OMB Approval: 1205-0466
Expiration Date: 8/31/2022

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

***IMPORTANT**: In accordance with 20 CFR 653.500, all employers seeking U.S. workers to perform agricultural services or labor on a temporary, less than year-round basis through the Agricultural Recruitment System for U.S. Workers, must submit a completed job clearance order (Form ETA-790) to the State Workforce Agency (SWA) for placement on its intrastate and interstate job clearance systems. Employers submitting a job order in connection with an H-2A Application for Temporary Employment Certification (Form ETA-9142A) must complete the Form ETA-790 and attach a completed 790A. All other employers submitting agricultural clearance orders must complete the Form ETA-790 and attach a completed 790B. Employers and authorized preparers must read the general instructions carefully, complete ALL required fields/items containing an asterisk (*), and any fields/items where a response is conditional as indicated by the section (§) symbol.*

I. Clearance Order Information

FOR STATE WORKFORCE AGENCY (SWA) USE ONLY *Questions 1 through 17*		
1. Clearance Order Number * 134577505	2. Clearance Order Issue Date * 11/19/2019	3. Clearance Order Expiration Date * 6/24/2020
4. SOC Occupation Code * 45-2092.00	5. SOC Occupation Title * Farmworkers and Laborers, Crop, Nursery, and Greenhouse	

SWA Order Holding Office Contact Information		
6. Contact's last (family) name * George	7. First (given) name * Twanna	8. Middle name(s) § J
9. Contact's job title * Workforce Development Analyst 2		
10. Address 1 * 651 Boas Street, 12 th floor		
11. Address 2 *(suite/floor and number)* §		
12. City * Harrisburg	13. State * Pennsylvania	14. Postal code * 17121
15. Telephone number * 1-800-345-2555	16. Extension §	17. E-Mail address * RA-LIBWPO-FLC@pa.gov

II. Employer Contact Information

1. Legal Business Name * Cramer's Inc		
2. Trade Name/Doing Business As (DBA), if applicable §		
3. Contact's last (family) name * Cramer	4. First (given) name * Keith	5. Middle name(s) §
6. Contact's job title * President		
7. Address 1 * 694 Kraybill Church Rd		
8. Address 2 *(apartment/suite/floor and number)* §		
9. City * Mount Joy	10. State * Pennsylvania	11. Postal code * 17552
12. Telephone number * +1 (717) 492-4952	13. Extension §	14. Business e-mail address * h2visas@aol.com
15. Federal Employer Identification Number *(FEIN from IRS)* * 20-3259461	16. NAICS Code * 1114	

III. Type of Clearance Order

1. Indicate the type of agricultural clearance order being placed with the SWA for recruitment of U.S. workers. *(choose only one)* *	☑ 790A (H-2A clearance order) ☐ 790B (regular clearance order)

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Public Burden Statement *(1205-0466)*

Persons are not required to respond to this collection of information unless it displays a currently valid OMB control number. Public reporting burden for this collection of information is estimated to average .03 hours per response for all information collection requirements, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing, reviewing, and submitting the collection of information. The obligation to respond to this data collection is required to obtain/retain benefits (44 U.S.C. 3501, Immigration and Nationality Act, 8 U.S.C. 1101, et seq.). Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the U.S. Department of Labor, Employment and Training Administration, Office of Foreign Labor Certification, 200 Constitution Ave., NW, Suite PPII 12-200, Washington, DC, 20210. (Paperwork Reduction Project OMB 1205-0466). DO NOT send the completed application to this address.

OMB Approval: 1205-0466
Expiration Date: 8/31/2022

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

A. Job Offer Information

1. Job Title * Farmworker

2. Workers Needed *	a. Total	b. H-2A	Period of Intended Employment	
	12	12	3. Begin Date * 2/1/2020	4. End Date * 11/16/2020

5. Will this job generally require the worker to be on-call 24 hours a day and 7 days a week? * If "Yes", proceed to question 8. If "No", complete questions 6 and 7 below. ☐ Yes ☑ No

6. Anticipated days and hours of work per week *

35	**a. Total Hours**	6	c. Monday	6	e. Wednesday	6	g. Friday
0	b. Sunday	6	d. Tuesday	6	f. Thursday	5	h. Saturday

7. Hourly work schedule *
a. 7 : 00 ☑ AM ☐ PM
b. 2 : 00 ☐ AM ☑ PM

Temporary Agricultural Services and Wage Offer Information

8a. Job Duties - Description of the specific services or labor to be performed. *
(Please begin response on this form and use Addendum C if additional space is needed.)

Erect farm fence using post hole digger. Lift & pull irrigation pipe, manually spread manure/mulch. Cultivate plants. Hand harvest. Provide appropriate post-harvest care. Pack & load containers into trucks. Will work in cold & hot weather. Constant bending and lifting.

8b. Wage Offer *	8c. Per *	8d. Piece Rate Offer §	8e. Piece Rate Units/Special Pay Information §
$ 13 . 15	☑ HOUR ☐ MONTH	$ ____ . ___	

9. Is a completed **Addendum A** providing additional information on the crops or agricultural activities and wage offers attached to this job offer? * ☑ Yes ☐ No

10. Frequency of Pay. * ☑ Weekly ☐ Biweekly ☐ Monthly ☐ 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.)

All deductions required by law.
Wage advancements if any.

H-2A Case Number: H-300-19322-151510 Case Status: _____ Determination Date: _____ Validity Period: _____ to _____

B. Minimum Job Qualifications/Requirements

1. Education: minimum U.S. diploma/degree required. *

☑ None ☐ High School/GED ☐ Associate's ☐ Bachelor's ☐ Master's or Higher ☐ Other degree (JD, MD, etc.)

2. Work Experience: number of months required. *	3	3. Training: number of months required. *	0

4. Basic Job Requirements (check all that apply) *

- ☐ a. Certification/license requirements
- ☐ b. Driver requirements
- ☐ c. Criminal background check
- ☑ d. Drug screen
- ☑ e. Lifting requirement 50 lbs.
- ☐ g. Exposure to extreme temperatures
- ☐ h. Extensive pushing or pulling
- ☐ i. Extensive sitting or walking
- ☐ j. Frequent stooping or bending over
- ☐ k. Repetitive movements

5a. Supervision: does this position supervise the work of other employees? *	☐ Yes ☑ No	5b. If "Yes" to question 5a, enter the number of employees worker will supervise. §	

6. Additional Information Regarding Job Qualifications/Requirements.
*(Please begin response on this form and use Addendum C if additional space is needed. If no additional skills or requirements, enter "**NONE**" below)* *

3 months experience in commercial cut flower farm & willing to take drug test paid for by employer post hire.

C. Place of Employment Information

1. Address/Location *
694 Kraybill Church Rd

2. City *	3. State *	4. Postal Code *	5. County *
Mount Joy	Pennsylvan	17552	Lancaster

6. Additional Place of Employment Information *(If no additional information, enter "**NONE**" below)* *
None

7. Is a completed **Addendum B** providing additional information on the places of employment and/or agricultural businesses who will employ workers, or to whom the employer will be providing workers, attached to this job order? * ☐ Yes ☑ No

D. Housing Information

1. Housing Address/Location *
694 Kraybill Church Rd

2. City *	3. State *	4. Postal Code *	5. County *
Mount Joy	Pennsylvan	17552	Lancaster

6. Type of Housing *	7. Total Units *	8. Total Occupancy *
Farm house and/or mobile home.	2	15

9. Housing complies or will comply with the following applicable standards: * ☑ Local ☑ State ☑ Federal

10. Additional Housing Information. *(If no additional information, enter "**NONE**" below)* *
No family housing available.
29 CFR 653,501 Assurance: Hired workers: Employer assures the availability of no cost or public housing which meets
applicable Federal & State standards & which is sufficient to house the specified number of workers requested through

11. Is a completed **Addendum B** providing additional information on housing that will be provided to workers attached to this job order? * ☐ Yes ☑ No

E. Provision of Meals

1. Describe how the employer will provide each worker with 3 meals a 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.)*

All housing units have free kitchen & cooking facilities with refrigeration capacities. Free cooking & kitchen facilities (& housing facility) is only provided for workers unable to return to their residence the same day. Cooking, kitchen & housing facility is not available for non-worker & it is not the prevailing practice. No family housing available. Each housed worker is responsible for maintaining the unit in a neat, clean manner. Housed worker will promptly clean up after himself or herself, washing pots, pans, plates, flatware, glasses, and promptly storing said items back to their original location for immediate use by other housed worker. Worker will leave counter-tops clean, disposing all trash in the designated trash can, & store all food in a sanitary manner. Worker shall not appropriate groceries purchased by another worker unless that other worker's prior permission has been obtained. Cont. in Addendum C.

2. If meals are provided, the employer: *

- ☑ **WILL NOT** charge workers for such meals.
- ☐ **WILL** charge workers for such meals at **$** _____ . _____ per day per worker.

F. Transportation and Daily Subsistence

1. Describe the terms and arrangement for daily transportation the employer will provide to workers. *
(Please begin response on this form and use Addendum C if additional space is needed.)

Eligible housed worker shall have free daily round-trip transportation to work from housing location, if same is not within walking distance of work. All provided transportation by Employer shall meet all applicable safety regulations. Worker is not required to utilize Employer provided transportation but if not, worker pays own expense thereof.

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	**$** 12 . 46	per day *
b. no more than	**$** 55 . 00	per day with receipts

H-2A Case Number: H-300-19322-151510 Case Status: _____ Determination Date: _____ Validity Period: _____ to _____

G. Referral and Hiring Instructions

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.)

Referrals will be accepted from all legal sources, including the job service center, through word of mouth, or from self-referrals from newspaper ads. Employer is often in the field or may be on a farm errand and prefers all referral information be faxed to the attention of N. Mullinax, USA Works, at (229)559-0628. N. Mullinax at USA Works provides
clerical administration & support but does not recruit or solicit workers. Employer makes all hiring decisions. Applications may be faxed to (229)559-0628, Monday through Friday, 8:00a.m. until 6:00p.m. excluding holidays. Referral information may also be mailed to the Employer at the address shown in Item 1, above. N. Mullinax will be provided contact information for Employer if Employer should be away from work for any reason. In the event of a problem getting a fax to go through please call N. Mullinax at (229)559-0241. Anyone interested may also contact the OHO or the job center service nearest them for referral. All referrals should be thoroughly familiarized with the job specifications & job tasks & only a person willing & able to perform the job tasks should be referred by the job service center. Referrals must show legal, suitable documents to complete the I-9 as required. Information provided must be legible & current so referral can be contacted and sent a hiring letter with instructions. Employer will provide the SWA with a list of U.S. referral information received, along with the referral results, if requested. Employer will provide employment to any qualified, eligible U.S. workers who apply to the employer until 50 percent of the period of the work contract has elapsed. Applicants can maintain communication with the referring SWA office, CareerLink 1016 North Charlotte St., Lancaster, PA 17603.

2. Telephone Number to Apply *	3. Email Address to Apply *
+1 (229) 559-0241	h2visas@aol.com

4. 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:

1. **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 653, subpart F and the requirements set forth in 20 CFR 655.122. 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 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.

2. **NO STRIKE, LOCKOUT, OR WORK STOPPAGE**: Employer assures that this job opportunity, including all worksites for which the employer is requesting H-2A 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).

3. **HOUSING FOR WORKERS**: Employer agrees to provide for or secure housing for 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, 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 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, 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 housing has been inspected and approved.

4. **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).

5. **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).

6. **MEALS**: Employer agrees to provide each worker with three meals a day or furnish free and convenient cooking and kitchen facilities to the workers that will enable the workers to prepare their own meals. Where the employer provides the meals, the job offer will state the charge, if any, to the worker for such meals. The amount of meal charges is governed by 20 CFR 655.173. 20 CFR 655.122(g).

   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 has come to work for the employer, whether in the U.S. or abroad to the place of employment. 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 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 worksite to such subsequent employer's worksite, 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 worksite to such subsequent employer's worksite, 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 50 percent rule as described in sec. 655.135(d) of this subpart with respect to the referrals made after the employer's date of need. 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 worksite(s) 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 500.105 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).

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 CPR 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. 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), the prevailing hourly wage rate, the prevailing piece rate, the agreed-upon collective bargaining rate, or the Federal or State minimum wage rate, in effect at the time work is performed, whichever is highest. If the worker is paid by the hour, the employer must pay this rate 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 hourly wage or piece rate, the legal Federal or State minimum wage, or any agreed-upon collective bargaining rate, whichever is highest.

    If the worker is paid on a piece rate basis and at the end of the pay period the piece rate does not result in average hourly piece rate earnings during the pay period at least equal to the amount the worker would have earned had the worker been paid at the appropriate hourly rate of pay, 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 assures 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, 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 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 if the worker fails to show up for work at the regularly scheduled time and place 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 U.S. 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 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 worksite 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 worksite to the subsequent employer's worksite. 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, 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 required terms of this clearance order, including all Addendums, and the certified *H-2A Application for Temporary Employment Certification* will be the work contract. 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 date of need, unless the employer has amended the date of need at least 10 business days before the original date of need by so notifying the Order-Holding Office (OHO) in writing (e.g., e-mail 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 date of need expeditiously. 20 CFR 653.501(c)(3)(i).

If there is a change to the anticipated date of need, and the employer fails to notify the OHO at least 10 business days before the original 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 date of need or will provide alternative work if such alternative work is stated on the clearance order. 20 CFR 653.501(c)(5).

B. Employer agrees that no extension of employment beyond the period of employment specified in the clearance order will relieve it from paying the wages already earned, or if specified in the clearance order as a term of employment, providing transportation from the place of employment, as described in paragraph 7.B above. 20 CFR 653.501(c)(3)(ii).

C. Employer assures that all working conditions comply with applicable Federal and State minimum wage, child labor, social security, health and safety, farm labor contractor registration, and other employment-related laws. 20 CFR 653.501(c)(3)(iii).

D. Employer agrees to expeditiously notify the OHO or SWA by emailing and telephoning immediately upon learning that a crop is maturing earlier or later, or that weather conditions, over-recruitment, or other factors have changed the terms and conditions of employment. 20 CFR 653.501(c)(3)(iv).

E. If acting as a farm labor contractor (FLC) or farm labor contractor employee (FLCE) on this clearance order, the employer assures that it has a valid Federal FLC certificate or Federal FLCE identification card and when appropriate, any required State FLC certificate. 20 CFR 653.501(c)(3)(v).

F. Employer assures that outreach workers will have reasonable access to the workers in the conduct of outreach activities pursuant to 20 CFR 653.107. 20 CFR 653.501(c)(3)(vii).

*I **declare** under penalty of perjury that I have read and reviewed this clearance order, including every page of this Form ETA-790A and all supporting addendums, and that to the best of my knowledge, the information contained therein is true and accurate. This clearance order describes the actual terms and conditions of the employment being offered by me and contains all the material terms and conditions of the job. 20 CFR 653.501(c)(3)(viii). I understand that to knowingly furnish materially false information in the preparation of this form and 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 *	2. First (given) name *	3. Middle initial §
Cramer	Keith	
4. Title * President		
5. Signature (or digital signature) * Digital Signature Verified and Retained By Certifying Officer		6. Date signed * 11/22/2019

Employment Service Statement

In view of the statutorily established basic function of the Employment Service (ES) as a no-fee labor exchange, that is, as a forum for bringing together employers and job seekers, neither the Department of Labor's Employment and Training Administration (ETA) nor the SWAs are guarantors of the accuracy or truthfulness of information contained on job orders submitted by employers. Nor does any job order accepted or recruited upon by the ES constitute a contractual job offer to which the ETA or a SWA is in any way a party. 20 CFR 653.501(c)(1)(i).

Public Burden Statement *(1205-0466)*

Persons are not required to respond to this collection of information unless it displays a currently valid OMB control number. Public reporting burden for this collection of information is estimated to average .63 hours per response for all information collection requirements, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing, reviewing, and submitting the collection of information. The obligation to respond to this data collection is required to obtain/retain benefits (44 U.S.C. 3501, Immigration and Nationality Act, 8 U.S.C. 1101, et seq.). Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the U.S. Department of Labor, Employment and Training Administration, Office of Foreign Labor Certification, 200 Constitution Ave., NW, Suite PPII 12-200, Washington, DC, 20210. (Paperwork Reduction Project OMB 1205-0466). DO NOT send the completed application to this address.

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

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units/Special Pay Information
	All tasks Erect Farm Fence & cultivate.	$ 13 . 15	Hour	
		$ _____ . _____		
		$ _____ . _____		
		$ _____ . _____		
		$ _____ . _____		
		$ _____ . _____		
		$ _____ . _____		
		$ _____ . _____		
		$ _____ . _____		
		$ _____ . _____		

FOR DEPARTMENT OF LABOR USE ONLY

H-2A Case Number: H-300-19322-151510 Case Status: _____ Determination Date: _____ Validity Period: _____ to _____

H. Additional Material Terms and Conditions of the Job Offer

a. Job Offer Information 1

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation

3. Details of Material Term or Condition (*up to 3,500 characters*) *

Advanced incoming transportation & subsistence may not be made by Employer as it is not the prevailing practice. If employer did not otherwise provide incoming transportation and/or subsistence, after eligible worker has completed half the work from the worker's start date to the ending date of certification, reimbursements will be provided for incoming transportation in no greater amount than the most reasonable common carrier charges for same. Cont. on Addendum C.

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

3. Details of Material Term or Condition (*up to 3,500 characters*) *

Employer will provide outgoing transportation and subsistence expenses to eligible worker who 1.) worked until the ending date of the period
of certification, or 2.)was terminated for reasons beyond Employer's control due to Acts of God making work impossible, or if worker is, 3.) displaced by a U.S. worker under the 50% rule. Eligible worker will be provided outgoing transportation expenses in the same amount worker was qualified for incoming transportation expenses and will be provided the daily subsistence amount as set forth in Item 17, above. This benefit inures only as to eligible housed workers.

H. Additional Material Terms and Conditions of the Job Offer

c. Job Offer Information 3

1. Section/Item Number *	E.1	2. Name of Section or Category of Material Term or Condition *	Meal Provision

3. Details of Material Term or Condition (*up to 3,500 characters*) *

Kitchen and other common areas will be shared without regard to sex but separate toilet, bathing & sleeping units will be provided. Worker shall immediately inform the employer of any problem with the kitchen, cooking, housing unit, as well as any problem in the yard surrounding it. Housed worker may receive mail in care of the Employer at the address specified in Item 1, above. Worker may not make long distance telephone calls at the expense of the employer. Housed worked will be given a telephone number for receipt of emergency messages. Employer will not accept collect telephone calls. Employer retains possession & control of the kitchen and cooking facility, and all other portions of the housing unit at all times and worker shall promptly vacate same at the earlier of the Employer's request and/or the end of employment. Housed worker will have access by weekly transportation to nearby local grocery stores, post offices, and pharmacies, but employer does not pay the cost of the worker's transportation to same. Worker will not have guests in provided kitchen or cooking facility, the housing unit, or the grounds thereto, after 10:00 p.m. on days prior to work days, or after mid-night on days preceding a non-work day, pursuant to the work rules, incorporated by reference into the terms of this job order.

d. Job Offer Information 4

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements

3. Details of Material Term or Condition (*up to 3,500 characters*) *

Farm equip tools & supplies for hereunder shall be furnished without cost, except for items damaged beyond reasonable wear & tear, destroyed or removed without permission from Employer's premises, and in those instances the responsible worker shall owe the Employer for the reasonable replacement cost thereof. If employer deducts incoming transportation and/or subsistence expenses borne by Employer from that worker's pay, the worker will be reimbursed same no later than the half-way point from the date the worker began working to the ending date of certification. Employer agrees to provide 3/4ths the number of weekly work hours as set forth in Item 11, above, to available workers hired to begin work on the beginning date of certification unless the beginning date of certification (initial start date of need) shall have been amended at least 10 working days prior to the original beginning date of certification (initial start date of need) with the OHO. If employer fails to notify the OHO at least 10 days prior to the original start date of certification that the original start date of certification was delayed the employer shall pay workers hired though the intrastate/interstate clearance system to begin work on the original start date of certification the hourly rate specified in Item 17, above, for the week starting with the original start date of certification, subject to the 3/4ths guarantee. Employer will make all deductions from wages required by law to be made, if any, & shall make deductions for repayment of loans, repayment for over-payment of wages, articles worker may have voluntarily purchased from Employer, the reasonable replacement value of Employer's property damaged beyond normal wear & tear, Employer items unlawfully removed by that worker, where shown that worker was responsible, for telephone calls made by worker at Employer's expense, and any other deduction for items authorized by the worker in writing to be made from wages. If fire, crop failure, unforeseen disaster or 'Acts of God' beyond Employer's control render work impossible before the period of certification ends whether or not such an event constitutes a contract impossibility will be determined by the CO."the Employer will 1.) be bound by the 3/4ths guarantee from the first work day after arrival to termination, and in this event, 2.) try to locate another H-2A job for the worker if means of locating other H-2A jobs is known by Employer & if agreeable to worker, but if not transferred, Employer will pay the most economical common carrier return transportation costs of the worker to the location of the worker when the worker was available & hired by the employer. Employer shall take a set-off for wages advanced the worker, it being at the employer's discretion when & in what amounts such set-off(s) shall be taken. The subsistence amount set forth in Item 17, may be higher or lower if changed by regulation applicable to the time frame the expense was incurred If applicable, as may be authorized under CONUS at a per meal rate, eligible worker shall be reimbursed according to the date the expense was incurred. Worker otherwise eligible for Employer provided housing and reimbursement for incoming or outgoing expenses but fails to have legal documentation to comply with U.S. law, is discharged for cause, or other lawful, job related reason, will not be provided housing, reimbursement for or payment of incoming transportation & subsistence expenses.

H. Additional Material Terms and Conditions of the Job Offer

e. Job Offer Information 5

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements

3. Details of Material Term or Condition (*up to 3,500 characters*) *

The following rules are intended to provide guidance to workers of the standards of conduct expected of them. Violation of these rules or other lawful job-related employer requirements will be considered grounds for termination. In cases of less serious violations, workers will be penalized such as suspension from work- for up to three days. Workers are expected to comply with all rules relating to discipline, attendance, work quality and quantity, and the care and maintenance of all property.

1. Workers who perform fraudulent or sloppy work will be suspended without pay for the remainder of the workday or for up to three days, as in the reasonable judgment of the employer or supervisor depending on the degree of infraction, the worker's prior record, and other relevant factors. Discharge of the worker may result from any subsequent offense.
2. No use or possession of alcohol or unlawful drugs is permitted during work time or during any workday or before work is completed for the day (such as during meal or break periods). Workers may not report for work under the influence of alcohol or illegal drugs. Illegal drugs may not be used or kept on the employer's premises.
3. Worker must give prior notice to Employer if worker will be absent for each and any day's work or tardiness. In addition, excessive absence or tardiness will not be permitted. Excessive absence is defined as three consecutive days of un-excused absences.
4. Housed worker shall assist to maintain housing in neat, clean manner, & shall promptly report any problems to employer.
5. Housed Workers shall cooperate with other workers assigned to such housing in maintaining common kitchen and living areas.
6. Worker living in employer's housing may not separate or move bunk beds.
7. Worker living in employer's housing may not cook in sleeping rooms or any other non-kitchen areas.
8. Workers may not throw paper, cans, bottles or other trash in fields, packing house or housing area. Trash & waste receptacles must be used.
9. Worker cannot enter areas of the employer's premises (except the worker's assigned work area/field or the worker's own housing unit) without permission of the foreperson/ supervisor in charge.
10. Worker may not enter employer's premises (except their own housing) without authorization - at times other than the hours the employee is scheduled to work.
11. Worker may not begin work prior to scheduled starting time or continue working after stopping time unless authorized by the employer.
12. Worker may not abuse break periods which may be provided, or take unauthorized breaks from work. Worker will promptly notify, or promptly get word to Employer, when worker is unable to, or not going to, report for scheduled or agreed upon work.
13. Worker may not deliberately restrict production.
14. Worker may not engage in horse-play, scuffling, throwing things, wasting time or loitering during work hours. Cont. on Addendum C

f. Job Offer Information 6

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements

3. Details of Material Term or Condition (*up to 3,500 characters*) *

15. Worker may be discharged for fighting on the employer's premises at any time.
16. Worker may not post or remove any notices, signs or other instructions from the employer's property.
17. Worker may be discharged if they steal from fellow workers or from the employer.
18. Worker may not falsify personnel, medical, production or other work-related records.
19. Worker may not willfully abuse or destroy any machinery, equipment, tools or other property belonging to the employer or employees.
20. Worker must not waste time on non-related , non-essential activities, during working hours.
21. Worker may not commit acts of insubordination.
22. Worker may not interrupt other worker's rest/sleep period by excessive or unnecessary noise or commotion.
23. Employer housed workers may not have guests in the housing or on employer's premises if worker is not present and then not past 10:00 p.m., except on Saturday & then not past 12:00 midnight.
24. Worker may not engage in indecent, immoral or illegal conduct on employer premises.
25. No firearms or weapons may be brought onto employer's premises at any time.
26. Worker is responsible for reasonable costs related to worker's refusal/ negligent failure to return any property furnished by employer or due to said worker's willful damage/ destruction of such property.
27. Worker pays for all personal telephone calls.
28. No charge made for beds/ cooking utensils & similar items furnished housed workers unless unlawfully removed/ damaged beyond normal wear & tear by that worker in which instance worker will be responsible for reasonable replacement or repair costs.
29. Employer retains possession & control of housing premises at all times & workers shall vacate housing promptly upon employer request and/or end of employment.
30. Worker shall immediately/ as soon as possible, report any work accident or injury to themselves or another worker to employer.
31. No worker shall be bullied. Any worker aware of any bullying shall report said instance to Employer as soon as possible. Any worker found to have bullied another worker will be subject to termination.
32. Employer or Supervisor's constructive criticism of worker's work shall not be considered as bullying.
33. Worker must immediately report any communicable disease or condition to employer.
34. There shall be no retaliation by any other worker against a worker for reporting activities of the other worker to employer.