



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

**A. Job Offer Information**

1. Job Title * <b>Farmworker</b>							
2. Workers Needed *	a. Total <b>265</b>	b. H-2A Workers <b>265</b>	Period of Intended Employment				
			3. First Date * <b>7/1/2024</b>	4. Last Date * <b>8/4/2024</b>			
5. Will this job generally require the worker to be on-call 24 hours a day and 7 days a week? * If "Yes", proceed to question 8. If "No", complete questions 6 and 7 below.						<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
6. Anticipated days and hours of work per week (an entry is required for each box below) *						7. Hourly Work Schedule *	
<b>39</b>	a. Total Hours	<b>6.5</b>	c. Monday	<b>6.5</b>	e. Wednesday	<b>6.5</b>	g. Friday
<b>0</b>	b. Sunday	<b>6.5</b>	d. Tuesday	<b>6.5</b>	f. Thursday	<b>6.5</b>	h. Saturday
						a. <b>7</b> : <b>00</b>	<input checked="" type="checkbox"/> AM <input type="checkbox"/> PM
						b. <b>1</b> : <b>30</b>	<input type="checkbox"/> AM <input checked="" type="checkbox"/> PM
<b>Temporary Agricultural Services and Wage Offer Information</b>							
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.)							
Crops/Commodities: Corn.  Corn Detasseling: Workers will perform assigned duties as instructed by their supervisor. The worker will walk down the aisles between the plants in the corn fields, for the purpose of detasseling seed corn, remove rogue plants, weeds and volunteer corn plants from seed corn production fields. The worker in order to perform this kind of work 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. Employer will train workers. Training will include but is not limited to safety training and worker protection training videos. Training includes general discussion of job duties and policies. Training will take place at Orientation prior to working. Employees will be explained and have read to them the Job Order. The employer will answer any questions the workers may have.							
8b. Wage Offer *		8c. Per *		8d. Piece Rate Offer \$		8e. Piece Rate Units / Estimated Hourly Rate / Special Pay Information \$	
\$ <b>18</b> . <b>18</b>		<input checked="" type="checkbox"/> HOUR <input type="checkbox"/> MONTH		\$ <b>85</b> . <b>00</b>		Corn Detasseling, per acre. Estimated hourly wage rate for this piece rate is \$18.70/hr based on workers completing 0.22 acres/hr for 30-inch corn for two passes or more. Guaranteed \$18.18/hr.	
9. Is a completed <b>Addendum A</b> providing additional information on the crops or agricultural activities to be performed and wage offers attached to this job offer? *						<input checked="" type="checkbox"/> Yes <input type="checkbox"/> N/A	
10. Frequency of Pay: * <input checked="" type="checkbox"/> Weekly <input type="checkbox"/> Biweekly <input type="checkbox"/> Other (specify): <u>N/A</u>							
11. State all deduction(s) from pay and, if known, the amount(s). * (Please begin response on this form and use Addendum C if additional space is needed.) See Addendum C							

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**B. Minimum Job Qualifications/Requirements**

1. Education: minimum U.S. diploma/degree required. *			
<input checked="" type="checkbox"/> None <input type="checkbox"/> High School/GED <input type="checkbox"/> Associate's <input type="checkbox"/> Bachelor's <input type="checkbox"/> Master's or higher <input type="checkbox"/> Other degree (JD, MD, etc.)			
2. Work Experience: number of <u>months</u> required. *		1	3. Training: number of <u>months</u> required. * 0
4. Basic Job Requirements (check all that apply) §			
<input type="checkbox"/> a. Certification/license requirements		<input checked="" type="checkbox"/> f. Exposure to extreme temperatures	
<input type="checkbox"/> b. Driver requirements		<input checked="" type="checkbox"/> g. Extensive pushing or pulling	
<input checked="" type="checkbox"/> c. Criminal background check		<input checked="" type="checkbox"/> h. Extensive sitting or walking	
<input checked="" type="checkbox"/> d. Drug screen		<input checked="" type="checkbox"/> i. Frequent stooping or bending over	
<input checked="" type="checkbox"/> e. Lifting requirement <u>60</u> lbs.		<input checked="" type="checkbox"/> j. Repetitive movements	
5a. Supervision: does this position supervise the work of other employees? *		<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	5b. If "Yes" to question 5a, enter the number of employees worker will supervise. §
6. Additional Information Regarding Job Qualifications/Requirements. * (Please begin response on this form and use Addendum C if additional space is needed. If no additional skills or requirements, enter " <b>NONE</b> " below) This job requires a minimum of 1 months of agricultural experience handling both manual and mechanized tasks. Applicants must be able to furnish verbal or written statement establishing relevant prior work experience. Saturday work required. Must be able to lift/carry 60 lbs. Must be able to pass criminal background check. Employer uniformly conducts a post-employment drug screen and background check.			

**C. Place of Employment Information**

1. Place of Employment Address/Location *			
68000 Tamarack Rd - (41.50237N, 86.42650W)			
2. City *	3. State *	4. Postal Code *	5. County *
North Liberty	Indiana	46554	St Joseph
6. Additional Place of Employment Information. (If no additional information, enter " <b>NONE</b> " below) *			
Fixed Site Grower: Bayer Remington			
Employer reserves the right to move workers between worksites.			
7. Is a completed <b>Addendum B</b> providing additional information on the places of employment and/or agricultural businesses who will employ workers, or to whom the employer will be providing workers, attached to this job order? *			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> N/A

**D. Housing Information**

1. Housing Address/Location *			
2535 N Michigan Street - Economy Inn			
2. City *	3. State *	4. Postal Code *	5. County *
Plymouth	Indiana	46563	Marshall
6. Type of Housing (check only one) *		7. Total Units *	8. Total Occupancy *
<input type="checkbox"/> Employer-provided (including mobile or range) <input checked="" type="checkbox"/> Rental or public		30	90
9. Identify the entity that determined the housing met all applicable standards: *			
<input checked="" type="checkbox"/> Local authority <input type="checkbox"/> SWA <input type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other (specify): _____			
10. Additional Housing Information. (If no additional information, enter " <b>NONE</b> " below) *			
Housing is only available to workers and is not offered to non-working family members. Employer possesses and controls premises at all times. Female workers will be provided bedroom and bathroom facilities shared only with other female workers. Common areas of the housing may be shared with male workers. Workers must vacate housing promptly at end of contract period or upon termination, in accordance with state law.			
11. Is a completed <b>Addendum B</b> providing additional information on housing that will be provided to workers attached to this job order? *			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> N/A

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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.)

Employer has a Catering Agreement in place with Haro's Supermarket Inc., Mexico Lindo, and Taqueria don Beto. Caterer will provide H-2A workers meals 3 times per day, Monday through Sunday. A company representative will pick up breakfast and lunch in to-go containers so it may be served at the worksite. Meals will be distributed daily as follows: Breakfast will be served at the worksite location and distributed approx. between 9:00AM - 9:30AM. Lunch will be picked up at the same time as breakfast, and stored in large coolers that are provided by the company until it is distributed at a time between 12:00PM and 3:00PM depending on the workload that day. Dinner will be picked up from the restaurant at a time between 6:00PM and 8:00PM.

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.)

See Addendum C

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

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

See Addendum C

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

a. no less than

\$ 15 . 88

per day \*

b. no more than

\$ 59 . 00

per day with receipts

**G. Referral and Hiring Instructions**

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

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

Employer accepts referrals/applicants from all sources. Interview required - conducted at no cost to applicant, via phone or in-person. Employer will conduct interview as expeditiously as possible. Contact employer Monday through Friday during the hours of 9:00 AM - 5:00 PM EDT at (Alexandra Rubio, 18633244654). Employer will hire those who meet the following conditions: be able, willing, and available to perform the specified job duties for the duration of the contract period; have been apprised of all material terms and conditions of employment; agree to abide by all material terms and conditions of employment; be legally authorized to work in the United States; and satisfy all minimum job requirements.

2. Telephone Number to Apply \*  
+1 (863) 324-4654

3. Extension §  
N/A

4. Email Address to Apply \*  
arubio@overlookharvesting.com

5. Website Address (URL) to Apply \*  
N/A

**H. Additional Material Terms and Conditions of the Job Offer**

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

☒ Yes ☐ No

**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 * Bentley	2. First (given) name * Jason	3. Middle initial §
4. Title * Vice President		

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5. Signature (or digital signature) * Digital Signature Verified and Retained By <i>Certifying Officer</i>	6. Date signed * 5/8/2024
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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
	Corn Detasseling	\$ 85 . 00	Piece Rate	Corn Detasseling, \$85 per acre. Estimated hourly wage rate for this piece rate is \$18.70/hr based on workers completing 0.22 acres/hr for 30-inch corn for two passes or more. Guaranteed \$18.18/hr.
	Corn Detasseling	\$ 45 . 00	Piece Rate	Per acre. Estimated hourly wage rate for this piece rate is \$18.45/hr based on workers completing 0.41 acres/hr for 30 inch corn for fields that pass after one pass. Guaranteed \$18.18/hr.
	Corn Detasseling	\$ 95 . 00	Piece Rate	Corn Detasseling, per acre. Estimated hourly wage rate for this piece rate is \$19.00/hr based on workers completing 0.20 acres/hr for 20-inch corn for two passes or more. Guaranteed \$18.18/hr.
		\$ .		
		\$ .		
		\$ .		
		\$ .		
		\$ .		
		\$ .		
		\$ .		

**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 Remington	6009 S State Rd 39 La Porte, Indiana 46350 LA PORTE	41.51735N, 86.73517W	7/1/2024	8/4/2024	265
Bayer Remington	1302 US-6 La Porte, Indiana 46350 LA PORTE	41.51741N, 86.72640W	7/1/2024	8/4/2024	265
Bayer Remington	51 W 850 S Union Mills, Indiana 46382 LA PORTE	41.48385N, 86.70246W	7/1/2024	8/4/2024	265
Bayer Remington	1000 W 1150 S Union Mills, Indiana 46382 LA PORTE	41.44017N, 86.71999W	7/1/2024	8/4/2024	265
Bayer Remington	788 W 1200 S Union Mills, Indiana 46382 LA PORTE	41.42894N, 86.71689W	7/1/2024	8/4/2024	265
Bayer Remington	9622 S 475 W Union Mills, Indiana 46382 LA PORTE	41.46952N, 86.79077W	7/1/2024	8/4/2024	265
Bayer Remington	9202 S 475 W Union Mills, Indiana 46382 LA PORTE	41.47224N, 86.79091W	7/1/2024	8/4/2024	265
Bayer Remington	9202 S 475 W Union Mills, Indiana 46382 LA PORTE	41.47304N, 86.79112W	7/1/2024	8/4/2024	265
Bayer Remington	17563 S 400 W La Crosse, Indiana 46348 LA PORTE	41.35395N, 86.78562W	7/1/2024	8/4/2024	265
Bayer Remington	4047 W 1800 S La Crosse, Indiana 46348 LA PORTE	41.34633N, 86.77668W	7/1/2024	8/4/2024	265

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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 Remington	17563 S 400 W La Crosse, Indiana 46348 LA PORTE	41.36668N, 86.77596W	7/1/2024	8/4/2024	265
Bayer Remington	9523 S 700 W Union Mills, Indiana 46382 LA PORTE	41.46875N, 86.83429W	7/1/2024	8/4/2024	265
Bayer Remington	10001 S 700 W Union Mills, Indiana 46382 LA PORTE	41.46086N, 86.83408W	7/1/2024	8/4/2024	265
Corteva	(41.016700, -86.286300) Walkerton, Indiana 46574 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.065500, -86.343600) Walkerton, Indiana 46574 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.292400, -86.226700) Walkerton, Indiana 46574 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.322400, -85.985100) Piercetown, Indiana 46562 KOSCIUSKO	NONE	7/1/2024	8/4/2024	265
Corteva	(41.306900, -85.924800) Piercetown, Indiana 46562 KOSCIUSKO	NONE	7/1/2024	8/4/2024	265
Bayer Remington	2512 W 500 S La Porte, Indiana 46350 LA PORTE	41.53233N, 86.74799W	7/1/2024	8/4/2024	265
Bayer Remington	848 W 1150 S Union Mills, Indiana 46382 LA PORTE	41.44013N, 86.71231W	7/1/2024	8/4/2024	265

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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 Remington	9265 Old State Rd 15 Milford, Indiana 46542 KOSCIUSKO	41.36651N, 85.84498W	7/1/2024	8/4/2024	265
Bayer Remington	7399 S 400 W Union Mills, Indiana 46382 LA PORTE	41.50364N, 86.77777W	7/1/2024	8/4/2024	265
Bayer Remington	30640 Chicago Trail New Carlisle, Indiana 46552 ST JOSEPH	41.74488N, 86.46248W	7/1/2024	8/4/2024	265
Bayer Remington	52004 Snowberry Rd New Carlisle, Indiana 46552 ST JOSEPH	41.73751N, 86.45317W	7/1/2024	8/4/2024	265
Bayer Remington	7502 Osborne Rd North Liberty, Indiana 46554 ST JOSEPH	41.54907N, 86.41759W	7/1/2024	8/4/2024	265
Bayer Remington	60293 Crumstown Hwy North Liberty, Indiana 46554 ST JOSEPH	41.61481N, 86.40679W	7/1/2024	8/4/2024	265
Bayer Remington	10132 E 200 S North Liberty, Indiana 46554 LA PORTE	41.57802N, 86.50127W	7/1/2024	8/4/2024	265
Bayer Remington	22509 S 1100 W La Crosse, Indiana 46348 LA PORTE	41.28780N, 86.91046W	7/1/2024	8/4/2024	265
Bayer Remington	400 W 1600 S Hanna, Indiana 46340 LA PORTE	41.37540N, 86.77627W	7/1/2024	8/4/2024	265
Bayer Remington	507 W 1300 S Union Mills, Indiana 46382 LA PORTE	41.41892N, 86.70780W	7/1/2024	8/4/2024	265

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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 Remington	27431 US-20 South Bend, Indiana 46628 ST JOSEPH	41.71203N, 86.39492W	7/1/2024	8/4/2024	265
Corteva	(41.247200, -87.078400) Wanatah, Indiana 46390 LA PORTE	NONE	7/1/2024	8/4/2024	265
Corteva	(41.329000, -86.897900) Walkerton, Indiana 46574 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Bayer Remington	8907 S 600 W Union Mills, Indiana 46382 LA PORTE	41.47716N, 86.81442W	7/1/2024	8/4/2024	265
Bayer Remington	2151 US-6 La Porte, Indiana 46350 LA PORTE	41.51757N, 86.74440W	7/1/2024	8/4/2024	265
Bayer Remington	10552 Long Ln Noble Township, Indiana 46382 LA PORTE	41.45365N, 86.75673W	7/1/2024	8/4/2024	265
Bayer Remington	6909 S State Rd 39 La Porte, Indiana 46350 LA PORTE	41.50630N, 86.73952W	7/1/2024	8/4/2024	265
Bayer Remington	8269 N 700 E Hamlet, Indiana 46532 STARKE	41.42220N, 86.54861W	7/1/2024	8/4/2024	265
Bayer Remington	3405 N 700 E Grovertown, Indiana 46531 STARKE	41.35137N, 86.56268W	7/1/2024	8/4/2024	265
Bayer Remington	6909 S State Rd 39 La Porte, Indiana 46350 LA PORTE	41.50191N, 86.73958W	7/1/2024	8/4/2024	265

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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 Remington	2740 W 1150 S Union Mills, Indiana 46382 LA PORTE	41.44026N, 86.75128W	7/1/2024	8/4/2024	265
Bayer Remington	53450 Tamarack Rd New Carlisle, Indiana 46552 ST JOSEPH	41.71612N, 86.42868W	7/1/2024	8/4/2024	265
Bayer Remington	17563 S 400 W La Crosse, Indiana 46348 LA PORTE	41.35357N, 86.77562W	7/1/2024	8/4/2024	265
Bayer Remington	5998 W 900 S Union Mills, Indiana 46382 LA PORTE	41.7700N, 86.81147W	7/1/2024	8/4/2024	265
Bayer Remington	7841 E 1290 N Syracuse, Indiana 46567 NOBLE	41.42098N, 85.68874W	7/1/2024	8/4/2024	265
Bayer Remington	850 West St La Porte, Indiana 46350 LA PORTE	41.48371N, 86.72819W	7/1/2024	8/4/2024	265
Bayer Remington	8998 W 1300 S Wanatah, Indiana 46390 LA PORTE	41.41899N, 86.87172W	7/1/2024	8/4/2024	265
Bayer Remington	70001 IN-15 New Paris, Indiana 46553 ELKHART	41.47137N, 85.85150W	7/1/2024	8/4/2024	265
Bayer Remington	2233 E 1000 S Hamlet, Indiana 46532 LA PORTE	41.46178N, 86.64986W	7/1/2024	8/4/2024	265
Bayer Remington	28995 Osborne Rd North Liberty, Indiana 46554 ST JOSEPH	41.54917N, 86.42230W	7/1/2024	8/4/2024	265

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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 Remington	Hupp Rd La Porte, Indiana 46350 LA PORTE	41.51773N, 86.68591W	7/1/2024	8/4/2024	265
Bayer Remington	1481 S 500 W La Porte, Indiana 46350 LA PORTE	41.58404N, 86.79797W	7/1/2024	8/4/2024	265
Bayer Remington	7102 S 400 W Union Mills, Indiana 46382 LA PORTE	41.50495N, 86.77808W	7/1/2024	8/4/2024	265
Bayer Remington	2751 US-6 La Porte, Indiana 46350 LA PORTE	41.51754N, 86.75525W	7/1/2024	8/4/2024	265
Bayer Remington	15722 S 400 W Hanna, Indiana 46340 LA PORTE	41.37554N, 86.77544W	7/1/2024	8/4/2024	265
Bayer Remington	9568 N 100 E, Milford, Indiana 46542 KOSCIUSKO	41.36774N, 85.82546W	7/1/2024	8/4/2024	265
Bayer Remington	614 E Mock Rd Milford, Indiana 46542 KOSCIUSKO	41.38111N, 85.84379W	7/1/2024	8/4/2024	265
Bayer Remington	814 E 900 N Milford, Indiana 46542 KOSCIUSKO	41.36315N, 85.82827W	7/1/2024	8/4/2024	265
Bayer Remington	27625 Chicago Trail New Carlisle, Indiana 46552 ST JOSEPH	41.75627N, 86.40555W	7/1/2024	8/4/2024	265
Bayer Remington	54663 Tulip Rd New Carlisle, Indiana 46552 ST JOSEPH	41.69865N, 86.43329W	7/1/2024	8/4/2024	265

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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 Remington	50751 Tamarack Rd New Carlisle, Indiana 46552 ST JOSEPH	41.74904N, 86.42902W	7/1/2024	8/4/2024	265
Bayer Remington	6969 E 1000 S Walkerton, Indiana 46574 LA PORTE	41.46183N, 86.56798W	7/1/2024	8/4/2024	265
Bayer Remington	11534 S 1100 W Wanatah, Indiana 46390 LA PORTE	41.44351N, 86.91073W	7/1/2024	8/4/2024	265
Bayer Remington	176 S 650 E Valparaiso, Indiana 46383 PORTER	41.40864N, 86.94018W	7/1/2024	8/4/2024	265
Bayer Remington	10988 W 1100 S Wanatah, Indiana 46390 LA PORTE	41.44351N, 86.91073W	7/1/2024	8/4/2024	265
Bayer Remington	33501 Tyler Rd Walkerton, Indiana 46574 ST JOSEPH	41.47642N, 86.51766W	7/1/2024	8/4/2024	265
Bayer Remington	7522 W 900 S, Union Mills, Indiana 46382 LA PORTE	41.47723N, 86.84425W	7/1/2024	8/4/2024	265
Bayer Remington	701 W 1150 S Union Mills, Indiana 46382 LA PORTE	41.44022N, 86.70933W	7/1/2024	8/4/2024	265
Bayer Remington	11062 Long Ln Union Mills, Indiana 46382 LA PORTE	41.44739N, 86.75638W	7/1/2024	8/4/2024	265
Bayer Remington	4799 E 150 N Rolling Prairie, Indiana 46371 LA PORTE	41.62887N, 86.61551W	7/1/2024	8/4/2024	265

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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 Remington	5453 E 200 N La Porte, Indiana 46350 LA PORTE	41.63635N, 86.59710W	7/1/2024	8/4/2024	265
Bayer Remington	4181 N 500 E Rolling Prairie, Indiana 46371 LA PORTE	41.66892N, 86.60240W	7/1/2024	8/4/2024	265
Bayer Remington	2 County Hwy 400 E La Porte, Indiana 46350 LA PORTE	41.59892N, 86.62022W	7/1/2024	8/4/2024	265
Bayer Remington	51044 Spruce Rd New Carlisle, Indiana 46552 ST JOSEPH	41.75168N, 86.47089W	7/1/2024	8/4/2024	265
Bayer Remington	6001 W County Rd 1050 S Union Mills, Indiana 46382 LA PORTE	41.45525N, 86.81931W	7/1/2024	8/4/2024	265
Bayer Remington	11001 W 2200 S La Crosse, Indiana 46348 LA PORTE	41.28828N, 86.91523W	7/1/2024	8/4/2024	265
Bayer Remington	11001 W 2200 S La Crosse, Indiana 46348 LA PORTE	41.28830N, 86.91544W	7/1/2024	8/4/2024	265
Bayer Remington	10712 S 750 E Walkerton, Indiana 46574 LA PORTE	41.45005N, 86.55346W	7/1/2024	8/4/2024	265
Bayer Remington	11000 S 375 W Union Mills, Indiana 46382 LA PORTE	41.43785N, 86.77074W	7/1/2024	8/4/2024	265
Bayer Remington	27850 US-20 New Carlisle, Indiana 46552 ST JOSEPH	41.70519N, 86.40558W	7/1/2024	8/4/2024	265

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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 §
Corteva	(41.291900, -86.746900) Walkerton, Indiana 46574 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.405200, -85.875900) Warsaw, Indiana 46580 KOSCIUSKO	NONE	7/1/2024	8/4/2024	265
Corteva	(41.453000, -85.849700) Warsaw, Indiana 46580 KOSCIUSKO	NONE	7/1/2024	8/4/2024	265
Bayer Remington	8885 E 1250 N Syracuse, Indiana 46567 KOSCIUSKO	41.41658N, 85.67553W	7/1/2024	8/4/2024	265
Bayer Remington	1510 W Union St Ligonier, Indiana 46767 NOBLE	41.45913N, 85.61697W	7/1/2024	8/4/2024	265
Bayer Remington	4644 S 150 W La Porte, Indiana 46350 LA PORTE	41.53774N, 86.73073W	7/1/2024	8/4/2024	265
Bayer Remington	8577 IN-8 La Crosse, Indiana 46348 LA PORTE	41.31739N, 86.92456W	7/1/2024	8/4/2024	265
Bayer Remington	29417 US-20 New Carlisle, Indiana 46552 ST JOSEPH	41.70850N, 86.43719W	7/1/2024	8/4/2024	265
Bayer Remington	5344 W 1800 S La Crosse, Indiana 46348 LA PORTE	41.34098N, 86.79521W	7/1/2024	8/4/2024	265
Bayer Remington	424 IN-13 Millersburg, Indiana 46543 ELKHART	41.53426N, 85.69325W	7/1/2024	8/4/2024	265

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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 Remington	10228 Co Rd 46 Millersburg, Indiana 46543 ELKHART	41.50129N, 85.65946W	7/1/2024	8/4/2024	265
Bayer Remington	12458 Co Rd 148 Syracuse, Indiana 46567 ELKHART	41.47739N, 85.70367W	7/1/2024	8/4/2024	265
Bayer Remington	11371 Long Ln Union Mills, Indiana 46382 LA PORTE	41.44241N, 86.75617W	7/1/2024	8/4/2024	265
Bayer Remington	4215 W 1450 S Hanna, Indiana 46340 LA PORTE	41.39712N, 86.78020W	7/1/2024	8/4/2024	265
Bayer Remington	2722 W 1250 S Hanna, Indiana 46340 LA PORTE	41.42601N, 86.74856W	7/1/2024	8/4/2024	265
Bayer Remington	728 E 700 N Leesburg, Indiana 46538 KOSCIUSKO	41.33594N, 85.83110W	7/1/2024	8/4/2024	265
Bayer Remington	W 2150 S La Crosse, Indiana 46348 LA PORTE	41.29538N, 86.86472W	7/1/2024	8/4/2024	265
Bayer Remington	9246 W Bailey Rd Wanatah, Indiana 46390 LA PORTE	41.42601N, 86.87655W	7/1/2024	8/4/2024	265
Bayer Remington	10000 W 1600 S Wanatah, Indiana 46390 LA PORTE	41.37571N, 86.89443W	7/1/2024	8/4/2024	265
Bayer Remington	69467 Carter Ln New Paris, Indiana 46553 ELKHART	41.48744N, 85.83616W	7/1/2024	8/4/2024	265

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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 Remington	4821 W Joliet Rd La Porte, Indiana 46350 LA PORTE	41.56800N, 86.79454W	7/1/2024	8/4/2024	265
Bayer Remington	1902 E 1000 S Hamlet, Indiana 46532 LA PORTE	41.46171N, 86.66220W	7/1/2024	8/4/2024	265
Bayer Remington	2032 W 1400 S Hanna, Indiana 46340 LA PORTE	41.40424N, 86.73740W	7/1/2024	8/4/2024	265
Bayer Remington	2243 W 1200 S Hanna, Indiana 46340 LA PORTE	41.43305N, 86.73861W	7/1/2024	8/4/2024	265
Bayer Remington	10976 S 500 E Hamlet, Indiana 46532 LA PORTE	41.45445N, 86.60155W	7/1/2024	8/4/2024	265
Bayer Remington	4343 N 250 E Warsaw, Indiana 46582 KOSCIUSKO	41.29715N, 85.79538W	7/1/2024	8/4/2024	265
Bayer Remington	10516 Old State Rd 15 Milford, Indiana 46542 KOSCIUSKO	41.38477N, 85.84474W	7/1/2024	8/4/2024	265
Bayer Remington	1822 E 700 N, Leesburg, Indiana 46538 KOSCIUSKO	41.33610N, 85.81893W	7/1/2024	8/4/2024	265
Bayer Remington	7016 N Harper Rd Leesburg, Indiana 46538 KOSCIUSKO	41.33858N, 85.83811W	7/1/2024	8/4/2024	265
Bayer Remington	3300 W 600 N Leesburg, Indiana 46538 KOSCIUSKO	41.32017N, 85.90735W	7/1/2024	8/4/2024	265

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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 Remington	25581 Brick Rd South Bend, Indiana 46628 ST JOSEPH	41.73701N, 86.36276W	7/1/2024	8/4/2024	265
Bayer Remington	33766 Towle Rd Walkerton, Indiana 46574 ST JOSEPH	41.46925N, 86.52184W	7/1/2024	8/4/2024	265
Bayer Remington	3000 W 1200 S Hanna, Indiana 46340 LA PORTE	41.43284N, 86.76270W	7/1/2024	8/4/2024	265
Bayer Remington	5344 W 1800 S La Crosse, Indiana 46348 LA PORTE	41.33167N, 86.80495W	7/1/2024	8/4/2024	265
Bayer Remington	10001 S 700 W Union Mills, Indiana 46382 LA PORTE	41.46191N, 86.83397W	7/1/2024	8/4/2024	265
Bayer Remington	9523 S 700 W Union Mills, Indiana 46382 LA PORTE	41.46848N, 86.83437W	7/1/2024	8/4/2024	265
Bayer Remington	11252 S 700 W Union Mills, Indiana 46382 LA PORTE	41.44438N, 86.83361W	7/1/2024	8/4/2024	265
Bayer Remington	1801 W 500 S La Porte, Indiana 46350 LA PORTE	41.58140N, 86.60111W	7/1/2024	8/4/2024	265
Bayer Remington	4800 E 150 N Rolling Prairie, Indiana 46371 LA PORTE	41.62884N, 86.60950W	7/1/2024	8/4/2024	265
Bayer Remington	29008 Rankert Rd North Liberty, Indiana 46554 ST JOSEPH	41.49842N, 86.42892W	7/1/2024	8/4/2024	265

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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 Remington	13320 N 100 E Milford, Indiana 46542 KOSCIUSKO	41.41482N, 85.82625W	7/1/2024	8/4/2024	265
Bayer Remington	5999 E 1100 S Hamlet, Indiana 46532 LA PORTE	41.44369, 86.58244W	7/1/2024	8/4/2024	265
Bayer Remington	9752 S 400 W Union Mills, Indiana 46382 LA PORTE	41.46573N, 86.77626W	7/1/2024	8/4/2024	265
Bayer Remington	8270 S 700 E Walkerton, Indiana 46574 STARKE	41.42259N, 86.56309W	7/1/2024	8/4/2024	265
Bayer Remington	27850 US-20 New Carlisle, Indiana 46552 ST JOSEPH	41.70991N, 86.40577W	7/1/2024	8/4/2024	265
Bayer Remington	1499 W 950 S Union Mills, Indiana 46382 LA PORTE	41.46926N, 86.72340W	7/1/2024	8/4/2024	265
Bayer Remington	3999 W 700 N Leesburg, Indiana 46538 KOSCIUSKO	41.33443N, 85.91850W	7/1/2024	8/4/2024	265
Bayer Remington	3375 W 700 N Leesburg, Indiana 46538 KOSCIUSKO	41.33460N, 85.90926W	7/1/2024	8/4/2024	265
Bayer Remington	2737 W 600 N Leesburg, Indiana 46538 KOSCIUSKO	41.32040N, 85.89873W	7/1/2024	8/4/2024	265
Bayer Remington	8229 Old State Rd 15, Leesburg, Indiana 46538 KOSCIUSKO	41.34848N, 85.84475W	7/1/2024	8/4/2024	265

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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 Remington	7472 N Harper Rd Leesburg, Indiana 46538 KOSCIUSKO	41.34296N, 85.83508W	7/1/2024	8/4/2024	265
Bayer Remington	10379 N 100 E, Milford, Indiana 46542 KOSCIUSKO	41.37497N, 85.82561W	7/1/2024	8/4/2024	265
Bayer Remington	11964 Legion Rd Wanatah, Indiana 46390 LA PORTE	41.42709N, 86.92886W	7/1/2024	8/4/2024	265
Bayer Remington	9000 W 1350 S Wanatah, Indiana 46390 LA PORTE	41.41180N, 86.88136W	7/1/2024	8/4/2024	265
Bayer Remington	8704 S 150 W Union Mills, Indiana 46382 LA PORTE	41.47894N, 86.72902W	7/1/2024	8/4/2024	265
Bayer Remington	3747 E 1000 S Hamlet, Indiana 46532 LA PORTE	41.46161N, 86.62548W	7/1/2024	8/4/2024	265
Bayer Remington	5155 E 200 N Knox, Indiana 46534 STARKE	41.33880N, 86.59643W	7/1/2024	8/4/2024	265
Bayer Remington	9999 Old State Rd 15 Milford, Indiana 46542 KOSCIUSKO	41.36452N, 85.84493W	7/1/2024	8/4/2024	265
Bayer Remington	381 E 1200 S, Union Mills Union Mills, Indiana 46382 LA PORTE	41.43299N, 86.69149W	7/1/2024	8/4/2024	265
Bayer Remington	8644 W 1550 S Wanatah, Indiana 46390 LA PORTE	41.38268N, 86.86339W	7/1/2024	8/4/2024	265

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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 §
Corteva	(41.459300, -86.875000) North Liberty, Indiana 46554 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.282800, -86.895800) Walkerton, Indiana 46574 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.323100, -86.839400) Walkerton, Indiana 46574 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.281600, -86.848300) Walkerton, Indiana 46574 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.298900, -86.886100) Walkerton, Indiana 46574 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.322500, -86.770900) Walkerton, Indiana 46574 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.325700, -86.848000) Walkerton, Indiana 46574 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.344300, -86.688700) Walkerton, Indiana 46574 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.341000, -86.695000) Walkerton, Indiana 46574 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.349800, -86.666600) North Liberty, Indiana 46554 ST JOSEPH	NONE	7/1/2024	8/4/2024	265

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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 §
Corteva	(41.434800, -86.558300) North Liberty, Indiana 46554 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.434700, -86.567600) North Liberty, Indiana 46554 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.298300, -86.744300) North Liberty, Indiana 46554 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.437500, -86.595400) North Liberty, Indiana 46554 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.373300, -86.568000) North Liberty, Indiana 46554 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.395300, -86.593300) South Bend, Indiana 46628 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.411600, -86.583700) South Bend, Indiana 46628 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Bayer Remington	6702 S 400 W Union Mills, Indiana 46382 LA PORTE	41.50909N, 86.77831W	7/1/2024	8/4/2024	265
Bayer Remington	1951 S Townline Rd Ligonier, Indiana 46767 NOBLE	41.43572N, 85.60007W	7/1/2024	8/4/2024	265
Bayer Remington	2089 W Union St Ligonier, Indiana 46767 NOBLE	41.45892N, 85.63095W	7/1/2024	8/4/2024	265

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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 Remington	12249 Co Rd 52 Syracuse, Indiana 46567 ELKHART	41.45894N, 85.68798W	7/1/2024	8/4/2024	265
Bayer Remington	959 W Wood Ln Ligonier, Indiana 46767 NOBLE	41.45640N, 85.61528W	7/1/2024	8/4/2024	265
Bayer Remington	4502 S 500 W La Porte, Indiana 46350 LA PORTE	41.53851N, 86.79876W	7/1/2024	8/4/2024	265
Bayer Remington	10891 S 100 W Union Mills, Indiana 46382 LA PORTE	41.44957N, 86.71793W	7/1/2024	8/4/2024	265
Bayer Remington	1444 W 1150 S Union Mills, Indiana 46382 LA PORTE	41.44020N, 86.72027W	7/1/2024	8/4/2024	265
Corteva	(41.299000, -86.838500) Walkerton, Indiana 46574 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.306200, -86.853000) Walkerton, Indiana 46574 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.391800, -86.673100) South Bend, Indiana 46628 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.297200, -86.876700) Walkerton, Indiana 46574 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.298900, -86.869800) Walkerton, Indiana 46574 ST JOSEPH	NONE	7/1/2024	8/4/2024	265

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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 §
Corteva	(41.380600, -86.674200) Walkerton, Indiana 46574 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.398500, -86.597100) South Bend, Indiana 46628 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.065400, -86.265800) Warsaw, Indiana 46580 KOSCIUSKO	NONE	7/1/2024	8/4/2024	265
Bayer Remington	501 E 750 N Leesburg, Indiana 46538 KOSCIUSKO	41.34186N, 85.81917W	7/1/2024	8/4/2024	265
Bayer Remington	9651 E 300 S North Liberty, Indiana 46554 LA PORTE	41.56349N, 86.51029W	7/1/2024	8/4/2024	265
Bayer Remington	7072 Long Ln Union Mills, Indiana 46382 LA PORTE	41.50076N, 86.75864W	7/1/2024	8/4/2024	265
Bayer Remington	850 West St La Porte, Indiana 46350 LA PORTE	41.48380N, 86.72921W	7/1/2024	8/4/2024	265
Bayer Remington	30 E 300 S La Porte, Indiana 46350 LA PORTE	41.56168N, 86.69790W	7/1/2024	8/4/2024	265
Bayer Remington	51235 Redwood Rd South Bend, Indiana 46628 ST JOSEPH	41.74819N, 86.39265W	7/1/2024	8/4/2024	265
Bayer Remington	51679 Sycamore Rd New Carlisle, Indiana 46552 ST JOSEPH	41.74067N, 86.40847W	7/1/2024	8/4/2024	265

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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 Remington	14999 S State Rd 39 Hanna, Indiana 46340 LA PORTE	41.38970N, 86.74147W	7/1/2024	8/4/2024	265
Corteva	(41.258100, -87.077400) Wanatah, Indiana 46390 LA PORTE	NONE	7/1/2024	8/4/2024	265
Corteva	(41.251500, -87.078800) Wanatah, Indiana 46390 LA PORTE	NONE	7/1/2024	8/4/2024	265
Corteva	(41.359200, -85.849900) Walkerton, Indiana 46574 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.356900, -86.006600) Warsaw, Indiana 46580 KOSCIUSKO	NONE	7/1/2024	8/4/2024	265
Bayer Remington	72365 Co Rd 133 Syracuse, Indiana 46567 ELKHART	41.44532N, 85.74054W	7/1/2024	8/4/2024	265
Bayer Remington	25401 Brick Rd South Bend, Indiana 46628 ST JOSEPH	41.73691N, 86.35819W	7/1/2024	8/4/2024	265
Bayer Remington	25177 US-20 South Bend, Indiana 46628 ST JOSEPH	41.71197N, 86.35439W	7/1/2024	8/4/2024	265
Bayer Remington	7638 N Harper Rd Leesburg, Indiana 46538 KOSCIUSKO	41.34325N, 85.82801W	7/1/2024	8/4/2024	265
Bayer Remington	2998 W 500 S La Porte, Indiana 46350 LA PORTE	41.53245N, 86.75772W	7/1/2024	8/4/2024	265

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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 Remington	10173 S 100 W Union Mills, Indiana 46382 LA PORTE	41.45830N, 86.71847W	7/1/2024	8/4/2024	265
Bayer Remington	3422 W 600 N Leesburg, Indiana 46538 KOSCIUSKO	41.31998N, 85.91324W	7/1/2024	8/4/2024	265
Bayer Remington	2722 W 1250 S Hanna, Indiana 46340 LA PORTE	41.42601N, 86.74856W	7/1/2024	8/4/2024	265
Bayer Remington	4353 W 1000 S Union Mills, Indiana 46382 LA PORTE	41.46228N, 86.78306W	7/1/2024	8/4/2024	265
Bayer Remington	1410 W Union St Ligonier, Indiana 46767 NOBLE	41.45912N, 85.61179W	7/1/2024	8/4/2024	265
Bayer Remington	71505 County Rd 127 Syracuse, Indiana 46567 ELKHART	41.46646N, 85.71360W	7/1/2024	8/4/2024	265
Bayer Remington	3422 W 600 N Leesburg, Indiana 46538 KOSCIUSKO	41.32008N, 85.91139W	7/1/2024	8/4/2024	265
Bayer Remington	21500 S 800 W La Crosse, Indiana 46348 LA PORTE	41.29537N, 86.85309W	7/1/2024	8/4/2024	265
Bayer Remington	4131 S 75 W La Porte, Indiana 46350 LA PORTE	41.54413N, 86.71555W	7/1/2024	8/4/2024	265
Bayer Remington	17254 Long Ln Hanna, Indiana 46340 LA PORTE	41.36025N, 86.75678W	7/1/2024	8/4/2024	265

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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 Remington	567 Waubee Rd Milford, Indiana 46542 KOSCIUSKO	41.39917N, 85.84983W	7/1/2024	8/4/2024	265
Bayer Remington	512222 Spruce Rd New Carlisle, Indiana 46552 ST JOSEPH	41.74442N, 86.47039W	7/1/2024	8/4/2024	265
Bayer Remington	52022 Spruce Rd, New Carlisle, Indiana 46552 ST JOSEPH	41.73809N, 86.47023W	7/1/2024	8/4/2024	265
Corteva	(41.718900, -86.501700) New Carlisle, Indiana 46552 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.712500, -86.474900) New Carlisle, Indiana 46552 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.537300, -86.720800) Walkerton, Indiana 46574 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.358700, -86.992800) South Bend, Indiana 46628 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.357400, -86.983100) South Bend, Indiana 46628 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Bayer Remington	52097 Olive Rd South Bend, Indiana 46628 ST JOSEPH	41.73540N, 86.34756W	7/1/2024	8/4/2024	265
Bayer Remington	20075 S 1100 W La Crosse, Indiana 46348 LA PORTE	41.31627N, 86.91080W	7/1/2024	8/4/2024	265

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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 Remington	4018 N 175 E Warsaw, Indiana 46582 KOSCIUSKO	41.29375N, 85.80972W	7/1/2024	8/4/2024	265
Bayer Remington	6066 S 4th Line Rd La Porte, Indiana 46350 LA PORTE	41.51720N, 86.64466W	7/1/2024	8/4/2024	265
Corteva	(41.282900, -86.863700) Walkerton, Indiana 46574 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.275600, -86.860100) Walkerton, Indiana 46574 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.357100, -86.667000) North Liberty, Indiana 46554 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.068500, -86.129200) Walkerton, Indiana 46574 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.058700, -86.127500) Walkerton, Indiana 46574 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.298500, -86.226600) Walkerton, Indiana 46574 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.299800, -86.234500) Walkerton, Indiana 46574 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.340500, -85.881300) Warsaw, Indiana 46580 KOSCIUSKO	NONE	7/1/2024	8/4/2024	265

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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 §
Corteva	(41.315800, -85.856700) Warsaw, Indiana 46580 KOSCIUSKO	NONE	7/1/2024	8/4/2024	265
Corteva	(41.440400, -85.848000) Warsaw, Indiana 46580 KOSCIUSKO	NONE	7/1/2024	8/4/2024	265
Corteva	(41.511300, -85.817300) Niles, Michigan 49120 BERRIEN	NONE	7/1/2024	8/4/2024	265
Corteva	(41.533200, -85.792300) Buchanan, Michigan 49107 BERRIEN	NONE	7/1/2024	8/4/2024	265
Corteva	(41.771000, -86.097500) Niles, Michigan 49120 BERRIEN	NONE	7/1/2024	8/4/2024	265
Corteva	(41.786600, -86.113900) Niles, Michigan 49120 BERRIEN	NONE	7/1/2024	8/4/2024	265
Corteva	(41.787000, -86.104700) Niles, Michigan 49120 BERRIEN	NONE	7/1/2024	8/4/2024	265
Corteva	(41.807800, -86.362500) Pierceton, Indiana 46562 KOSCIUSKO	NONE	7/1/2024	8/4/2024	265
Corteva	(41.783500, -86.308000) South Bend, Indiana 46637 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	41.669, -86.5864 South Bend, Indiana 46615 LA PORTE	NONE	7/1/2024	8/4/2024	265

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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 §
Corteva	41.3206, -86.9228 Wanatah, Indiana 46390 LA PORTE	NONE	7/1/2024	8/4/2024	265
Corteva	41.2934, -86.4322 Walkerton, Indiana 46574 MARSHALL	NONE	7/1/2024	8/4/2024	265
Corteva	41.4921, -85.7265 Elkhart, Indiana 46514 ELKHART	NONE	7/1/2024	8/4/2024	265
Corteva	41.4553, -85.6587 Elkhart, Indiana 46514 ELKHART	NONE	7/1/2024	8/4/2024	265
Corteva	41.4957, -85.7459 Elkhart, Indiana 46514 ELKHART	NONE	7/1/2024	8/4/2024	265
Corteva	41.4781, -85.7166 Elkhart, Indiana 46514 ELKHART	NONE	7/1/2024	8/4/2024	265
Corteva	41.4338, -85.6427 Goshen, Indiana 46526 NOBLE	NONE	7/1/2024	8/4/2024	265
Corteva	41.4329, -85.6205 Goshen, Indiana 46526 NOBLE	NONE	7/1/2024	8/4/2024	265
Corteva	41.9109, -86.1677 Dowagiac, Michigan 49047 CASS	NONE	7/1/2024	8/4/2024	265
Corteva	41.9369, -86.061 Cassopolis, Michigan 49031 CASS	NONE	7/1/2024	8/4/2024	265

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Corteva	41.9439, -86.0572 Cassopolis, Michigan 49031 CASS	NONE	7/1/2024	8/4/2024	265
Corteva	41.9388, -86.0513 Cassopolis, Michigan 49031 CASS	NONE	7/1/2024	8/4/2024	265
Corteva	41.7349, -85.9372 Nappanee, Michigan 46550 CASS	NONE	7/1/2024	8/4/2024	265
Corteva	41.7783, -86.0107 Elkhart, Michigan 46516 CASS	NONE	7/1/2024	8/4/2024	265
Bayer Remington	18752 S 600 W La Crosse, Indiana 46348 LA PORTE	41.33880N, 86.81495W	7/1/2024	8/4/2024	265
Bayer Remington	69835 Co Rd 23 New Paris, Indiana 46553 ELKHART	41.48009N, 85.83481W	7/1/2024	8/4/2024	265
Bayer Remington	68591 Co Rd 23 New Paris, Indiana 46553 ELKHART	41.49510N, 85.83038W	7/1/2024	8/4/2024	265
Bayer Remington	1088 W 1300 S Hanna, Indiana 46340 LA PORTE	41.41887N, 86.71656W	7/1/2024	8/4/2024	265
Bayer Remington	22 E 1200 S Union Mills, Indiana 46382 LA PORTE	41.43211N, 86.68820W	7/1/2024	8/4/2024	265
Bayer Remington	8950 S Range Rd Union Mills, Indiana 46382 LA PORTE	41.47654N, 86.70052W	7/1/2024	8/4/2024	265

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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 Remington	17563 S 400 W La Crosse, Indiana 46348 LA PORTE	41.36080N, 86.77701W	7/1/2024	8/4/2024	265
Bayer Remington	27432 US-20 South Bend, Indiana 46628 ST JOSEPH	41.71175N, 86.39484W	7/1/2024	8/4/2024	265
Corteva	(41.539700, -86.696700) La Porte, Indiana 46350 LA PORTE	NONE	7/1/2024	8/4/2024	265
Corteva	(41.353000, -86.849100) North Liberty, Indiana 46554 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.377000, -86.673900) South Bend, Indiana 46628 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.373300, -86.673900) South Bend, Indiana 46628 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.340900, -86.684200) Walkerton, Indiana 46574 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.391500, -86.512400) North Liberty, Indiana 46554 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.440000, -86.556000) North Liberty, Indiana 46554 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.407700, -86.616100) North Liberty, Indiana 46554 ST JOSEPH	NONE	7/1/2024	8/4/2024	265

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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 §
Corteva	(41.436300, -86.625600) North Liberty, Indiana 46554 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.407500, -86.625600) North Liberty, Indiana 46554 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.438100, -86.577600) North Liberty, Indiana 46554 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.429200, -86.616000) North Liberty, Indiana 46554 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.422400, -86.587100) South Bend, Indiana 46628 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Bayer Remington	3946 W 1800 S Hanna, Indiana 46340 LA PORTE	41.34636N, 86.77427W	7/1/2024	8/4/2024	265
Bayer Remington	9452 W 1850 S La Crosse, Indiana 46348 LA PORTE	41.33907N, 86.88428W	7/1/2024	8/4/2024	265
Bayer Remington	9801 W 1000 S Wanatah, Indiana 46390 LA PORTE	41.46288N, 86.88193W	7/1/2024	8/4/2024	265
Bayer Remington	3166 W 1300 S Hanna, Indiana 46340 LA PORTE	41.41889N, 86.76084W	7/1/2024	8/4/2024	265
Bayer Remington	70503 IN-15 New Paris, Indiana 46553 ELKHART	41.47853N, 85.83809W	7/1/2024	8/4/2024	265

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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 Remington	2652 S 550 W La Porte, Indiana 46350 LA PORTE	41.56766N, 86.80810W	7/1/2024	8/4/2024	265
Bayer Remington	28865 US-20 New Carlisle, Indiana 46552 ST JOSEPH	41.70856N, 86.42875W	7/1/2024	8/4/2024	265
Bayer Remington	10402 S 700 W Union Mills, Indiana 46382 LA PORTE	41.45726N, 86.83391W	7/1/2024	8/4/2024	265
Bayer Remington	11371 Long Ln Union Mills, Indiana 46382 LA PORTE	41.44284N, 86.75604W	7/1/2024	8/4/2024	265
Bayer Remington	5301 E 100 S Mill Creek, Indiana 46365 LA PORTE	41.59237N, 86.59614W	7/1/2024	8/4/2024	265
Bayer Remington	14999 S State Rd 39 Hanna, Indiana 46340 LA PORTE	41.38985N, 86.74166W	7/1/2024	8/4/2024	265
Bayer Remington	15722 S 400 W Hanna, Indiana 46340 LA PORTE	41.37547N, 86.77573W	7/1/2024	8/4/2024	265
Corteva	(41.724900, -86.510000) New Carlisle, Indiana 46552 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.716600, -86.480700) New Carlisle, Indiana 46552 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.584500, -86.767400) La Porte, Indiana 46350 LA PORTE	NONE	7/1/2024	8/4/2024	265

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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 §
Corteva	(41.309700, -86.847000) Walkerton, Indiana 46574 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.295300, -86.899500) Walkerton, Indiana 46574 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.329500, -86.771600) Walkerton, Indiana 46574 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.334800, -86.713800) Walkerton, Indiana 46574 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.356400, -86.017400) Walkerton, Indiana 46574 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.357600, -85.996000) Warsaw, Indiana 46580 KOSCIUSKO	NONE	7/1/2024	8/4/2024	265
Corteva	(41.358100, -86.012000) Pierceton, Indiana 46562 KOSCIUSKO	NONE	7/1/2024	8/4/2024	265
Corteva	(41.357000, -85.809400) Pierceton, Indiana 46562 KOSCIUSKO	NONE	7/1/2024	8/4/2024	265
Corteva	(41.345300, -85.803300) Pierceton, Indiana 46562 KOSCIUSKO	NONE	7/1/2024	8/4/2024	265
Corteva	(41.380900, -85.792300) Warsaw, Indiana 46580 KOSCIUSKO	NONE	7/1/2024	8/4/2024	265

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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 §
Corteva	(41.327700, -85.893100) Warsaw, Indiana 46580 KOSCIUSKO	NONE	7/1/2024	8/4/2024	265
Corteva	(41.308900, -85.766800) Pierceton, Indiana 46562 KOSCIUSKO	NONE	7/1/2024	8/4/2024	265
Corteva	(41.323500, -85.888100) Warsaw, Indiana 46580 KOSCIUSKO	NONE	7/1/2024	8/4/2024	265
Corteva	(41.324700, -85.881300) Warsaw, Indiana 46580 KOSCIUSKO	NONE	7/1/2024	8/4/2024	265
Corteva	(41.314900, -85.866400) Warsaw, Indiana 46580 KOSCIUSKO	NONE	7/1/2024	8/4/2024	265
Bayer Remington	567 Waubee Rd Milford, Indiana 46542 KOSCIUSKO	41.39924N, 85.85116W	7/1/2024	8/4/2024	265
Bayer Remington	68000 Tamarack Rd North Liberty, Indiana 46554 ST JOSEPH	41.50237N, 86.42650W	7/1/2024	8/4/2024	265
Bayer Remington	476-2 N Fail Rd La Porte, Indiana 46350 LA PORTE	41.60806N, 86.67665W	7/1/2024	8/4/2024	265
Bayer Remington	6538 S 400 W Union Mills, Indiana 46382 LA PORTE	41.51343N, 86.77826W	7/1/2024	8/4/2024	265
Bayer Remington	2201 S 200 E La Porte, Indiana 46350 LA PORTE	41.57403N, 86.65903W	7/1/2024	8/4/2024	265

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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 Remington	5999 E 1100 S Hamlet, Indiana 46532 LA PORTE	41.44734N, 86.58749W	7/1/2024	8/4/2024	265
Bayer Remington	10130 S U S Rte 35 Hamlet, Indiana 46532 LA PORTE	41.46178N, 86.64986W	7/1/2024	8/4/2024	265
Bayer Remington	27298 Dunn Rd South Bend, Indiana 46628 ST JOSEPH	41.7009N, 86.39090W	7/1/2024	8/4/2024	265
Corteva	(41.725900, -86.472200) New Carlisle, Indiana 46552 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.732600, -86.472500) New Carlisle, Indiana 46552 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.255800, -87.077700) Wanatah, Indiana 46390 LA PORTE	NONE	7/1/2024	8/4/2024	265
Corteva	(41.444500, -86.886500) North Liberty, Indiana 46554 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.239700, -86.961500) North Liberty, Indiana 46554 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.614300, -86.800900) La Porte, Indiana 46350 LA PORTE	NONE	7/1/2024	8/4/2024	265
Corteva	(41.315300, -86.839000) Walkerton, Indiana 46574 ST JOSEPH	NONE	7/1/2024	8/4/2024	265

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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 §
Corteva	(41.299300, -86.849100) Walkerton, Indiana 46574 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.377500, -86.567900) North Liberty, Indiana 46554 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.439900, -86.664400) Walkerton, Indiana 46574 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.390700, -86.666700) Walkerton, Indiana 46574 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.432800, -85.852700) Piercetown, Indiana 46562 KOSCIUSKO	NONE	7/1/2024	8/4/2024	265
Corteva	(41.492600, -85.803000) Buchanan, Michigan 49107 BERRIEN	NONE	7/1/2024	8/4/2024	265
Corteva	(41.533500, -85.819200) Buchanan, Michigan 49107 BERRIEN	NONE	7/1/2024	8/4/2024	265
Corteva	(41.772700, -86.129100) Niles, Michigan 49120 BERRIEN	NONE	7/1/2024	8/4/2024	265
Corteva	(41.763800, -86.095200) Niles, Michigan 49120 BERRIEN	NONE	7/1/2024	8/4/2024	265
Corteva	(41.784000, -86.164600) Niles, Michigan 49120 BERRIEN	NONE	7/1/2024	8/4/2024	265

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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 §
Corteva	41.3555, -86.8558 La Porte, Indiana 46350 LA PORTE	NONE	7/1/2024	8/4/2024	265
Corteva	41.4345, -85.6302 Goshen, Indiana 46526 NOBLE	NONE	7/1/2024	8/4/2024	265
Corteva	41.7634, -86.0056 Elkhart, Michigan 46516 CASS	NONE	7/1/2024	8/4/2024	265
Corteva	41.7636, -86.0154 Elkhart, Michigan 46516 CASS	NONE	7/1/2024	8/4/2024	265
Corteva	41.809, -86.093 Elkhart, Michigan 46516 CASS	NONE	7/1/2024	8/4/2024	265
Corteva	41.9445, -86.0991 Cassopolis, Michigan 49031 CASS	NONE	7/1/2024	8/4/2024	265
Corteva	41.7615, -86.1623 Elkhart, Michigan 46516 CASS	NONE	7/1/2024	8/4/2024	265
Bayer Remington	6052 E 1000 S Walkerton, Indiana 46574 LA PORTE	41.45999N, 86.58222W	7/1/2024	8/4/2024	265
Bayer Remington	8355 W 1450 S Wanatah, Indiana 46390 LA PORTE	41.39713N, 86.86114W	7/1/2024	8/4/2024	265
Bayer Remington	20804 S 1100 W La Crosse, Indiana 46348 LA PORTE	41.30568N, 86.91084W	7/1/2024	8/4/2024	265

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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 Remington	11252 S 700 W Union Mills, Indiana 46382 LA PORTE	41.44081N, 86.83346W	7/1/2024	8/4/2024	265
Bayer Remington	1050 W S Wanatah, Indiana 46390 LA PORTE	41.44830N, 86.84549W	7/1/2024	8/4/2024	265
Bayer Remington	5370 E 150 N La Porte, Indiana 46350 LA PORTE	41.62917N, 86.59189W	7/1/2024	8/4/2024	265
Bayer Remington	3001 W 1400 S Hanna, Indiana 46340 LA PORTE	41.40445N, 86.76394W	7/1/2024	8/4/2024	265
Bayer Remington	4852 W 1475 S Hanna, Indiana 46340 LA PORTE	41.39346N, 86.78992W	7/1/2024	8/4/2024	265
Bayer Remington	14999 Long Ln Hanna, Indiana 46340 LA PORTE	41.39370N, 86.75591W	7/1/2024	8/4/2024	265
Bayer Remington	W 930 S, Union Mills Union Mills, Indiana 46382 LA PORTE	41.47298N, 86.73800W	7/1/2024	8/4/2024	265
Bayer Remington	28311 US-20 New Carlisle, Indiana 46552 ST JOSEPH	41.71572N, 86.41867W	7/1/2024	8/4/2024	265
Bayer Remington	54000 Block Of Rose Rd New Carlisle, Indiana 46552 ST JOSEPH	41.71180N, 86.39462W	7/1/2024	8/4/2024	265
Bayer Remington	53402 Snowberry Rd New Carlisle, Indiana 46552 ST JOSEPH	41.71272N, 86.45305W	7/1/2024	8/4/2024	265

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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 Remington	53402 Snowberry Rd New Carlisle, Indiana 46552 ST JOSEPH	41.71255N, 86.45289W	7/1/2024	8/4/2024	265
Corteva	(41.724500, -86.481500) New Carlisle, Indiana 46552 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.719400, -86.472000) New Carlisle, Indiana 46552 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.233000, -86.976000) North Liberty, Indiana 46554 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.579700, -86.803800) La Porte, Indiana 46350 LA PORTE	NONE	7/1/2024	8/4/2024	265
Corteva	(41.515500, -86.908100) La Porte, Indiana 46350 LA PORTE	NONE	7/1/2024	8/4/2024	265
Corteva	(41.050500, -86.257200) Walkerton, Indiana 46574 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.072200, -86.252200) Walkerton, Indiana 46574 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.328800, -85.987100) Warsaw, Indiana 46580 KOSCIUSKO	NONE	7/1/2024	8/4/2024	265
Corteva	(41.350500, -86.011200) Pierceton, Indiana 46562 KOSCIUSKO	NONE	7/1/2024	8/4/2024	265

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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 §
Corteva	(41.302800, -85.926100) Pierceton, Indiana 46562 KOSCIUSKO	NONE	7/1/2024	8/4/2024	265
Corteva	(41.712800, -86.496800) New Carlisle, Indiana 46552 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.358100, -87.002700) South Bend, Indiana 46628 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.466700, -86.879800) North Liberty, Indiana 46554 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.320000, -86.919100) Walkerton, Indiana 46574 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.308200, -86.838600) Walkerton, Indiana 46574 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.294900, -86.906300) Walkerton, Indiana 46574 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.349800, -86.673600) South Bend, Indiana 46628 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.282700, -86.871600) Walkerton, Indiana 46574 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.292200, -86.841100) North Liberty, Indiana 46554 ST JOSEPH	NONE	7/1/2024	8/4/2024	265

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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 §
Corteva	(41.342500, -86.673700) Walkerton, Indiana 46574 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.349700, -86.683500) South Bend, Indiana 46628 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.439600, -86.606400) North Liberty, Indiana 46554 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.440700, -86.567900) North Liberty, Indiana 46554 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.401700, -86.616700) North Liberty, Indiana 46554 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.439900, -86.616000) North Liberty, Indiana 46554 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.399600, -86.548900) South Bend, Indiana 46628 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.429900, -86.577200) South Bend, Indiana 46628 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	(41.348300, -85.811100) Warsaw, Indiana 46580 KOSCIUSKO	NONE	7/1/2024	8/4/2024	265
Corteva	41.4253, -85.6654 Goshen, Indiana 46526 KOSCIUSKO	NONE	7/1/2024	8/4/2024	265

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Corteva	41.4199, -85.6489 Goshen, Indiana 46526 NOBLE	NONE	7/1/2024	8/4/2024	265
Corteva	41.4935, -85.7006 Elkhart, Indiana 46514 ELKHART	NONE	7/1/2024	8/4/2024	265
Corteva	41.4474, -85.6901 Elkhart, Indiana 46514 ELKHART	NONE	7/1/2024	8/4/2024	265
Corteva	41.4247, -85.6748 Goshen, Indiana 46526 KOSCIUSKO	NONE	7/1/2024	8/4/2024	265
Corteva	41.4365, -85.6173 Goshen, Indiana 46526 NOBLE	NONE	7/1/2024	8/4/2024	265
Corteva	41.772, -85.979 Bristol, Michigan 46507 CASS	NONE	7/1/2024	8/4/2024	265
Corteva	41.7621, -85.9609 Bristol, Michigan 46507 CASS	NONE	7/1/2024	8/4/2024	265
Corteva	41.771, -86.006 Elkhart, Michigan 46516 CASS	NONE	7/1/2024	8/4/2024	265
Corteva	41.9238, -86.0363 Cassopolis, Michigan 49031 CASS	NONE	7/1/2024	8/4/2024	265
Corteva	41.8243, -86.035 Edwardsburg, Michigan 49112 CASS	NONE	7/1/2024	8/4/2024	265

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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 §
Corteva	41.7781, -85.9863 Elkhart, Michigan 46516 CASS	NONE	7/1/2024	8/4/2024	265
Corteva	41.8441, -86.0263 Elkhart, Michigan 46516 CASS	NONE	7/1/2024	8/4/2024	265
Corteva	(41.371700, -85.792100) Warsaw, Indiana 46580 KOSCIUSKO	NONE	7/1/2024	8/4/2024	265
Corteva	(41.359500, -85.782000) Warsaw, Indiana 46580 KOSCIUSKO	NONE	7/1/2024	8/4/2024	265
Corteva	(41.345400, -85.799100) Pierceton, Indiana 46562 KOSCIUSKO	NONE	7/1/2024	8/4/2024	265
Corteva	(41.361100, -85.795600) Pierceton, Indiana 46562 KOSCIUSKO	NONE	7/1/2024	8/4/2024	265
Corteva	(41.342900, -85.890700) Warsaw, Indiana 46580 KOSCIUSKO	NONE	7/1/2024	8/4/2024	265
Corteva	(41.773600, -86.118200) Niles, Michigan 49120 BERRIEN	NONE	7/1/2024	8/4/2024	265
Corteva	(41.778400, -86.169000) Niles, Michigan 49120 BERRIEN	NONE	7/1/2024	8/4/2024	265
Corteva	(41.802200, -86.353100) Niles, Michigan 49120 BERRIEN	NONE	7/1/2024	8/4/2024	265

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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 §
Corteva	(41.724600, -86.462500) South Bend, Indiana 46628 ST JOSEPH	NONE	7/1/2024	8/4/2024	265
Corteva	41.3963, -86.5939 New Carlisle, Indiana 46552 STARKE	NONE	7/1/2024	8/4/2024	265
Corteva	41.322, -85.9822 Wakarusa, Indiana 46573 KOSCIUSKO	NONE	7/1/2024	8/4/2024	265
Corteva	41.464, -85.7921 Goshen, Indiana 46526 ELKHART	NONE	7/1/2024	8/4/2024	265
Corteva	41.4478, -85.6006 Syracuse, Indiana 46567 NOBLE	NONE	7/1/2024	8/4/2024	265
Corteva	41.7931, -86.0678 Elkhart, Michigan 46516 CASS	NONE	7/1/2024	8/4/2024	265
Corteva	41.7837, -86.0138 Elkhart, Michigan 46516 CASS	NONE	7/1/2024	8/4/2024	265
Corteva	(41.332000, -85.815700) Warsaw, Indiana 46580 KOSCIUSKO	NONE	7/1/2024	8/4/2024	265
Corteva	(41.316300, -85.875600) Warsaw, Indiana 46580 KOSCIUSKO	NONE	7/1/2024	8/4/2024	265
Corteva	(41.444200, -85.853600) Warsaw, Indiana 46580 KOSCIUSKO	NONE	7/1/2024	8/4/2024	265

**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 §
Corteva	(41.445900, -85.848400) Warsaw, Indiana 46580 KOSCIUSKO	NONE	7/1/2024	8/4/2024	265
Corteva	(41.484200, -85.803600) Dowagiac, Indiana 49047 CASS	NONE	7/1/2024	8/4/2024	265
Corteva	(41.447600, -85.700800) Niles, Michigan 49120 BERRIEN	NONE	7/1/2024	8/4/2024	265
Corteva	(41.440500, -85.691400) Niles, Michigan 49120 BERRIEN	NONE	7/1/2024	8/4/2024	265
Corteva	(41.824300, -86.035000) Niles, Michigan 49120 BERRIEN	NONE	7/1/2024	8/4/2024	265
Corteva	(41.763700, -86.048800) Niles, Michigan 49120 BERRIEN	NONE	7/1/2024	8/4/2024	265
Corteva	(41.763100, -86.084000) Niles, Michigan 49120 BERRIEN	NONE	7/1/2024	8/4/2024	265
Corteva	(41.932000, -86.090300) Niles, Michigan 49120 BERRIEN	NONE	7/1/2024	8/4/2024	265
Corteva	41.348, -86.645 Rolling Prairie, Indiana 46371 STARKE	NONE	7/1/2024	8/4/2024	265
Corteva	41.3496, -86.6356 Rolling Prairie, Indiana 46371 STARKE	NONE	7/1/2024	8/4/2024	265

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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 §
Corteva	41.4483, -85.6123 Goshen, Indiana 46526 NOBLE	NONE	7/1/2024	8/4/2024	265
Corteva	41.4691, -85.6585 Elkhart, Indiana 46514 ELKHART	NONE	7/1/2024	8/4/2024	265
Corteva	41.4839, -85.7184 Elkhart, Indiana 46514 ELKHART	NONE	7/1/2024	8/4/2024	265
Corteva	41.4782, -85.7233 Elkhart, Indiana 46514 ELKHART	NONE	7/1/2024	8/4/2024	265
Corteva	41.6716, -85.7773 Middlebury, Indiana 46540 ELKHART	NONE	7/1/2024	8/4/2024	265
Corteva	41.9194, -86.0386 Cassopolis, Michigan 49031 CASS	NONE	7/1/2024	8/4/2024	265
Corteva	41.936, -86.0647 Cassopolis, Michigan 49031 CASS	NONE	7/1/2024	8/4/2024	265
Corteva	41.8328, -86.0404 Edwardsburg, Michigan 49112 CASS	NONE	7/1/2024	8/4/2024	265
Corteva	41.7653, -86.0495 Elkhart, Michigan 46516 CASS	NONE	7/1/2024	8/4/2024	265
Corteva	41.8235, -86.0421 Elkhart, Michigan 46516 CASS	NONE	7/1/2024	8/4/2024	265

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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 §
Corteva	41.9063, -86.0852 Elkhart, Michigan 46516 CASS	NONE	7/1/2024	8/4/2024	265
Corteva	41.8283, -86.13 Elkhart, Michigan 46516 CASS	NONE	7/1/2024	8/4/2024	265
Corteva	(41.429600, -85.874800) Warsaw, Indiana 46580 KOSCIUSKO	NONE	7/1/2024	8/4/2024	265
Corteva	(41.461100, -85.854400) Pierceton, Indiana 46562 KOSCIUSKO	NONE	7/1/2024	8/4/2024	265
Corteva	(41.505300, -85.811100) Buchanan, Michigan 49107 BERRIEN	NONE	7/1/2024	8/4/2024	265
Corteva	(41.489600, -85.805900) Buchanan, Michigan 49107 BERRIEN	NONE	7/1/2024	8/4/2024	265
Corteva	(41.492100, -85.764300) Niles, Michigan 49120 BERRIEN	NONE	7/1/2024	8/4/2024	265
Corteva	(41.799900, -86.285800) Niles, Michigan 49120 BERRIEN	NONE	7/1/2024	8/4/2024	265
Corteva	(41.817800, -86.319700) Pierceton, Indiana 46562 KOSCIUSKO	NONE	7/1/2024	8/4/2024	265
Corteva	41.3856, -86.8258 La Porte, Indiana 46350 LA PORTE	NONE	7/1/2024	8/4/2024	265

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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 §
Corteva	41.4266, -86.8165 La Porte, Indiana 46350 LA PORTE	NONE	7/1/2024	8/4/2024	265
Corteva	41.8064, -86.1007 Elkhart, Michigan 46516 CASS	NONE	7/1/2024	8/4/2024	265
Corteva	41.9285, -86.0463 Cassopolis, Michigan 49031 CASS	NONE	7/1/2024	8/4/2024	265
Corteva	41.9206, -86.06 Cassopolis, Michigan 49031 CASS	NONE	7/1/2024	8/4/2024	265
Corteva	(41.483600, -85.798000) Dowagiac, Indiana 49047 CASS	NONE	7/1/2024	8/4/2024	265
Corteva	(41.517700, -85.790900) Buchanan, Michigan 49107 BERRIEN	NONE	7/1/2024	8/4/2024	265
Corteva	(41.508400, -85.793700) Buchanan, Michigan 49107 BERRIEN	NONE	7/1/2024	8/4/2024	265
Corteva	(41.508500, -85.787400) Buchanan, Michigan 49107 BERRIEN	NONE	7/1/2024	8/4/2024	265
Corteva	(41.938300, -86.091500) Niles, Michigan 49120 BERRIEN	NONE	7/1/2024	8/4/2024	265
Corteva	41.4188, -85.656 Goshen, Indiana 46526 KOSCIUSKO	NONE	7/1/2024	8/4/2024	265

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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 §
Corteva	41.4247, -85.6508 Goshen, Indiana 46526 NOBLE	NONE	7/1/2024	8/4/2024	265
Corteva	41.492, -85.7079 Elkhart, Indiana 46514 ELKHART	NONE	7/1/2024	8/4/2024	265
Corteva	41.4609, -85.6999 Elkhart, Indiana 46514 ELKHART	NONE	7/1/2024	8/4/2024	265
Corteva	41.5097, -85.6791 Elkhart, Indiana 46514 ELKHART	NONE	7/1/2024	8/4/2024	265
Corteva	41.4646, -85.7019 Elkhart, Indiana 46514 ELKHART	NONE	7/1/2024	8/4/2024	265
Corteva	41.8103, -86.1813 Elkhart, Michigan 46516 CASS	NONE	7/1/2024	8/4/2024	265
Corteva	41.7777, -86.0396 Elkhart, Michigan 46516 CASS	NONE	7/1/2024	8/4/2024	265
Corteva	(41.762400, -86.162200) Niles, Michigan 49120 BERRIEN	NONE	7/1/2024	8/4/2024	265
Corteva	(41.776400, -86.162400) Niles, Michigan 49120 BERRIEN	NONE	7/1/2024	8/4/2024	265
Corteva	(41.819400, -86.328000) Niles, Michigan 49120 BERRIEN	NONE	7/1/2024	8/4/2024	265

**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 §
Corteva	(41.799700, -86.281700) Niles, Michigan 49120 BERRIEN	NONE	7/1/2024	8/4/2024	265
Corteva	(41.795900, -86.329700) Niles, Michigan 49120 BERRIEN	NONE	7/1/2024	8/4/2024	265
Corteva	41.3406, -85.8799 Millersburg, Indiana 46543 KOSCIUSKO	NONE	7/1/2024	8/4/2024	265
Corteva	41.688, -85.8564 Bristol, Indiana 46507 ELKHART	NONE	7/1/2024	8/4/2024	265
Corteva	41.6939, -85.8375 Bristol, Indiana 46507 ELKHART	NONE	7/1/2024	8/4/2024	265
Corteva	41.691, -85.8384 Bristol, Indiana 46507 ELKHART	NONE	7/1/2024	8/4/2024	265
Corteva	41.9361, -86.0489 Cassopolis, Michigan 49031 CASS	NONE	7/1/2024	8/4/2024	265
Corteva	41.9081, -86.158 Dowagiac, Michigan 49047 CASS	NONE	7/1/2024	8/4/2024	265
Corteva	41.8951, -86.0835 Elkhart, Michigan 46516 CASS	NONE	7/1/2024	8/4/2024	265
Corteva	41.88, -85.9965 Elkhart, Michigan 46516 CASS	NONE	7/1/2024	8/4/2024	265

**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 §
Corteva	41.8285, -86.0853 Elkhart, Michigan 46516 CASS	NONE	7/1/2024	8/4/2024	265
Corteva	41.8149, -86.0928 Elkhart, Michigan 46516 CASS	NONE	7/1/2024	8/4/2024	265
Corteva	41.9299, -86.0372 Cassopolis, Michigan 49031 CASS	NONE	7/1/2024	8/4/2024	265
Corteva	41.7423, -85.9531 Nappanee, Michigan 46550 CASS	NONE	7/1/2024	8/4/2024	265
Corteva	41.904, -86.0946 Elkhart, Michigan 46516 CASS	NONE	7/1/2024	8/4/2024	265
Corteva	41.9437, -86.0517 Cassopolis, Michigan 49031 CASS	NONE	7/1/2024	8/4/2024	265
Corteva	41.8948, -86.0907 Elkhart, Michigan 46516 CASS	NONE	7/1/2024	8/4/2024	265
Corteva	41.93, -86.059 Cassopolis, Michigan 49031 CASS	NONE	7/1/2024	8/4/2024	265

**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 *
<input type="checkbox"/> Employer-provided <input checked="" type="checkbox"/> Rental or public accommodations	201 West Kieffer Road Michigan City, Indiana 46360 LA PORTE	Kings Inn	12	36	<input checked="" type="checkbox"/> Local authority <input type="checkbox"/> SWA <input type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input type="checkbox"/> Employer-provided <input checked="" type="checkbox"/> Rental or public accommodations	417 North US Highway 35 Winamac, Indiana 46996 PULASKI	Indian Head Motel	20	60	<input checked="" type="checkbox"/> Local authority <input type="checkbox"/> SWA <input type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input type="checkbox"/> Employer-provided <input checked="" type="checkbox"/> Rental or public accommodations	5820 Franklin St. Michigan City, Indiana 46360 LA PORTE	Ramada by Wyndham	37	111	<input checked="" type="checkbox"/> Local authority <input type="checkbox"/> SWA <input type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input type="checkbox"/> Employer-provided <input checked="" type="checkbox"/> Rental or public accommodations	301 East Danker Street Knox, Indiana 46534 STARKE	Super Value Inn	7	28	<input checked="" type="checkbox"/> Local authority <input type="checkbox"/> SWA <input type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations					<input type="checkbox"/> Local authority <input type="checkbox"/> SWA <input type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other _____

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

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**H. Additional Material Terms and Conditions of the Job Offer**

*a. Job Offer Information 1*

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Deductions from Pay
3. Details of Material Term or Condition (up to 3,500 characters) * Worker must authorize in writing all voluntary deductions, such as cash advances/loans, health insurance payments, cell phones, and other services to benefit the worker. Employer will make all deductions required by state/federal law, if applicable, such as: FICA, federal, state and/or local income tax withholding. Employer may deduct reasonable repair or replacement costs if worker is found to have been responsible for damage to or loss of equipment, tools, vehicles, housing or furnishings - beyond normal wear and tear - caused by the worker through willful, dishonest, or grossly negligent actions.			

*b. Job Offer Information 2*

1. Section/Item Number *	F.1	2. Name of Section or Category of Material Term or Condition *	Daily Transportation
3. Details of Material Term or Condition (up to 3,500 characters) * Employer will provide free daily transportation via the following vehicles authorized to transport workers:  - Vehicle type, quantity, and seating capacity are to be determined and may vary, but may include any combination of the following: bus (quantity: 78, seats per vehicle: 66)  Supervisors will be asked to drive buses from Employer housing to the worksite and from the worksite back to the Employer housing.			

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

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**H. Additional Material Terms and Conditions of the Job Offer**

*c. Job Offer Information 3*

1. Section/Item Number *	<b>F.2</b>	2. Name of Section or Category of Material Term or Condition *	<b>Inbound/Outbound Transportation</b>
3. Details of Material Term or Condition ( <i>up to 3,500 characters</i> ) * Employer will permit workers to select any means of transportation they choose and reimburse workers at no less than the most economical and reasonable common carrier (van or bus) transportation charges for the distances involved for both inbound and outbound transportation. Inbound and return transportation provided from the foreign worker's home city to the U.S. consulate and from the U.S. Consulate to the work site. (Continued on Addendum C)			

*d. Job Offer Information 4*

1. Section/Item Number *	<b>E.1</b>	2. Name of Section or Category of Material Term or Condition *	<b>Meal Provision - Meal Provisions Continued.:</b>
3. Details of Material Term or Condition ( <i>up to 3,500 characters</i> ) * Meal times may vary by the needs of the employees' work schedules. Employer will pay the caterer directly for the meals.			

**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 - Additional Disclosures: Terms of Employment (2)
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Employer may request, but not require, workers to work more than the stated daily hours and/or on a worker's Sabbath or federal holidays. Worker must report to work at designated time and place each day. Employer may terminate a worker for lawful job-related reasons, including but not limited to situations in which the worker: (1) Is repeatedly absent or tardy; (2) malingers or otherwise refuses, without cause, to perform the work as directed; (3) commits act(s) of misconduct or repeatedly violates the Work Rules. Non-U.S. workers may be displaced as a result of one or more U.S. workers becoming available for the job during the employer's recruitment period. Job abandonment will be deemed to occur after five consecutive workdays of unexcused absences. Regardless of whether the employer requires a background check as a condition of employment, the employer may terminate for cause, in accordance with applicable laws and regulations, any worker found during the period of employment to have a criminal conviction record or status as a registered sex offender that the employer reasonably believes will endanger the safety or welfare of other workers, company staff, customers, or the public at large. These Work Rules provide guidance to workers regarding acceptable conduct standards and general expectations. This document is not intended to be comprehensive. Repeat or severe violations of the Work Rules may result in immediate termination. Other policies and/or disciplinary measures may apply at employer's discretion. 1.Workers must comply with all rules relating to discipline, attendance, work quality and effort, and the care and maintenance of all employer-provided property. 2.Workers must perform work carefully and in accordance with employer's instructions. Workers performing sloppy work may be suspended without pay for the remainder of a workday or for up to three days, depending on the degree of infraction, the worker's prior record, and other relevant factors. Employer may discharge worker for subsequent offenses. 3.Workers may not use or possess alcohol or illegal drugs during work time or during any workday before work is completed for the day (e.g., during meals). Workers may not report for work under the influence of alcohol or illegal drugs. Employer may terminate workers for excessive alcohol use or drunk/disorderly conduct in housing after hours. Workers may not use, possess, sell, or manufacture illegal drugs on any employer premises, including housing. 4.Workers must be present, able, and willing to perform every scheduled workday at the scheduled time unless excused by employer. Employer does not permit excessive absences and/or tardiness. Workers must report any absence from work by 7:00 AM. Employer may terminate any worker who abandons employment (five consecutive workdays of unexcused absence). 5.Workers must keep employer-provided living quarters and common areas neat, clean, and in good repair, except for normal wear and tear. Workers must cooperate in maintaining common kitchen and living areas. Employer does not permit pets of any kind. Workers must occupy housing that employer assigns to them. 6.Workers may not remove, deface, or alter any employer notices or posters required by federal and state law. Workers may request copies of posters.</p>			

*f. Job Offer Information 6*

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Additional Disclosures: Terms of Employment (3)
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>7.Workers living in employer-provided housing must lock the housing and turn off all lights, electronics, and unnecessary heat before leaving for work each morning. Workers must close all doors and windows while using heat and during adverse weather conditions. 8.Workers assigned to bunk beds in employer-provided housing may not separate bunk beds. 9.Workers may not cook in living quarters or any other non-kitchen areas in employer-provided housing. 10.Workers may not leave paper, cans, bottles and other trash in fields, work areas, or on housing premises. Workers must properly use trash and waste receptacles. 11.Workers may not take unauthorized breaks from work, except for reasonable breaks to use field sanitation, toilet, or hand-washing facilities, or to obtain drinking water. 12.Workers may not sleep, waste time, or loiter during working hours. 13.Workers may not leave the field or other assigned work area without permission of employer or supervisor. 14.Workers may not enter employer's premises without authorization. 15.Workers must be present at their assigned worksite at the scheduled start time. Workers may not begin work prior to scheduled starting time or continue working after stopping time. 16.Workers may not entertain guests in employer-provided housing premises after 10:30 PM, except on Saturdays when guest hours end at 12:00 midnight. No persons, other than workers assigned by employer, may sleep in housing. 17.Workers may not deliberately restrict production or damage products/commodities. 18.Workers may not physically threaten other workers, the employer, supervisors, or members of the public with any tool or weapon. Workers who violate this rule may be subject to immediate termination. 19.Workers are prohibited from harassing others and engaging in abusive behavior of any kind. Workers who physically, sexually, or verbally harass other workers, the employer, supervisors, or members of the public may be subject to immediate termination. 20.Workers may not fight on employer's premises, including housing, at any time. Workers who violate this rule may be subject to immediate termination. 21.Workers may not carry, possess, or use any dangerous or deadly weapon. Workers who violate this rule may be subject to immediate termination. 22.Workers may not steal from other workers or the employer. Workers who violate this rule may be subject to immediate termination. 23.Workers may not falsify identification, personnel, medical, production or other work-related records. 24.Workers may not drive any vehicles on employer's property without proper licensing, if required. 25.Workers may not abuse or destroy any machinery, truck or other vehicle, equipment, tools, or other property belonging to the employer or to other workers. 26. Workers must report any damage or breakdown to equipment, tools, or other property belonging to the employer. 27.Workers may not use or operate trucks or other vehicles, machines, tools or other equipment and property that has not been specifically assigned to worker by the employer or supervisor. Workers may not use or operate trucks or other vehicles, tools or other equipment or property for personal use unless expressly authorized by the employer. 28.Workers may not misuse or remove from the farm premises without authorization any employer-owned property. 29.Workers may not accept personal gifts from employer's vendors or customers without employer's authorization.</p>			

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

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**H. Additional Material Terms and Conditions of the Job Offer**

*g. Job Offer Information 7*

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Additional Disclosures: Terms of Employment (4)
3. Details of Material Term or Condition ( <i>up to 3,500 characters</i> ) * 30. Workers must obey all safety rules and common safety practices. Workers must report any injuries or accidents promptly to the employer or immediate supervisor. 31. Workers must follow supervisor's instructions. Insubordination is cause for termination. 32. Workers may not reveal confidential or proprietary business information to any third-party. Confidential information includes, but is not limited to, worker lists, customer lists, financial information, or other business records. 33. Workers may not make long distance phone calls on the employer's phone without employer's explicit permission. 34. Except as otherwise noted above, employees who violate any of these Work Rules will be disciplined according to the following schedule: First Offense: Oral warning and correction. Second Offense: Written warning and unpaid leave for balance of day. Third Offense: Immediate termination. Worker will be asked to sign written fact statement NO COMPLETE NO REHIRE POLICY: The employer has a no complete, no rehire policy. 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 will be disqualified from future employment opportunities with the employer. Voluntary resignation before the specified ending date listed in this application may disqualify the employee from future employment opportunities with the employer. 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 voluntary terminating their employment to be considered and eligible for exemption to the no complete, no rehire policy.			

*h. Job Offer Information 8*

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Additional Disclosures: Workers' Compensation
3. Details of Material Term or Condition ( <i>up to 3,500 characters</i> ) * Employer will provide workers' compensation insurance coverage in accordance with 20 CFR 655.122(e). Employer attests that the policy will be renewed as necessary to cover the entire certified contract period and any extension of employment.  Name of insurance carrier: FCCI INSURANCE COMPANY Name of policyholder: OVERLOOK HARVESTING CO, LLC Name of person to be notified of claim: JULIE URBAN Telephone number for point-of-contact: (863)439-3671 Deadline for filing a claim: 30 DAYS			

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

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**H. Additional Material Terms and Conditions of the Job Offer**

*i. Job Offer Information 9*

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Additional Disclosures:
<p><b>3. Details of Material Term or Condition (up to 3,500 characters) *</b> Work is to be done for long periods of time in the field, when plants may be wet with dew and rain, and may be required during light rain, snow, moderate winds, direct sun, high humidity and extreme temperatures. Allergies to ragweed, goldenrod, insect spray, related chemicals, etc. may affect workers ability to perform the job. Workers must be able to perform the required work with or without reasonable accommodations. Must wear assigned personal protective equipment when required. Must report for work daily wearing appropriate work clothing and boots or other durable foot wear. Casual clothing not permitted. Workers wearing inappropriate clothing will not be permitted to start work.</p> <p>Must report to work at the designated time and place each day. Daily or weekly work schedules may vary due to weather, sunlight, temperature, crop conditions, and other factors. Employer will notify workers of any change to start/end times. Employer may request, but not require that workers work more than the stated daily hours, on the worker's Sabbath, or on federal holidays.</p> <p>Workers may not report for work under the influence of alcohol or drugs. Possession or use of illegal drugs or alcohol on company worksites or vehicles is prohibited and will be cause for immediate termination.</p> <p>Out of concern for the safety of other workers, staff or the public at large, the employer reserves the right to terminate for cause, in accordance with applicable laws and regulations, any worker found during the period of employment to have a criminal conviction record or status as a registered sex offender. The work described herein is regular, seasonal full-time work requiring all workers to be available as stated on the standard work schedule, throughout the entire contract period. Employees may experience a temporary reduction in work and/or a temporary work stoppage due to the natural agricultural cycle. Job abandonment will be deemed to occur after five consecutive workdays of unexcused absences. Foreign workers will be advised of their responsibility to depart the U.S. when employment comes to an end. Employer will request and maintain records of each worker's permanent home address, e-mail address (when available) and phone number.</p> <p>At the beginning of employment every worker receives a free punch card for time keeping. However, if the card is lost or broken, there will be a fee of \$4.00 for a replacement.</p>			

*j. Job Offer Information 10*

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Additional Disclosures: Terms of Employment (1)
<p><b>3. Details of Material Term or Condition (up to 3,500 characters) *</b> Workers may not report for work while under the influence of alcohol or drugs. The possession or use of illegal drugs or marijuana, or alcohol consumption on company premises or housing is prohibited and may be cause for termination. Use, possession, transfer, offer, sale or manufacture of alcohol, marijuana and/or controlled substances strictly prohibited. All work sites are alcohol and drug free work places. Employees must not report for work, enter the employers' property or perform service while under the influence of or having used alcohol, marijuana, illegal controlled substances, or any other substance that may in any way adversely affect their alertness, coordination, reaction or safety. Employer requires all newly hired employees to take and pass an employer-paid background check. All background checks are conducted uniformly after an initial job offer has been extended and accepted by the new hire. Applicants found to have felony convictions (including, but not limited to assault, child molestation, sex or drug-related convictions) will be immediately terminated out of concern for general public safety, and paid for all hours worked between the first date of employment and the date of termination, if any. In the case of a non-local worker who is terminated for cause resulting from findings of the background check, the employer will arrange least-cost transportation to the worker's place of recruitment, at the worker's expense. Supervisor(s) will provide instructions and directions to workers. Workers must be able to comprehend and follow instructions and communicate effectively to supervisors. Unusual, complex or non-routine activities will be supervised. Workers expected to perform basic duties in a proficient manner without close supervision. Employer attests that it has sent (or will promptly send) original surety bond to CNPC.</p>			

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

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**H. Additional Material Terms and Conditions of the Job Offer**

*k. Job Offer Information 11*

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

*l. Job Offer Information 12*

1. Section/Item Number *	<b>B.6</b>	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Job Requirements Continued:
3. Details of Material Term or Condition ( <i>up to 3,500 characters</i> ) *			
<p>Employer requires all newly-hired employees to take and pass an employer-paid drug test before starting work. Drug test not required for prospective applicants prior to hiring decision. All testing is conducted uniformly after an initial job offer has been extended and accepted by the new hire. Drug testing will be conducted post-hire at employers expense and notes that the Employer conducts drug testing to maintain a drug-free workplace to ensure the safety of workers. Workers testing positive will be immediately terminated and paid for all hours worked between the first date of employment and the date of termination, if any. In the case of a non-local or foreign worker who is terminated for failure to pass a drug test, the employer will arrange least-cost transportation to the worker's place of recruitment, at the worker's expense. The employer will also test after a worker has an accident at work.</p>			

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



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**H. Additional Material Terms and Conditions of the Job Offer**

*m. Job Offer Information 13*

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

*n. Job Offer Information 14*

1. Section/Item Number *	<b>A.11</b>	2. Name of Section or Category of Material Term or Condition *	<b>Pay Deductions - Additional Pay Information Continued:</b>
3. Details of Material Term or Condition ( <i>up to 3,500 characters</i> ) *			
<p>Employer will pay each worker by check, pay card, or direct deposit (employer pays any associated fees). Work performed under the contract is exempt from federal overtime pay requirements under the FLSA, but may be subject to state overtime requirements, if applicable.</p> <p>Raises and/or bonuses may be offered to any seasonal worker employed under this job order, at the company's sole discretion, based on individual factors including but not limited to work performance, skill, and tenure.</p> <p>Employer expressly prohibits the solicitation and payment of recruitment fees by workers. Workers who pay or are solicited to pay must inform the employer immediately. Employer will investigate all claims of illegal fees and take immediate remedial action as appropriate. The employer attests they will not seek or receive payment of any kind from workers for anything related to obtaining the H-2A labor certification, including the employer's attorney or agent fees, application fees, or recruitment costs.</p> <p>All work is compensated at the hourly rate specified in the job order except for any specified piece rates. No piece rate compensations will be lower than the prevailing piece rates in the area of intended employment. When work is performed according to the stated piece rate schedule, workers are guaranteed that they will be paid no less than the applicable H2-A hourly rate for each hour worked. Pay ranges, if applicable, are determined based on a variety of factors including but not limited to crop size, quality, yield, and other circumstances that affect the difficulty of the work or market value of the commodity.</p>			

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