chapel Rd Farmer City, Illinois 61842 DE WITT	642	6/17/2024	10/20/2024	4
Bayer Crop Science LP	2250 N 800 East Rd DeLand, Illinois 61839 PIATT	438	6/17/2024	10/20/2024	4
Bayer Crop Science LP	22500 Depot Rd Farmer City, Illinois 61842 DE WITT	194	6/17/2024	10/20/2024	4
Bayer Crop Science LP	22600 Depot Rd. Farmer City, Illinois 61842 DE WITT	29	6/17/2024	10/20/2024	4
Bayer Crop Science LP	2300 N 3700 E Rd. Bellflower, Illinois 61724 MCLEAN	96	6/17/2024	10/20/2024	4
Bayer Crop Science LP	23043 Depot Road Farmer City, Illinois 61842 DE WITT	1	6/17/2024	10/20/2024	4
Bayer Crop Science LP	240 E 800 N Rd Ivesdale, Illinois 61852 CHAMPAIGN	630	6/17/2024	10/20/2024	4
Bayer Crop Science LP	24100 Prairie Chapel Rd Farmer City, Illinois 61842 DE WITT	13	6/17/2024	10/20/2024	4
Bayer Crop Science LP	24320 Chestnut Rd Farmer City, Illinois 61842 DE WITT	649	6/17/2024	10/20/2024	4

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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 §
Bayer Crop Science LP	24500 Prarie Chapel Rd Farmer City, Illinois 61842 DE WITT	515	6/17/2024	10/20/2024	4
Bayer Crop Science LP	2454 CR 150 E Mahomet, Illinois 61853 CHAMPAIGN	699	6/17/2024	10/20/2024	4
Bayer Crop Science LP	25 CR 1100 Ivesdale, Illinois 61884 CHAMPAIGN	431	6/17/2024	10/20/2024	4
Bayer Crop Science LP	2500 N 1300 E Rd DeLand, Illinois 61839 PIATT	443	6/17/2024	10/20/2024	4
Bayer Crop Science LP	2501 N 650 East Rd De Land, Illinois 61839 PIATT	504	6/17/2024	10/20/2024	4
Bayer Crop Science LP	2510 County Road 1000 Champaign, Illinois 61822 CHAMPAIGN	263	6/17/2024	10/20/2024	4
Bayer Crop Science LP	2520 N 650 East Rd De Land, Illinois 61839 PIATT	505	6/17/2024	10/20/2024	4
Bayer Crop Science LP	26300 Rome Rd Farmer City, Illinois 61842 PIATT	185	6/17/2024	10/20/2024	4
Bayer Crop Science LP	2654 N 900 East Rd Mansfield, Illinois 61854 PIATT	692	6/17/2024	10/20/2024	4
Bayer Crop Science LP	270 CR 1100 N Seymour, Illinois 61875 CHAMPAIGN	702	6/17/2024	10/20/2024	4

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Bayer Crop Science LP	2700 N 1250 E Rd Rantoul, Illinois 61866 CHAMPAIGN	218	6/17/2024	10/20/2024	4
Bayer Crop Science LP	27001 Old Principal Rd Farmer City, Illinois 61842 MCLEAN	8	6/17/2024	10/20/2024	4
Bayer Crop Science LP	2850 N 600 East Rd Farmer City, Illinois 61842 PIATT	697	6/17/2024	10/20/2024	4
Bayer Crop Science LP	2851 N 900 East Rd Mansfield, Illinois 61854 PIATT	91	6/17/2024	10/20/2024	4
Bayer Crop Science LP	29000 E 150 North Rd. Forest City, Illinois 61752 MCLEAN	18	6/17/2024	10/20/2024	4
Bayer Crop Science LP	29500 E 400 North Rd LeRoy, Illinois 61752 MCLEAN	126	6/17/2024	10/20/2024	4
Bayer Crop Science LP	301 E 2200 North Rd DeLand, Illinois 61839 PIATT	575	6/17/2024	10/20/2024	4
Bayer Crop Science LP	3022 N 1100 east Mansfield, Illinois 61854 PIATT	551	6/17/2024	10/20/2024	4
Bayer Crop Science LP	30347 US Hwy 150 Farmer City, Illinois 61842 DE WITT	524	6/17/2024	10/20/2024	4
Bayer Crop Science LP	30495 E 100 North Rd LeRoy, Illinois 61752 MCLEAN	76	6/17/2024	10/20/2024	4

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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 §
Bayer Crop Science LP	30650 E 200 North Rd LeRoy, Illinois 61752 MCLEAN	188	6/17/2024	10/20/2024	4
Bayer Crop Science LP	30675 E 100 North Rd Farmer City, Illinois 61842 MCLEAN	100	6/17/2024	10/20/2024	4
Bayer Crop Science LP	31001 E 100 North Rd Farmer City, Illinois 61842 MCLEAN	30	6/17/2024	10/20/2024	4
Bayer Crop Science LP	31501 E 100 North Rd Arrowsmith, Illinois 61722 MCLEAN	582	6/17/2024	10/20/2024	4
Bayer Crop Science LP	3153 County Road 600 Fisher, Illinois 61843 CHAMPAIGN	244	6/17/2024	10/20/2024	4
Bayer Crop Science LP	3170 N 1100 East Rd Mansfield, Illinois 61854 PIATT	638	6/17/2024	10/20/2024	4
Bayer Crop Science LP	33501 E 700 North Rd Arrowsmith, Illinois 61722 MCLEAN	134	6/17/2024	10/20/2024	4
Bayer Crop Science LP	34131 E 500 North Arrowsmith, Illinois 61722 MCLEAN	132	6/17/2024	10/20/2024	4
Bayer Crop Science LP	34250 E 500 North Rd Arrowsmith, Illinois 61722 MCLEAN	117	6/17/2024	10/20/2024	4
Bayer Crop Science LP	349 E 2500 North Rd DeLand, Illinois 61839 PIATT	448 603	6/17/2024	10/20/2024	4

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Bayer Crop Science LP	353 CR 3100 Fisher, Illinois 61843 CHAMPAIGN	195	6/17/2024	10/20/2024	4
Bayer Crop Science LP	36400 E 100 North Rd Farmer City, Illinois 61842 MCLEAN	645	6/17/2024	10/20/2024	4
Bayer Crop Science LP	3700 E CR 300 N Bellflower, Illinois 61724 MCLEAN	92, 95	6/17/2024	10/20/2024	4
Bayer Crop Science LP	3779 Liberty Rd Weldon, Illinois 61882 DE WITT	644	6/17/2024	10/20/2024	4
Bayer Crop Science LP	39.876226, -90.489793 Arenzville, Illinois 62611 MORGAN		6/17/2024	10/20/2024	4
Bayer Crop Science LP	39.96370, -90.48834 Beardstown, Illinois 62618 CASS		6/17/2024	10/20/2024	4
Bayer Crop Science LP	39.994328, -90.474005 Beardstown, Illinois 62618 CASS		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.03327, -90.18111 Chandlerville, Illinois 62627 CASS		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.03418, -90.19994 Virginia, Illinois 62691 CASS		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.039027, -90.176404 Chandlerville, Illinois 62627 CASS		6/17/2024	10/20/2024	4

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Bayer Crop Science LP	40.039797, -90.176348 Chandlerville, Illinois 62627 CASS		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.04037, -90.23250 Virginia, Illinois 62692 CASS		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.042307, -90.251924 Virginia, Illinois 62691 CASS		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.042421, -90.181028 Chandlerville, Illinois 62627 CASS		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.065962, -90.050867 Chandlerville, Illinois 62627 CASS		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.06759, -90.04174 Chandlerville, Illinois 62627 CASS		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.082938, -90.037100 Chandlerville, Illinois 62627 CASS		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.14214, -89.85831 Easton, Illinois 62633 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.153167, -89.712561 Mason City, Illinois 62664 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.19478, -89.88565 Easton, Illinois 62633 MASON		6/17/2024	10/20/2024	4

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Bayer Crop Science LP	40.19492, -89.88568 Easton, Illinois 62633 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.20360, -89.88562 Easton, Illinois 62633 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.20360, -89.88562 Easton, Illinois 62633 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.20714, -89.89054 Easton, Illinois 62633 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.20715, -89.89037 Easton, Illinois 62633 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.20805, -89.65560 Mason City, Illinois 62664 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.235412, -89.658115 Mason City, Illinois 62664 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.236264, -89.639122 Mason City, Illinois 62664 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.243798, -89.639428 Mason City, Illinois 62664 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.246689, -89.681872 Mason City, Illinois 62664 MASON		6/17/2024	10/20/2024	4

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Bayer Crop Science LP	40.25660, -89.54493 Emden, Illinois 62635 LOGAN		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.25893, 89.28826 Atlanta, Illinois 61723 LOGAN		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.26142, -89.70096 Mason City, Illinois 62664 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.26164, -89.45135 Hartsburg, Illinois 62643 LOGAN		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.26479, -89.39712 Hartsburg, Illinois 62643 LOGAN		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.26481, -89.39663 Hartsburg, Illinois 62643 LOGAN		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.264864, -89.658632 Mason City, Illinois 62664 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.265119, -89.388909 Hartsburg, Illinois 62643 LOGAN		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.268487, -89.653712 San Jose, Illinois 62682 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.268693, -89.658563 Mason City, Illinois 62682 MASON		6/17/2024	10/20/2024	4

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Bayer Crop Science LP	40.278585, -89.602230 San Jose, Illinois 62682 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.279027, -89.946706 Havana, Illinois 62644 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.279399, -89.951392 Havana, Illinois 62644 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.281826, -89.951575 Havana, Illinois 62644 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.282169, -89.777637 Mason City, Illinois 62664 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.28294, -89.96053 Havana, Illinois 62644 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.286528, -89.960554 Havana, Illinois 62644 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.289648, -90.004017 Forest City, Illinois 61532 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.29021, -89.69194 Mason City, Illinois 62664 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.29118, -89.59999 San Jose, Illinois LOGAN		6/17/2024	10/20/2024	4

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Bayer Crop Science LP	40.293352, -89.999012 Havana, Illinois 62644 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.293852, -89.960700 Havana, Illinois 62644 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.297099, -89.986308 Havana, Illinois 62644 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.297149, -89.992087 Havana, Illinois 62644 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.297187, -89.929561 Topeka, Illinois 61567 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.297246, -89.971290 Havana, Illinois 62644 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.297267, -89.936275 Topeka, Illinois 61567 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.297363, -89.968417 Havana, Illinois 62644 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.300008, -89.984637 Havana, Illinois 62644 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.304980, -89.687997 San Jose, Illinois 62682 MASON		6/17/2024	10/20/2024	4

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Bayer Crop Science LP	40.305149, -89.984646 Havana, Illinois 62644 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.305346, -89.629280 Havana San Jose, Illinois 62682 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.307214, -89.503007 Emden, Illinois 62635 LOGAN		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.307299, -89.498512 Emden, Illinois 62635 LOGAN		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.30984, - 89.24959 Atlanta, Illinois 61754 MCLEAN		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.312274, -89.975173 Havana, Illinois 62644 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.312462, -89.979882 Havana, Illinois 62644 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.312915, -89.602818 San Jose, Illinois 62682 LOGAN		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.315272, -89.612340 San Jose, Illinois 62682 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.316437, -89.612296 Mason City, Illinois 62682 MASON		6/17/2024	10/20/2024	4

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Bayer Crop Science LP	40.317828, -89.817095 Forest City, Illinois 61532 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.317835, -89.803433 Forest City, Illinois 61532 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.317855, -89.822290 Forest City, Illinois 61532 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.317906, -89.822184 Forest City, Illinois 61532 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.317906, -89.822184 Forest City, Illinois 61532 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.317942, -89.819456 Manito, Illinois 61532 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.317956, -89.821988 Forest City, Illinois 61532 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.31822, 89.23571 Illinois, Illinois 61754 MCLEAN		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.31836, -89.23374 Illinois, Illinois 61754 MCLEAN		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.31838, - 89.22084 McLean, Illinois 61754 MCLEAN		6/17/2024	10/20/2024	4

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Bayer Crop Science LP	40.31838, -89.75755 San Jose, Illinois 62682 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.31858, 89.22087 Mc Lean, Illinois 61754 MCLEAN		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.31868, -89.74920 San Jose, Illinois 62682 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.318851, -89.729241 Manito, Illinois 61546 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.318890, -89.728949 San Jose, Illinois 62682 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.318959, -89.729325 San Jose Manito, Illinois 61546 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.32052, -89.90750 Topeka, Illinois 61567 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.32227, -89.75291 San Jose, Illinois 62682 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.32283, -89.24485 McLean, Illinois 61754 MCLEAN		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.326309, -89.715064 Manito, Illinois 62682 MASON		6/17/2024	10/20/2024	4

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Bayer Crop Science LP	40.32888, -89.26379 Armington, Illinois 61721 TAZEWELL		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.32930, -89.23542 McLean, Illinois 61754 MCLEAN		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.33151, -89.26382 Armington, Illinois 61721 MCLEAN		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.332671, -89.771892 Forest City, Illinois 61532 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.332700, -89.775510 Forest City, Illinois 61532 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.332707, -89.941741 Topeka, Illinois 61567 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.332776, -89.769811 Forest City, Illinois 61532 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.332967, -89.762661 Manito, Illinois 61854 MASON	61546	6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.333215, -89.743471 Manito, Illinois 61546 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.33355, -89.71992 Manito, Illinois 61546 MASON		6/17/2024	10/20/2024	4

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Bayer Crop Science LP	40.33394, -89.69646 Green Valley, Illinois 61534 TAZEWELL		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.33507, -89.28304 Armington, Illinois 61721 TAZEWELL		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.33510, -89.28288 Armington, Illinois 61721 TAZEWELL		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.33997, -89.23542 McLean, Illinois 61754 MCLEAN		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.34019, -89.24501 McLean, Illinois 61754 MCLEAN		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.340254, -89.230655 McLean, Illinois 61752 MCLEAN		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.340254, -89.230655 McLean, Illinois 61754 MCLEAN		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.340336, -89.230783 McLean, Illinois 61754 MCLEAN		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.341267, -89.678934 Green Valley, Illinois 61534 TAZEWELL		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.341387, -89.678937 Green Valley, Illinois 61534 TAZEWELL		6/17/2024	10/20/2024	4

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Bayer Crop Science LP	40.342031, -89.245051 McLean, Illinois 61754 MCLEAN		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.346678, -89.734135 Manito, Illinois 61546 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.347343, -89.796676 Forest City, Illinois 61532 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.351421, -89.734146 Manito, Illinois 61546 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.353510, -89.640948 Delavan, Illinois 61734 TAZEWELL		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.354712, -89.776727 Forest City, Illinois 61532 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.35472, -89.76012 Manito, Illinois 61546 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.35475, -89.76708 Manito, Illinois 61546 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.35486, -89.74738 Manito, Illinois 61546 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.354925, -89.740928 Manito, Illinois 61546 MASON		6/17/2024	10/20/2024	4

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Bayer Crop Science LP	40.35617, -89.49018 Delavan, Illinois 61734 TAZEWELL		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.35672, -89.49034 Delavan, Illinois 6173 TAZEWELL		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.35826, -89.26425 McLean, Illinois 61721 MCLEAN		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.358507, -89.762566 Manito, Illinois 61546 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.36153, - 89.29308 Armington, Illinois 61721 TAZEWELL		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.361881, -89.793764 Forest City, Illinois 61532 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.36193, -89.25081 McLean, Illinois 61754 MCLEAN		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.36197, -89.78631 Forest City, Illinois 61532 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.362997, -89.641212 Delavan, Illinois 61734 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.365650, -89.772031 Farmer City, Illinois 61532 MASON		6/17/2024	10/20/2024	4

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Bayer Crop Science LP	40.36614, -89.46397 Delavan, Illinois 61734 TAZEWELL		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.368594, -89.528506 Delavan, Illinois 61734 TAZEWELL		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.369682, -89.859800 Havana, Illinois 62644 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.372691, -89.819168 Manito, Illinois 61546 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.37341, - 89.24563 McLean, Illinois 61774 MCLEAN		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.374599, -89.795154 Forest City, Illinois 61532 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.37569, - 89.26450 McLean, Illinois 61721 MCLEAN		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.37647, 89.47364 Delavan, Illinois 61734 TAZEWELL		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.377945, -89.630694 Green Valley, Illinois 61534 TAZEWELL		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.38145, -89.18994 McLean, Illinois 61754 MCLEAN		6/17/2024	10/20/2024	4

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Bayer Crop Science LP	40.38190, -89.92241 Topeka, Illinois 61567 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.385801, -89.789888 Forest City, Illinois 61532 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.38734, -89.28395 Minier, Illinois 61721 TAZEWELL		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.38750, -89.24570 Stanford, Illinois 61775 MCLEAN		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.391001, -89.794660 Forest City, Illinois 61532 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.391639, - 89.730314 Manito, Illinois 61546 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.39164, -89.28397 Minier, Illinois 61721 TAZEWELL		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.39208, -89.49110 Delavan, Illinois 61734 TAZEWELL		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.39348, -89.49065 Delavan, Illinois 61734 TAZEWELL		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.39683, -89.20787 Stanford, Illinois 61774 MCLEAN		6/17/2024	10/20/2024	4

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Bayer Crop Science LP	40.39801, -89.29276 Miner, Illinois 61759 TAZEWELL		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.39861, -89.23796 Stanford, Illinois 61774 MCLEAN		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.39911, -89.20792 Stanford, Illinois 61774 MCLEAN		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.39957, -89.69066 Green Valley, Illinois 61534 DE WITT		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.400303, -89.69082 Green Valley, Illinois 61534 TAZEWELL		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.403407, -89.662045 Green Valley, Illinois 61534 TAZEWELL		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.403419, -89.662160 Green Valley, Illinois 61534 TAZEWELL		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.406236, -89.721356 Manito, Illinois 61546 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.40655, -89.70039 Manito, Illinois 61546 TAZEWELL		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.427447, -89.765591 Manito, Illinois 61546 MASON		6/17/2024	10/20/2024	4

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Bayer Crop Science LP	40.42800, -89.17026 Stanford, Illinois 61774 MCLEAN		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.42835, -89.17303 Stanford, Illinois 61774 MCLEAN		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.439758, -89.399322 Hopedale, Illinois 61747 TAZEWELL		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.44265, -89.20071 Stanford, Illinois 61774 MCLEAN		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.453947, -89.731340 Manito, Illinois 61546 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.454656, -89.731411 Manito, Illinois 61546 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.459489, -89.533111 Tremont, Illinois 61568 TAZEWELL		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.467493, -89.266179 Stanford, Illinois 61774 TAZEWELL		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.481251, -89.503886 Tremont, Illinois 61568 TAZEWELL		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.48793, -89.51244 Tremont, Illinois 61568 TAZEWELL		6/17/2024	10/20/2024	4

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Bayer Crop Science LP	40.48821, -89.51830 Tremont, Illinois 61568 TAZEWELL		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.48830, -89.52183 Tremont, Illinois 61568 TAZEWELL		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.488380, -89.516257 Tremont, Illinois 61568 TAZEWELL		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.491484, -89.352264 Mackinaw, Illinois 61755 TAZEWELL		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.495010, -89.352466 Mackinaw, Illinois 61755 TAZEWELL		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.495403, -89.656775 South Pekin, Illinois 61564 TAZEWELL		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.49560, -89.51527 Tremont, Illinois 61568 TAZEWELL		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.50262, -89.53066 Tremont, Illinois 61568 TAZEWELL		6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.581177, -89.550753 Groveland, Illinois 61535 TAZEWELL		6/17/2024	10/20/2024	4
Bayer Crop Science LP	400 CR 3100 Fisher, Illinois 61843 CHAMPAIGN	196	6/17/2024	10/20/2024	4

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Bayer Crop Science LP	417 CR 1400 Champaign, Illinois 61825 CHAMPAIGN	491	6/17/2024	10/20/2024	4
Bayer Crop Science LP	421 E 2150 North Rd DeLand, Illinois 61839 DE WITT	425	6/17/2024	10/20/2024	4
Bayer Crop Science LP	468 County Road 1300 Champaign, Illinois 61826 CHAMPAIGN	489	6/17/2024	10/20/2024	4
Bayer Crop Science LP	471 CR 2900 N Fisher, Illinois 61843 CHAMPAIGN	703	6/17/2024	10/20/2024	4
Bayer Crop Science LP	478 CR 1400 Champaign, Illinois 61822 CHAMPAIGN	459	6/17/2024	10/20/2024	4
Bayer Crop Science LP	5000 N 3500 East Rd Arrowsmith, Illinois 61722 MCLEAN	120	6/17/2024	10/20/2024	4
Bayer Crop Science LP	502 N Rising Rd Champaign, Illinois 61822 CHAMPAIGN	706	6/17/2024	10/20/2024	4
Bayer Crop Science LP	5500 Lakewood Rd Weldon, Illinois 61882 DE WITT	496	6/17/2024	10/20/2024	4
Bayer Crop Science LP	6550 N 330 East Rd Arrowsmith, Illinois 61722 MCLEAN	187	6/17/2024	10/20/2024	4
Bayer Crop Science LP	677N CR 3250 E Rd Farmer City, Illinois 61842 MCLEAN	618	6/17/2024	10/20/2024	4

D. Additional Housing Information

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Bayer Crop Science LP	700 E 1150 N Rd Champaign, Illinois 61824 CHAMPAIGN	622	6/17/2024	10/20/2024	4
Bayer Crop Science LP	73 CR 2500 Mahomet, Illinois 61853 CHAMPAIGN	604,605, 606	6/17/2024	10/20/2024	4
Bayer Crop Science LP	75 E 900 N Rd Ivesdale, Illinois 61851 CHAMPAIGN	632	6/17/2024	10/20/2024	4
Bayer Crop Science LP	7500 State Highway 48 DeWitt, Illinois 61842 DE WITT	494	6/17/2024	10/20/2024	4
Bayer Crop Science LP	7725 N 3250 East Rd Arrowsmith, Illinois 61722 MCLEAN	84	6/17/2024	10/20/2024	4
Bayer Crop Science LP	7751 N 3250 East Rd Farmer City, Illinois 61842 DE WITT	24	6/17/2024	10/20/2024	4
Bayer Crop Science LP	7760 N 3250 East Rd Farmer City, Illinois 61842 MCLEAN	131	6/17/2024	10/20/2024	4
Bayer Crop Science LP	852 E 2150 North Rd DeLand, Illinois 61839 PIATT	440	6/17/2024	10/20/2024	4
Bayer Crop Science LP	886 E 2200 North Rd DeLand, Illinois 61839 PIATT	439	6/17/2024	10/20/2024	4
Bayer Crop Science LP	900 E CR 2150 N Lodge, Illinois 61856 PIATT	447	6/17/2024	10/20/2024	4

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Bayer Crop Science LP	901 E 2500 North Mansfield, Illinois 61854 PIATT	536	6/17/2024	10/20/2024	4
Bayer Crop Science LP	950 E 3300 N Rd Mansfield, Illinois 61854 PIATT	624	6/17/2024	10/20/2024	4
Bayer Crop Science LP	950 E CR 2150 N Lodge, Illinois 61856 PIATT	458	6/17/2024	10/20/2024	4
Bayer Crop Science LP	Corner of 100 E & 900 N Rd Ivesdale, Illinois 61851 CHAMPAIGN	633	6/17/2024	10/20/2024	4
Bayer Crop Science LP	Corner of 1100 E 3200 N Rd Mansfield, Illinois 61854 PIATT	626	6/17/2024	10/20/2024	4
Bayer Crop Science LP	Corner of 2950 E & 50 N LeRoy, Illinois 61752 MCLEAN	623	6/17/2024	10/20/2024	4
Bayer Crop Science LP	Corner of 3375 E & 100 N Rd Farmer City, Illinois 61842 MCLEAN	625	6/17/2024	10/20/2024	4
Bayer Crop Science LP	Corner of CR 1200 E & CR 2600 N Rantoul, Illinois 61866 CHAMPAIGN	217	6/17/2024	10/20/2024	4
Bayer Crop Science LP	Corner of CR 1200 E & CR 2700 N Rantoul, Illinois 61866 CHAMPAIGN	219	6/17/2024	10/20/2024	4
Bayer Crop Science LP	corner of CR 1400 N & CR 600 E Champaign, Illinois 61822 DE WITT	501	6/17/2024	10/20/2024	4

D. Additional Housing Information

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Bayer Crop Science LP	corner of cracker rd and truman rd Farmer City, Illinois 61842 DE WITT	651	6/17/2024	10/20/2024	4
Bayer Crop Science LP	corner of E 300 North Rd & N 4200 East Rd Bellflower, Illinois 61724 MCLEAN	704	6/17/2024	10/20/2024	4
Bayer Crop Science LP	corner of N 2400 East Rd & 1350 N Farmer City, Illinois 61842 DE WITT	689	6/17/2024	10/20/2024	4
Bayer Crop Science LP	Corner of N 700 East Rd & E 2750 North Rd Farmer City, Illinois 61842 MCLEAN	641	6/17/2024	10/20/2024	4
Bayer Crop Science LP	Corner of N 900 East Rd & E 2300 North Rd Deland, Illinois 61839 PIATT	643	6/17/2024	10/20/2024	4
Bayer Crop Science LP	Corner of Old Principal Rd & 2700 E Rd Farmer City, Illinois 61842 MCLEAN	628	6/17/2024	10/20/2024	4
Bayer Crop Science LP	corner of US 136 & N 3450 East Rd Farmer City, Illinois 61842 MCLEAN	705	6/17/2024	10/20/2024	4
Bayer Crop Science LP	E 200 North Rd. (near 3150 East Rd) Farmer City, Illinois 61842 MCLEAN	23	6/17/2024	10/20/2024	4
Bayer Crop Science LP	E 3300 North Rd (near N 900 East Rd) Mansfield, Illinois 61854 PIATT	20	6/17/2024	10/20/2024	4
Bayer Crop Science LP	E 400 North Rd Arrowsmith, Illinois 61722 MCLEAN	607, 707	6/17/2024	10/20/2024	4

D. Additional Housing Information

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Bayer Crop Science LP	N 2250 East Road Farmer City, Illinois 61842 DE WITT		6/17/2024	10/20/2024	4
Bayer Crop Science LP	100 E CR 1300 N Seymour, Illinois 61875 CHAMPAIGN	423	6/17/2024	10/20/2024	4
Bayer Crop Science LP	2820 CR 1200 Rantoul, Illinois 61866 CHAMPAIGN	212	6/17/2024	10/20/2024	4
Bayer Crop Science LP	40.232929, -89.657804 Mason City, Illinois 62664 MASON		6/17/2024	10/20/2024	4
Bayer Crop Science LP	14901 Asgrow Road Farmer City, Illinois 61842 DE WITT		6/17/2024	10/20/2024	4
Kyle Kopp	30347 US Hwy 150 Farmer City, Illinois 61842 DE WITT		6/17/2024	10/20/2024	4
Kyle Kopp	N 2250 East Road Farmer City, Illinois 61842 DE WITT		6/17/2024	10/20/2024	4
Kyle Kopp	E. 200 North Road Farmer City, Illinois 61842 DE WITT		6/17/2024	10/20/2024	4
Kyle Kopp	15003-15087 Dogwood Road Farmer City, Illinois 61842 DE WITT		6/17/2024	10/20/2024	4

D. Additional Housing Information



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1. Type of Housing *	2. Physical Location *	3. Additional Housing Information §	4. Total Units *	5. Total Occupancy *	6. Inspection Entity *
☐ Employer-provided ☒ Rental or public accommodations	Days Inn - 505 Brock Drive. Bloomington, Illinois 61701 MCLEAN		25	50	☒ Local authority ☐ SWA ☒ Other State authority ☐ Federal authority ☐ Other _____
☐ Employer-provided ☐ Rental or public accommodations					☐ Local authority ☐ SWA ☐ Other State authority ☐ Federal authority ☐ Other _____
☐ Employer-provided ☐ Rental or public accommodations					☐ Local authority ☐ SWA ☐ Other State authority ☐ Federal authority ☐ Other _____
☐ Employer-provided ☐ Rental or public accommodations					☐ Local authority ☐ SWA ☐ Other State authority ☐ Federal authority ☐ Other _____
☐ Employer-provided ☐ Rental or public accommodations					☐ Local authority ☐ SWA ☐ Other State authority ☐ Federal authority ☐ Other _____

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

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H. Additional Material Terms and Conditions of the Job Offer

a. Job Offer Information 1

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Workers will perform duties as instructed and assigned by their supervisor. Shuttle Bus Driver: Inspect vehicle and safety equipment on bus before driving. Pick up workers at hotel/living quarters and transport workers to work site. Report any accidents/injuries. Keep vehicle clean, transfer workers from one worksite to another when necessary. Provide documents/licenses to federal agencies when requested. Transport workers back to hotel at the end of the workday. Operating a company vehicle during the period of employment the driver must possess a valid driver's license issued by the United States or foreign equivalent license to operate the company vehicle in accordance with license restrictions and vehicle classification applicable to that license. The worker will walk down the aisles between the plants in the corn fields to detassel seed corn and remove rogue plants, weeds, and volunteer corn plants from seed corn production fields. The worker may perform additional field and seed mill duties to include receiving and sorting green corn, loading and unloading corn into dryer bins, shelling corn, loading out silage and cobs, operating, cleaning, and storing the equipment associated therewith. Operate Forklift. In order to perform this kind of work, the worker must be able to work outside for at least 6 hours a day in all kinds of weather and be in possession of the requisite strength and endurance, working quickly and skillfully with their hands. The employer will provide the tools necessary to perform the described job duties without charge to the worker. The employer will charge the worker for reasonable costs related to the worker's refusal or negligent failure to return the tools or due to such worker's willful damage or destruction of the tools. The employer retains the right to discharge any obviously unqualified worker, malingering, or recalcitrant worker who is physically able to complete the work but does not demonstrate a willingness to perform the work necessary for the employer to grow a premium quality product, or for any other lawful reason.			

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
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * FICA taxes, income tax, state income tax, cash advances, overpayment to the employer due to the worker's damage or loss of equipment or housing items where it is shown that the worker is responsible, any other deductions expressly authorized by the worker. **** The employer will pay a wage that is the highest of the AEWR, the prevailing hourly wage or piece rate, the agreed-upon collective bargaining wage, or the Federal or State minimum wage, except where a special procedure is approved for an occupation or specific class of agricultural employment.			

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

d. Job Offer Information 4

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Duties - I
3. Details of Material Term or Condition (up to 3,500 characters) * General Conditions: On the first workday, the employer will provide specific instructions and/or training (up to 1 hour) in the proper way to perform the crop activity. Thereafter, the worker will be expected to perform the task with diligence as instructed. Sanitation Requirements: For food and general safety purposes, all workers will be required and expected to follow common sanitary practices at all times. This is particularly critical when working in agricultural crops for human consumption. Employees are required to cleanse their hands by washing them thoroughly with soap and water after using the bathroom and before entering the fields. All workers must report all injuries and illnesses to their employer. As well any communicable diseases such as but not limited to diarrhea, or any other infectious disease or illness. Workers shall report immediately any cuts or abrasions that cause open bleeding. No tobacco, food, gum, candy, drink (other than water) or medication is allowed while working in the field. No jewelry, watches or fingernails longer than 1/8" are allowed. No open toe shoes or sandals are permitted. Glass bottles, drinking glasses, or any item made from glass are prohibited in the field. Improper hygiene will not be tolerated. Throw the used bathroom tissue into the toilet every time, then flush the toilet. Keep the restrooms, rest areas and portable facilities in the field clean for others. As per 8 CFR Part 214.2, an H-2A worker who violates the terms and conditions of the H-2A contract, including remaining beyond the specific period of authorized stay or engaging in unauthorized employment, will not be eligible for admission into the United States for a period of 5 years.			

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

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H. Additional Material Terms and Conditions of the Job Offer

e. Job Offer Information 5

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

f. Job Offer Information 6

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

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H. Additional Material Terms and Conditions of the Job Offer

g. Job Offer Information 7

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

h. Job Offer Information 8

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

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H. Additional Material Terms and Conditions of the Job Offer

i. Job Offer Information 9

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

j. Job Offer Information 10

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

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H. Additional Material Terms and Conditions of the Job Offer

k. Job Offer Information 11

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

l. Job Offer Information 12

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

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

n. Job Offer Information 14

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Workplace Standards and Rules - II
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * 5.Taking part in any conduct which may endanger health or safety of fellow employees or bring discredit to employer, its supervisors or managers. 6.Improper or illegal use of alcoholic beverages, illegal drugs, controlled substances, or prescribed medications. 7.Failure or refusal to cooperate in a company investigation. 8.Improper behavior in performing your job. 9.Violation of the employers policies or procedures - including but not limited to housing rules of occupancy - which have been established to protect the employers property and equipment, as well as to help safeguard the health and safety of its employees. 10.Tolerating, participating in, or initiating an event or act that is reasonably considered to be threatening verbal or written behavior or workplace violence. This type of prohibited conduct may include engaging in verbal or harassing conduct or behavior towards a co-worker. 11.Engaging in verbal or prohibited acts of prohibited employment discrimination or retaliation against another employee. 12.Possessing cell phones inside work areas such as the fields, groves, orchards and/or packing facility. Cell phones must be left during working hours in the bus, van or at the housing facilities, with the exception of circumstances in which a worker is attempting to communicate illegal or dangerous working conditions to the company or toll-free confidential complaint hotline. 13. Each worker will be assigned a buddy to ensure health and safety while employed. Workers are required to follow a "Buddy System". 14. NO fighting or weapons (INCLUDING GUNS) will be allowed			

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

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H. Additional Material Terms and Conditions of the Job Offer

o. Job Offer Information 15

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Criminal Background Checks
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			
Due to communal living arrangements where workers entitled to free housing will reside in close proximity to one another with limited residential supervision, and due to food safety considerations, all new hires will be subject to criminal background checks post hire at the employer's expense, consistent with company policy in order to minimize the occurrence of crimes among residents. Therefore, continued employment is contingent upon applicants having no history of being either a "habitual felony offender" or "habitual violent felony offender" and the absence of convictions of (1) a felony or attempt or conspiracy to commit a felony of violence, including but not limited to convictions for arson, aggravated or sexual battery, aggravated stalking, armed burglary, robbery, aggravated assault, aggravated child abuse, aggravated abuse of an elderly person or disabled adult, kidnapping, manslaughter or murder, and (2) misdemeanor offenses of assault and battery, weapons, lewdness, arson & criminal mischief, burglary, theft, drunkenness, and drug abuse. In addition, if the employer is made aware of a criminal conviction record or status as a registered sex offender that the employer reasonably believes, consistent with current law, will impair the safety and living conditions of other workers.			

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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 (<i>up to 3,500 characters</i>) *			

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