



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

A. Job Offer Information

1. Job Title * Farm worker, Crop							
2. Workers Needed *	a. Total	b. H-2A Workers	Period of Intended Employment				
	99	99	3. First Date * 6/26/2024	4. Last Date * 8/10/2024			
5. Will this job generally require the worker to be on-call 24 hours a day and 7 days a week? * If "Yes", proceed to question 8. If "No", complete questions 6 and 7 below.						<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
6. Anticipated days and hours of work per week (an entry is required for each box below) *						7. Hourly Work Schedule *	
36	a. Total Hours	6	c. Monday	6	e. Wednesday	6	g. Friday
0	b. Sunday	6	d. Tuesday	6	f. Thursday	6	h. Saturday
						a. 7 : 30	<input checked="" type="checkbox"/> AM <input type="checkbox"/> PM
						b. 1 : 30	<input type="checkbox"/> AM <input checked="" type="checkbox"/> PM
Temporary Agricultural Services and Wage Offer Information							
8a. Job Duties - Description of the specific services or labor to be performed. * (Please begin response on this form and use Addendum C if additional space is needed.) ROGUEING: The worker will remove corn plants that are a different species as they walk down the corn field aisles between the plants, thus preparing field for detasseling. SEED CORN SORTING: Corn cobs will be sorted off conveyor belt by size and class. CORN DETASSELING: Workers will follow detasseling machine by foot removing any spikes left on plants by machine. GENERAL LABOR: Hand weeding around the corn plants, removing volunteer plants.							
8b. Wage Offer *		8c. Per *		8d. Piece Rate Offer \$		8e. Piece Rate Units / Estimated Hourly Rate / Special Pay Information \$	
\$ 17.79		<input checked="" type="checkbox"/> HOUR <input type="checkbox"/> MONTH		\$ _____			
9. Is a completed Addendum A providing additional information on the crops or agricultural activities to be performed and wage offers attached to this job offer? *						<input 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): N/A							
11. State all deduction(s) from pay and, if known, the amount(s). * (Please begin response on this form and use Addendum C if additional space is needed.) State taxes, FICA taxes, income tax, cash advances, overpayment of wages; and charges for any loss to the employer due to the worker's damage or loss of equipment or housing items where it is shown that the worker is responsible, any other deductions expressly authorized by the worker.							

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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. *	0
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 type="checkbox"/> c. Criminal background check	<input checked="" type="checkbox"/> h. Extensive sitting or walking
<input type="checkbox"/> d. Drug screen	<input checked="" type="checkbox"/> i. Frequent stooping or bending over
<input type="checkbox"/> e. Lifting requirement _____ 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 " NONE " below) Bonus: At the end of season, grower will give FLC a report with total acres detasseled. Bonus to worker will be calculated as follows: Total acres detasselled by all employees will be multiplied by \$77/acre. From this amount, gross hourly earnings from all passes made by all employees will be deducted. The net amount will be divided equally amongst all employees. Bonus will be paid once grower report is available.	

C. Place of Employment Information

1. Place of Employment Address/Location *			
LAT: 41.98069 LON: -092.23593			
2. City *	3. State *	4. Postal Code *	5. County *
KEYSTONE	Iowa	52249	Benton
6. Additional Place of Employment Information. (If no additional information, enter " NONE " below) *			
FIXED SITE EMPLOYER: REMINGTON SEEDS OF EASTERN IOWA, LLC FIELD 500 START DATE: 06/26/2024 END DATE: 08/10/2024 WORKERS NEEDED: 99			
7. Is a completed Addendum B providing additional information on the places of employment and/or agricultural businesses who will employ workers, or to whom the employer will be providing workers, attached to this job order? *			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> N/A

D. Housing Information

1. Housing Address/Location *			
403 Hwy 30 West			
2. City *	3. State *	4. Postal Code *	5. County *
Toledo	Iowa	52342	Tama
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		17	51
9. Identify the entity that determined the housing met all applicable standards: *			
<input type="checkbox"/> Local authority <input type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other (specify): _____			
10. Additional Housing Information. (If no additional information, enter " NONE " below) *			
DESIGNER INN & SUITES The employer will require workers to reimburse the employer for damage caused to housing by the individual workers found to have been responsible for damage that is not the result of normal wear and tear related to habitation. See Addendum C.			
11. Is a completed Addendum B providing additional information on housing that will be provided to workers attached to this job order? *			<input 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 will provide three (3) meals per day to workers living in employer housing with no kitchen facilities.

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.)

For workers residing in the employer's housing, the employer will provide transportation between the worker's living quarters and the employer's worksite and return without cost to the worker.

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

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

See Addendum C

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

a. no less than \$ 15 . 88 per day *

b. no more than \$ 59 . 00 per day with receipts

G. Referral and Hiring Instructions

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

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

See Addendum C

2. Telephone Number to Apply *
+1 (863) 342-3002

3. Extension \$
N/A

4. Email Address to Apply *
cornriverharvesting@gmail.com

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

H. Additional Material Terms and Conditions of the Job Offer

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

☒ Yes ☐ No

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 * Guijosa	2. First (given) name * Juan	3. Middle initial §
4. Title * President		

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5. Signature (or digital signature) * Digital Signature Verified and Retained By <i>Certifying Officer</i>	6. Date signed * 5/1/2024
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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
CRH1	ROGUEING	\$ 17 79	Hour	
CRH2	SORTING	\$ 17 79	Hour	
CRH3	DETASSELING	\$ 17 79	Hour	
CRH4	GENERAL LABOR	\$ 17 79	Hour	
		\$.		
		\$.		
		\$.		
		\$.		
		\$.		
		\$.		
		\$.		

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 §
REMINGTON SEEDS OF EASTERN IOWA, LLC (570)	LAT: 41.95104 LON: -092.08766 BLAIRSTOWN, Iowa 52209 BENTON	FIELD 570	6/26/2024	8/10/2024	99
REMINGTON SEEDS OF EASTERN IOWA, LLC (579)	LAT: 41.95992 LON: -092.09440 BLAIRSTOWN, Iowa 52209 BENTON	FIELD 579	6/26/2024	8/10/2024	99
REMINGTON SEEDS OF EASTERN IOWA, LLC (752)	LAT: 41.92451 LON: -092.04202 BLAIRSTOWN, Iowa 52209 BENTON	FIELD 752	6/26/2024	8/10/2024	99
REMINGTON SEEDS OF EASTERN IOWA, LLC (606)	LAT: 41.91743 LON: -092.27394 BELLE PLAINE, Iowa 52208 BENTON	FIELD 606	6/26/2024	8/10/2024	99
REMINGTON SEEDS OF EASTERN IOWA, LLC (614)	LAT: 41.94562 LON: .092.00284 BLAIRSTOWN, Iowa 52209 BENTON	FIELD 614	6/26/2024	8/10/2024	99
REMINGTON SEEDS OF EASTERN IOWA, LLC (613)	LAT: 41.94404 LON: -092.08996 BLAIRSTOWN, Iowa 52209 BENTON	FIELD 613	6/26/2024	8/10/2024	99
REMINGTON SEEDS OF EASTERN IOWA, LLC (624)	LAT: 42.92792 LON: -092.06080 BLAIRSTOWN, Iowa 52209 BENTON	FIELD 624	6/26/2024	8/10/2024	99
REMINGTON SEEDS OF EASTERN IOWA, LLC (632)	LAT: 42.91709 LON: -092.05144 BLAIRSTOWN, Iowa 52209 BENTON	FIELD 632	6/26/2024	8/10/2024	99
REMINGTON SEEDS OF EASTERN IOWA, LLC (642)	LAT: 42.95279 LON: -092.07791 BLAIRSTOWN, Iowa 52209 BENTON	FIELD 642	6/26/2024	8/10/2024	99
REMINGTON SEEDS OF EASTERN IOWA, LLC (661)	LAT: 41.98113 LON: -092.29328 KEYSTONE, Iowa 52249 BENTON	FIELD 661	6/26/2024	8/10/2024	99

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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 §
REMINGTON SEEDS OF EASTERN IOWA, LLC (662)	LAT: 42.01674 LON: -092.26811 ELBERON, Iowa 52225 BENTON	FIELD 662	6/26/2024	8/10/2024	99
REMINGTON SEEDS OF EASTERN IOWA, LLC (673)	LAT: 42.21441 LON: -092.22787 DYSART, Iowa 52224 BENTON	FIELD 673	6/26/2024	8/10/2024	99
REMINGTON SEEDS OF EASTERN IOWA, LLC (674)	LAT: 42.18495 LON: -092.34294 DYSART, Iowa 52224 TAMA	FIELD 674	6/26/2024	8/10/2024	99
REMINGTON SEEDS OF EASTERN IOWA, LLC (675)	LAT: 42.12277 LON: -092.24009 DYSART, Iowa 52224 BENTON	FIELD 675	6/26/2024	8/10/2024	99
REMINGTON SEEDS OF EASTERN IOWA, LLC (771)	LAT: 42.95818 LON: -092.08777 BLAIRSTOWN, Iowa 52209 BENTON	FIELD 771	6/26/2024	8/10/2024	99
REMINGTON SEEDS OF EASTERN IOWA, LLC (826)	LAT: 42.077738 LON: -092.19749 KEYSTONE, Iowa 52249 BENTON	FIELD 826	6/26/2024	8/10/2024	99
REMINGTON SEEDS OF EASTERN IOWA, LLC (842)	LAT: 42.09270 LON: -092.23171 KEYSTONE, Iowa 52249 BENTON	FIELD 842	6/26/2024	8/10/2024	99
REMINGTON SEEDS OF EASTERN IOWA, LLC (861)	LAT: 42.04673 LON: -092.14452 KEYSTONE, Iowa 52249 BENTON	FIELD 861	6/26/2024	8/10/2024	99
REMINGTON SEEDS OF EASTERN IOWA, LLC (864)	LAT: 42.02506 LON: -092.11128 VAN HORNE, Iowa 52346 BENTON	FIELD 864	6/26/2024	8/10/2024	99
REMINGTON SEEDS OF EASTERN IOWA, LLC (867)	LAT: 41.93905 LON: -092.18658 LUZERNE, Iowa 52257 BENTON	FIELD 867	6/26/2024	8/10/2024	99

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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 §
REMINGTON SEEDS OF EASTERN IOWA, LLC (871)	LAT: 42.01316 LON: -092.13164 VAN HORNE, Iowa 52346 BENTON	FIELD 871	6/26/2024	8/10/2024	99
REMINGTON SEEDS OF EASTERN IOWA, LLC (100)	LAT: 42.21439 LON: -092.23512 DYSART, Iowa 52224 BENTON	FIELD 100	6/26/2024	8/10/2024	99
REMINGTON SEEDS OF EASTERN IOWA, LLC (100)	LAT: 42.17750 LON: -92.30438 DYSART, Iowa 52224 TAMA	FIELD 200	6/26/2024	8/10/2024	99
REMINGTON SEEDS OF EASTERN IOWA, LLC (502)	LAT: 41.99697 LON: -092.27517 KEYSTONE, Iowa 52249 BENTON	FIELD 502	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0086)	41.358200, -91.107400 Iowa MUSCATINE	FIELD 0086	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0052)	41.361400, -91.109800 Iowa MUSCATINE	FIELD 0052	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0040)	41.719800, -90.893900 Iowa SCOTT	FIELD 0040	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0056)	41.343300, -91.134100 Iowa MUSCATINE	FIELD 0056	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0047)	41.357600, -91.114200 Iowa MUSCATINE	FIELD 0047	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0054)	41.354000, -91.088400 Iowa MUSCATINE	FIELD 0054	6/26/2024	8/10/2024	99

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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 §
PIONEER HI-BRED INTERNATIONAL, INC. (0088)	41.352200, -91.106900 Iowa MUSCATINE	FIELD 0088	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0090)	41.344400, -91.120200 Iowa MUSCATINE	FIELD 0090	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0091)	41.347700, -91.108600 Iowa MUSCATINE	FIELD 0091	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0093)	41.336100, -91.117800 Iowa MUSCATINE	FIELD 0093	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0126)	41.534900, -90.806800 Iowa MUSCATINE	FIELD 0126	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0127)	41.534100, -90.799100 Iowa MUSCATINE	FIELD 0127	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0202)	41.734900, -90.934500 Iowa CEDAR	FIELD 0202	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0203)	41.735100, -90.925100 Iowa CEDAR	FIELD 0203	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0243)	41.914100, -91.129800 Iowa CEDAR	FIELD 0243	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0254)	41.890100, -91.118700 Iowa CEDAR	FIELD 0254	6/26/2024	8/10/2024	99

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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 §
PIONEER HI-BRED INTERNATIONAL, INC. (0255)	41.884700, -91.119800 Iowa CEDAR	FIELD 0255	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0420)	41.918600, -91.137300 Iowa CEDAR	FIELD 0420	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0244)	41.918600, -91.131000 Iowa CEDAR	FIELD 0244	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0248)	41.914400, -91.108200 Iowa CEDAR	FIELD 0248	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0747)	41.914300, -91.101300 Iowa CEDAR	FIELD 0747	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0331)	41.535500, -90.818600 Iowa MUSCATINE	FIELD 0331	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0399)	41.925300, -91.157200 Iowa CEDAR	FIELD 0399	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0421)	41.914800, -91.147200 Iowa CEDAR	FIELD 0421	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0436)	41.774300, -90.979100 Iowa CEDAR	FIELD 0436	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0448)	41.671400, -90.835700 Iowa SCOTT	FIELD 0448	6/26/2024	8/10/2024	99

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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 §
PIONEER HI-BRED INTERNATIONAL, INC. (0641)	41.367100, -91.126100 Iowa MUSCATINE	FIELD 0641	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0647)	41.527800, -90.808400 Iowa MUSCATINE	FIELD 0647	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0648)	41.522100, -90.809700 Iowa MUSCATINE	FIELD 0648	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0668)	41.695600, -90.933300 Iowa CEDAR	FIELD 0668	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0122)	41.576700, -90.808300 Iowa MUSCATINE	FIELD 0122	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0748)	41.898500, -91.134200 Iowa CEDAR	FIELD 0748	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0788)	41.636600, -90.884400 Iowa SCOTT	FIELD 0788	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0794)	41.688800, -91.000800 Iowa CEDAR	FIELD 0794	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0796)	41.688100, -90.991000 Iowa CEDAR	FIELD 0796	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0797)	41.688200, -90.984000 Iowa CEDAR	FIELD 0797	6/26/2024	8/10/2024	99

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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 §
PIONEER HI-BRED INTERNATIONAL, INC. (0851)	41.526200, -90.849200 Iowa MUSCATINE	FIELD 0851	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0314)	41.720600, -91.007600 Iowa CEDAR	FIELD 0314	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0871)	41.591900, -90.738200 Iowa SCOTT	FIELD 0871	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0884)	41.329800, -91.121200 Iowa LOUISA	FIELD 0884	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0887)	41.335400, -91.126600 Iowa MUSCATINE	FIELD 0887	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0888)	41.335800, -91.131400 Iowa MUSCATINE	FIELD 0888	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0940)	41.340000, -91.121900 Iowa MUSCATINE	FIELD 0940	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0945)	41.588400, -90.731400 Iowa SCOTT	FIELD 0945	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0954)	41.550000, -90.894400 Iowa MUSCATINE	FIELD 0954	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0205)	41.724000, -90.939900 Iowa CEDAR	FIELD 0205	6/26/2024	8/10/2024	99

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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 §
PIONEER HI-BRED INTERNATIONAL, INC. (0285)	41.592000, -90.744200 Iowa SCOTT	FIELD 0285	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0296)	41.564000, -90.768300 Iowa SCOTT	FIELD 0296	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0424)	41.895000, -91.123300 Iowa CEDAR	FIELD 0424	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0513)	41.607400, -90.677700 Iowa SCOTT	FIELD 0513	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0896)	41.701400, -90.893300 Iowa SCOTT	FIELD 0896	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0955)	41.544000, -90.895000 Iowa MUSCATINE	FIELD 0955	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0971)	41.552000, -90.887100 Iowa MUSCATINE	FIELD 0971	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (1032)	41.739800, -91.011900 Iowa CEDAR	FIELD 1032	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0358)	41.574900, -90.801100 Iowa MUSCATINE	FIELD 0358	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0455)	41.629800, -90.972300 Iowa CEDAR	FIELD 0455	6/26/2024	8/10/2024	99

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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 §
PIONEER HI-BRED INTERNATIONAL, INC. (0295)	41.563700, -90.755700 Iowa SCOTT	FIELD 0295	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0297)	41.534400, -90.790000 Iowa MUSCATINE	FIELD 0297	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0112)	41.579700, -90.792500 Iowa MUSCATINE	FIELD 0112	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0465)	41.643000, -90.878400 Iowa SCOTT	FIELD 465	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0300)	41.554400, -90.758800 Iowa SCOTT	FIELD 0300	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0356)	41.621800, -90.848200 Iowa SCOTT	FIELD 0356	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0440)	41.768200, -91.005900 Iowa CEDAR	FIELD 0440	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0511)	41.615300, -90.689000 Iowa SCOTT	FIELD 0511	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0561)	41.702800, -90.926400 Iowa CEDAR	FIELD 0561	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0444)	41.744800, -90.930700 Iowa CEDAR	FIELD 0444	6/26/2024	8/10/2024	99

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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 §
PIONEER HI-BRED INTERNATIONAL, INC. (0449)	41.702900, -90.930300 Iowa CEDAR	FIELD 0449	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0478)	41.705600, -90.893200 Iowa SCOTT	FIELD 0478	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0595)	41.706100, -90.914000 Iowa CEDAR	FIELD 0595	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0620)	41.768100, -90.969800 Iowa CEDAR	FIELD 0620	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0622)	41.730300, -90.940300 Iowa CEDAR	FIELD 0622	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0624)	41.720300, -90.948200 Iowa CEDAR	FIELD 0624	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0672)	41.744300, -90.981300 Iowa CEDAR	FIELD 0672	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0953)	41.556400, -90.894700 Iowa MUSCATINE	FIELD 0953	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0970)	41.555500, -90.887500 Iowa MUSCATINE	FIELD 0970	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (1031)	41.733400, -90.954400 Iowa CEDAR	FIELD 1031	6/26/2024	8/10/2024	99

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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 §
PIONEER HI-BRED INTERNATIONAL, INC. (1046)	41.710200, -90.923300 Iowa CEDAR	FIELD 1046	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (1113)	41.626700, -90.962900 Iowa CEDAR	FIELD 1113	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (1202)	41.340200, -91.103500 Iowa CEDAR	FIELD 1202	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (1121)	41.876900, -91.137300 Iowa CEDAR	FIELD 1121	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (1124)	41.896900, -91.139500 Iowa CEDAR	FIELD 1124	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (1154)	41.333900, -91.111700 Iowa LOUISA	FIELD 1154	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (1241)	41.601400, -90.893200 Iowa SCOTT	FIELD 1241	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (1242)	41.648700, -90.868100 Iowa SCOTT	FIELD 1242	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (1301)	41.643100, -90.871400 Iowa SCOTT	FIELD 1301	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0299)	41.535500, -90.780300 Iowa SCOTT	FIELD 0299	6/26/2024	8/10/2024	99

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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 §
PIONEER HI-BRED INTERNATIONAL, INC. (0355)	41.629200, -90.854800 Iowa SCOTT	FIELD 0355	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0442)	41.731900, -90.9472000 Iowa CEDAR	FIELD 0442	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0510)	41.616000, -90.698700 Iowa SCOTT	FIELD 0510	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0602)	41.645100, -90.911700 Iowa CEDAR	FIELD 0602	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (1024)	41.710200, -90.913900 Iowa CEDAR	FIELD 1024	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (1179)	41.316100, -91.115000 Iowa LOUISA	FIELD 1179	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (1246)	41.636800, -90.836600 Iowa SCOTT	FIELD 1246	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0061)	41.323800, -91.120400 Iowa LOUISA	FIELD 0061	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0315)	41.658300, -90.963100 Iowa CEDAR	FIELD 0315	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0230)	41.775000, -90.998500 Iowa CEDAR	FIELD 0230	6/26/2024	8/10/2024	99

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 §
PIONEER HI-BRED INTERNATIONAL, INC. (0439)	41.775000, -91.002700 Iowa CEDAR	FIELD 0439	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (1122)	41.870600, -91.137200 Iowa CEDAR	FIELD 1122	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (1248)	41.565400, -90.771800 Iowa SCOTT	FIELD 1248	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0488)	41.630400, -90.928600 Iowa CEDAR	FIELD 0488	6/26/2024	8/10/2024	99
PIONEER HI-BRED INTERNATIONAL, INC. (0245)	41.920900, -91.106900 Iowa CEDAR	FIELD 0245	6/26/2024	8/10/2024	99

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	3115 N Hwy 61 Muscatine, Iowa 52761 MUSCATINE	Americ Inn Muscatine The employer will require workers to reimburse the employer for damage caused to housing by the individual workers found to have been responsible for damage that is not the result of normal wear and tear related to habitation. See Addendum C.	16	48	<input type="checkbox"/> Local authority <input type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations					<input type="checkbox"/> Local authority <input type="checkbox"/> SWA <input type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations					<input type="checkbox"/> Local authority <input type="checkbox"/> SWA <input type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations					<input type="checkbox"/> Local authority <input type="checkbox"/> SWA <input type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<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 *	G.1	2. Name of Section or Category of Material Term or Condition *	Referral and Hiring Instructions
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Workers are screened for compliance with the following criteria: a) confirmability, availability, qualifications, and willingness to perform work described and confirm intention to work the entire season; b) local workers confirm availability and reliable daily transportation to and from the job site for the entire season. Non-local workers confirm availability of transportation to job site to begin work; c) confirmation of full disclosure of all terms, conditions, and nature of work; d) confirmation of legal qualifications to work in the US. The employer may terminate the worker (foreign and/or domestic) with notification to the employment service if employer discovers a criminal conviction record or status as a registered sex offender that employer reasonably believes, consistent with current law, will impair the safety and living conditions of other workers.</p> <p>All referrals are encouraged to contact their nearest career center for pre-employment screening before contacting employer. All referrals are to be made to Juan Guijosa at telephone: 863-342-3002. Collect calls will not be accepted. All referrals shall be made on Monday thru Friday from 9:00 a.m. to 5:00 p.m. All local intrastate applicants may apply directly to the employer. All interstate applicants are encouraged but not required to first contact the nearest [one-stop] career center prior to contacting the employer for any updated information regarding the job prior to referral. For referrals from beyond normal commuting distance, an application may be sent to the employer or a telephone interview may be requested. The employer will contact all applicants who have submitted an application by phone to conduct an interview.</p> <p>Prior to referral, each worker should either read or have read to them a copy of the Job Offer and that they understand all terms and conditions of employment as noted in the order. All workers should also be advised that they will be expected to work for the total period of employment as noted in the Job Offer and should be available to work in any one of the listed job activities at the discretion of the employer. Workers must have transportation to the worksite.</p> <p>Referred and Walk-In applicants should bring with them original documentation of identity and employment eligibility documents (original documents only), sufficient to complete the I-9 Form. All workers from within normal commuting distance recruited against this Job Order will not be provided housing and transportation.</p>			

b. Job Offer Information 2

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>For workers hired from beyond normal commuting distance, after completion of 50% of the work contract period, the employer shall reimburse the worker for costs incurred by the worker for transportation and daily subsistence from the place from which the worker has come to work for the employer to the place of employment. The daily subsistence while in travel will be no less than \$15.88 per day without receipts and up to \$59.00 per day with receipts as the maximum amount to be reimbursed.</p>			

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H. Additional Material Terms and Conditions of the Job Offer

c. Job Offer Information 3

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Rules of Conduct
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Corn River Harvesting, Inc. expects all employees to adhere to the rules of conduct necessary for the company's safe and efficient operations. The rules of conduct are necessary to establish and maintain a productive and respectful workplace. The performance standards listed below, and others that may be established from time to time, are not all-inclusive. These standards are only examples of the types of misconduct for which employees may be disciplined or dismissed. They are published to provide a general understanding of what your employer considers to be unacceptable conduct. Corn River Harvesting, Inc. may impose disciplinary action in those instances where management decides such action is appropriate up to and including termination of employment for cause.</p> <ol style="list-style-type: none">1. Failure to perform work assigned by a supervisor or manager, consistent with the terms of your job clearance order.2. Falsification of company records or documents, or other material forms of dishonesty, fraud, theft, or the misuse of property.3. Leaving the farm property during scheduled working hours without the permission of your supervisor or manager.4. Deliberately abusing, destroying, damaging, or defacing farm property, tools and/or equipment, including the personal property of others.5. Taking part in any conduct which may endanger fellow employees or discredit the organization.6. Improper or illegal use of alcoholic beverages, illegal drugs, controlled substances, or prescribed medications.7. Failure or refusal to cooperate in a company investigation.8. Improper behavior in performing your job.9. Violation of Corn River Harvesting's policies or procedures including but not limited to housing rules of occupancy which have been established to protect your employer's property and equipment, as well as to help safeguard the health and safety of its employees.10. Tolerating, participating in, or initiating an event or act that is considered threatening behavior or workplace violence.			

d. Job Offer Information 4

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Rental Attestations
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>The accommodations are compliant with the applicable housing health and safety standards set forth by the aforementioned regulations; The accommodations are sufficient to accommodate the number of workers requested, and are sufficient to accommodate the number of workers requested; The employer has secured 33 rooms with 3 beds each, for a total occupancy of 99 workers. The state SWA does not inspect hotels/motels in Iowa. They are inspected by the Department of Inspections and Appeals. A Hotel License is then issued upon approval.</p>			

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H. Additional Material Terms and Conditions of the Job Offer

e. Job Offer Information 5

1. Section/Item Number *	F.1	2. Name of Section or Category of Material Term or Condition *	Daily Transportation - Daily Transportation
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			
<p>The employer assures that all employer-provided transportation meets all applicable local, state, and federal requirements.</p> <p>One of the following vehicles will be used for said transportation: 2003 Freightliner Bus 4UZAAXBV13CK90010 Seating Capacity: 52 2014 International Bus 4DRBUAAN3RB769595 Seating Capacity: 51</p> <p>All vehicles will be provided by the FLC and are authorized under a valid Farm Labor Contractor Certificate of Registration issued to Corn River Harvesting, Inc.</p>			

f. Job Offer Information 6

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - Inbound/Outbound Transportation
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			
<p>For inbound transportation, the worker may choose any means of transportation they'd like and the employer will reimburse workers at no less than the most economical and reasonable common carrier transportation charges from their home to the designated hotel in Monterrey. From Monterrey, the employer will provide a chartered bus from the hotel to the living quarters specified in the contract.</p> <p>For outbound transportation, the employer will charter a bus to travel from the living quarters specified in the contract to Monterrey, Mexico. The employer will also provide the worker with funds to pay the travel from Monterrey to their home equal to the most economical and reasonable common carrier transportation charges. If the worker chooses an alternate method of transportation than the employer-provided chartered bus, any amounts above and beyond the most economical and reasonable common carrier transportation charges will be paid for by the worker.</p>			

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H. Additional Material Terms and Conditions of the Job Offer

g. Job Offer Information 7

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Discipline and/or Termination
<p>3. Details of Material Term or Condition (up to 3,500 characters) *</p> <p>Employer may discipline and/or terminate the worker with notification to the Job Service local office if the worker: (a) refuses without justified cause to perform work for which the worker was recruited and hired or refuses to follow housing rules; (b) commits serious acts of misconduct; (c) malingers or otherwise refuses to work in accordance with directions or is otherwise obviously unqualified to perform the job; (d) is physically able but does not demonstrate the willingness to perform the work necessary; (e) or other job-related reasons; (f) falsifies identification, personnel, medical or other work-related records; (g) commits acts of insubordination; (h) employer is made aware of a criminal conviction record or status as a registered sex offender that the employer reasonably believes, consistent with current law, will impair the safety and living conditions of other workers.</p> <p>In general, with respect to Item A(b) above, serious act(s) of misconduct includes but is not limited to: theft from the employer or other workers; fraud or falsifying work-related records, intoxication during the work day; use of illegal drugs; disobeying a lawful and reasonable instruction given by the employer or supervisor; abusing or threatening other employees, supervisor or employer; spitting, demeaning or use of profanity towards other workers, employer or supervisor; bullying or harassment (including verbal, physical, sexual) towards other employees, supervisor or employer; willful or malicious damage to employer's or other worker's property.</p> <p>In general, with respect to Item A(g) above, insubordination will be considered to be any willful or intentional failure to obey a lawful and reasonable request from the employer or supervisor. The basic elements of insubordination include: 1. A reasonable and lawful direct order was issued to the employee, either verbally or in writing, by the employer or supervisor; 2. Employee received the order orally or in writing and communicated confirmation of understanding the order; and 3. Employee refused to obey the order directly through an explicit statement of refusal or through non-performance.</p> <p>Five unexcused absences by the worker will be considered a job-related reason for worker termination. Workers must work at a sustained, vigorous pace and make bona fide efforts to work efficiently and consistently that are reasonable under the climatic, horticultural, and other working conditions. Each worker must clean their work area each day and dispose of trash and discarded items in provided receptacles. The employer will report workers who, a) voluntarily abandon employment before the end of the contract period, or b) workers who are terminated for cause, to the Chicago National Processing Center, and H-2A workers to the Department of Homeland Security, in writing or other approved method, not later than two (2) days after the abandonment or termination occurs. Abandonment will be deemed to begin after a worker fails to report for work at the regularly scheduled time for five (5) consecutive working days without the consent of the employer. The employer will not be responsible for providing or paying for reported workers a) subsequent transportation and subsistence expenses, and b) the worker will not be entitled to the 3/4 guarantee.</p>			

h. Job Offer Information 8

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

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