



**U.S. Department Labor  
Employment and Training Administration**

OMB Control No. 1205-0134  
Expiration Date: October 31, 2015

**Agricultural and Food Processing Clearance Order ETA Form 790  
Orden de Empleo para Obreros/Trabajadores Agrícolas y Procesamiento de Alimentos**

(Print or type in each field block - To include additional information, go to block # 28 - Please follow Step-By-Step instructions)  
(Favor de usar letra de molde en la solicitud - Para incluir información adicional vea el punto # 28 - Favor de seguir las instrucciones paso-a-paso)

<p>1. Employer's and/or Agent's Name and Address (Number, Street, City, State and Zip Code / Nombre y Dirección del Empleador/Patrón y/o Agente (Número, Calle, Ciudad, Estado y Código Postal):</p> <p>Jaindi Farms, LLC 3150 Coffeetown Road</p> <p>Orefield, PA 18069</p> <p>a) Federal Employer Identification Number (FEIN) / Número federal de Identificación del Empleador:</p> <p>20 - 1665546</p> <p>b) Telephone Number / Número de Teléfono:</p> <p>(610) 395-3333</p> <p>c) Fax Number / Número de Fax:</p> <p>(610) 395-8608</p> <p>d) E-mail Address / Dirección de Correo Electrónico:</p>	<p><b>Nos. 4 through 8 for STATE USE ONLY Números 4 a 8 para USO ESTATAL</b></p>
<p>2. Address and Directions to Work Site / Domicilio y Direcciones al lugar de trabajo:</p> <p>#1. 3150 Coffeetown Road, Orefield, PA, 18069; (from Allentown, US 22 West, PA 309 North, turn right at 6th traffic light onto Orefield Road, take 1st left onto Coffeetown Road, go approx. 1/4 mile, 3150 is on the left); Lehigh Co.</p> <p>All Worksites owned/controlled by Employer</p>	<p>4. SOC (O*NET/OES) Occupational Code / Código Industrial: <b>45-2093</b></p> <p>5. Job Order No. / Num. de Orden de Empleo: <b>6347531</b></p> <p>a. SOC (ONET/OES) Occupational Title / Título Ocupacional: <b>Farmworkers, Ranch</b></p>
<p>3. Address and Directions to Housing / Domicilio y Direcciones al lugar de vivienda:</p> <p>#1. 3153 Coffeetown Road, Orefield, PA, 18069 (from Allentown, US 22 West, PA 309 North, turn right at 6th traffic light onto Orefield Road, take 1st left onto Coffeetown Road, go approx. 1/8 mile, 3153 is on the right); "Breeder Camp" - Block Concrete; 2 bedroom (14 bunkbeds in each), 2 bathroom, kitchen and laundry facility; Capacity = 28</p> <p>#2. 3750 Coffeetown Road, Orefield, PA, 18069 (from Allentown, US 22 West, PA 309 North, turn right at 6th traffic light onto Orefield Road, take 1st left onto Coffeetown Road, go approx. 1.5 miles); "Chrin" - Trailer; 1 bedroom, 1 bathroom, kitchen and laundry facility; Capacity = 4</p> <p>Please see attached for additional housing site information.</p> <p>a) Description of Housing / Descripción de la vivienda: See #3 above</p> <p>If worker housing is rental and/or public accommodation employer assures that such housing will meet local, State or Federal Standards.</p>	<p>6. Address of Order Holding Office (include Telephone number) / Dirección de la Oficina donde se radica la oferta (incluya el número de teléfono): <b>Lehigh Valley Career-Link 555 Union Blvd, Allentown, PA 18106</b></p> <p>a. Name of Local Office Representative (include direct dial telephone number) / Nombre del Representante de la Oficina Local (incluya el número de teléfono de su línea directa). <b>Shelley Nawarynski</b></p>
	<p>7. Clearance Order Issue Date / Fecha de Emisión de la Orden de Empleo: <b>6-4-14</b></p>
	<p>8. Job Order Expiration Date / Fecha de Vencimiento o Expiración de la Orden de Empleo: <b>1-14-15</b></p>
	<p>9. Anticipated Period of Employment / Periodo anticipado o previsto de Empleo: From / Desde: <b>8/15/2014</b> To / Hasta: <b>6/15/2015</b></p>
	<p>10. Number of Workers Requested / Número de Trabajadores Solicitados: <b>12</b></p>
	<p>11. Anticipated Hours of Work per Week / Horas Anticipadas/Previstas de Trabajo por Semana. Total: <b>40</b></p> <p>Sunday / Domingo _____ Thursday / Jueves <u>7</u> Monday / Lunes <u>7</u> Friday / Viernes <u>7</u> Tuesday / Martes <u>7</u> Saturday / Sábado <u>5</u> Wednesday / Miércoles <u>7</u></p>
	<p>12. Anticipated range of hours for different seasonal activities: / Rango previsto de horas par alas diferentes actividades de la temporada:</p>
	<p>13. Collect Calls Accepted from: / Aceptan Llamadas por Cobrar de:</p> <p>Employer / Empleador: Yes / Si <input checked="" type="checkbox"/> No <input type="checkbox"/></p>

14. Describe how the employer intends to provide either 3 meals a day to each worker or furnish free and convenient cooking and kitchen facilities for workers to prepare meals / Describa cómo el empleador tiene la intención de ofrecer, ya sea 3 comidas al día a cada trabajador, o proporcionar gratuitamente instalaciones para cocinar.

Kitchen facilities, utilities, and utensils will be provided by the employer at no cost to the workers. Workers will provide and prepare their own meals. Upon request, employer will provide transportation to stores at least every two weeks for shopping for food and other necessary items at no cost to the worker.

15. Referral Instructions and Hiring Information / Instrucciones sobre cómo Referir Candidatos/Solicitantes - (Explain how applicants are to be hired or referred, and the Employer's/Agent's available hour to Interview workers / Explique cómo los candidatos serán contratados o referidos, y las horas disponibles del empleador/agente para entrevistar a los trabajadores). See Instructions for more details / Vea las instrucciones para más detalles.

To apply, applicants must provide their full name and complete contact information as well as the name and contact information of at least one reference who has first hand knowledge and can verify the worker's experience and performance to: Adam Jandl, c/o Jandl Farms, LLC, 3150 Coffeetown Road, Orefield, PA, 18069 or by fax to: (610) 395-8608. Note: Only those applicants that meet all the special requirements for employment and who are able, willing and qualified to perform the work, who are eligible for employment in the United States, and who will be available at the time and place needed, should apply.

**SPECIAL REQUIREMENTS / QUALIFICATIONS:** Applicants must have three (3) months of experience with insemination. Training will be provided by the individual's direct supervisor (example: a day of training followed by observation and coaching for each assigned task). Individual follow-ups as necessary to ensure personal safety and to prevent unnecessary loss of product. Workers must be able to perform the job and its requirements. Two (2) days is considered a reasonable period of breaking in for each task group and will be monitored for support and on-the-job training as needed. Performance includes keeping up with the pace of the crew and proper application of tasks, such as proper and humane treatment of all poultry.

Following the verification of prior work experience and satisfactory performance, all such qualified applicants will receive a phone call and/or written notification containing the date and time to call the employer regarding the job opportunity. The employer will accept collect telephone calls at the appointed time and will be able to converse in English only, bi-lingual services for applicants may be obtained from local offices of the State Workforce Agency. Documentation of identity and employment authorization (original documents only) sufficient to complete an I-9 Form as required by the Immigration Reform and Control Act must be in the possession of the applicant at the time the applicant reports for work and will be examined as a condition for completing the hiring process.

16. Job description and requirements / Descripción y requisitos del trabajo:

Hours vary for a 40 Hour Work Week, such as 8:00 AM to 3:00 PM Monday through Friday / 8:00 AM to 1:00 PM Saturday.

Worker will be required to perform a variety of duties related to the production of turkeys.

Turkey Farmwork will include the following responsibilities: attend to live turkeys for meat products by helping with breeding, artificial insemination, hatching, de-beaking and growing of turkeys; feeding, watering, and cleaning of turkeys to be free of feces and straw; catching, loading and unloading them as well as cleaning and maintaining turkey housing.

Please see Attachments to Forms ETA 790 & ETA 9142, Item 15, to continue & complete.

1. Is previous work experience preferred? / Se prefiere previa experiencia? Yes / Si  No  If yes, number of months preferred: / Si es así, número de meses de experiencia:  
must have three (3) months of experience with insemination

2. Check all requirements that apply: Please see Attachments to Forms ETA 790 & ETA 9142

- |   |   |
|---|---|
| <input type="checkbox"/> Certification/License Requirements / Certificación/Licencia Requisitos | <input type="checkbox"/> Criminal Background Check / Verificación de antecedentes penales                         |
| <input type="checkbox"/> Driver Requirements / Requisitos del conductor                         | <input type="checkbox"/> Drug Screen / Detección de Drogas  |
| <input type="checkbox"/> Employer Will Train / Empleador entrenará o adiestrará                 | <input type="checkbox"/> Extensive Pushing and Pulling / Empujar y Jalar Extensamente                             |
| <input type="checkbox"/> Extensive Sitting / Estar sentado largos ratos                         | <input type="checkbox"/> Extensive Walking / Caminar por largos ratos   |
| <input type="checkbox"/> Exposure to Extreme Temp. / Expuesto a Temperaturas Extremas           | <input type="checkbox"/> Frequent Stooping / Inclinandose o agachándose con frecuencia                            |
| <input type="checkbox"/> Lifting requirement / Levantar o Cargar ___ lbs./libras                | <input type="checkbox"/> OT/Holiday is not mandatory / Horas Extras (sobre tiempo) / Dias Feriados no obligatorio |
| <input type="checkbox"/> Repetitive Movements / Movimientos repetitivos                         |   |

17. Wage Rates, Special Pay Information and Deductions / Tarifa de Pago, Información Sobre Pagos Especiales y Deducciones (Rebajas)								
Crop Activities	Hourly Wage	Piece Rate / Unit(s)	Special Pay (bonus, etc.)	Deductions*	Yes/SI	No	Pay Period / Período de Pago	
Cultivos	Salario por Hora	Pago por Pieza / Unidad(es)	Pagos Especiales (Bono, etc.)	Deducciones			/ /	
	\$	\$		Social Security / Seguro Social	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Weekly / Semanal	
Turkey Farmworker	\$11.06/hr	See Attachments, Item 16	See Attachments, Item 16	Federal Tax / Impuestos Federales	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
		\$		State Tax / Impuestos Estatales	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Bi-weekly / Quincenal	
		\$		Meals / Comidas	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
		\$		Other (specify) / Otro (especifica)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Monthly/Mensual	
							<small>If applicable per Attachments, Item 16</small>	<input type="checkbox"/>
							Other/Otro	<input type="checkbox"/>

18. More Details About the Pay / Mas Detalles Sobre el Pago:

Please see Attachments to Forms ETA 790 & ETA 9142, Items 11 & 16

19. Transportation Arrangements / Arreglos de Transportación

Inbound transportation and subsistence costs from the place the worker has come to work, whether in the US or abroad, to the place of employment will be paid to the worker upon completion of 50% of the work contract period. Receipts showing transportation charges will be required. Outbound transportation and subsistence will be provided/paid by the employer where the worker completes the work contract period, or is terminated without cause, and no subsequent H-2A employment is available. Transportation costs will be based on the most economical common carrier or other transportation which conforms to Interstate Commerce Commission (ICC) regulations.

Employer is responsible for paying inbound transportation costs in the first workweek of employment to the extent that shifting such costs to the employees (either directly or indirectly) would effectively bring their wages below the FLSA minimum wage.

Travel and subsistence costs will cover those incurred by the worker while in travel from/to the place from which the worker came to work for the employer, disregarding intervening employment.

Subsistence costs will be paid at the rate of \$11.58 per each 24-hour period of time that the worker is in travel status. A workers entitlement to reimbursement for reasonable subsistence costs in excess of \$11.58 per day shall be limited to actual expenses not exceeding \$46.00 per day, based on receipts. The worker must produce receipts from commercial food establishments showing the amount spent for any food and non-alcoholic beverages, including tax.

When required, transportation between the employer-provided housing and the work site will be provided by the employer at no cost to the worker. Visa fees, border crossing fees, and other government mandated fees related to employment will be reimbursed to the worker during the first week of employment based on receipts.

If the death of a worker occurs during the time the worker is employed under this job order, employer agrees to pay for shipping worker's body to permanent home only. Employer is not liable for any funeral or other costs associated with preparing worker's remains for shipping.

20. Is it the prevailing practice to use Farm Labor Contractors (FLC) to recruit, supervise, transport, house, and/or pay workers for this (these) crop activity (ies)? / ¿Es la práctica habitual usar Contratistas de Trabajo Agrícola para reclutar, supervisar, transportar, dar vivienda, y/o pagarle a los trabajadores para este(os) tipo(s) de cosecha(s)? Yes / Si  No

If you have checked yes, what is the FLC wage for each activity? / Si contesto "Si," cuál es el salario que le paga al Contratista de Trabajo Agrícola por cada actividad?

21. Are workers covered for Unemployment Insurance? / ¿Se le proporcionan Seguro de Desempleo a los trabajadores? If applicable - Yes/Si  No

22. Are workers covered by workers' compensation? / ¿Se le provee seguro de compensación/indemnización al trabajador? Yes/Si  No

23. Are tools, supplies, and equipment provided at no charge to the workers? / ¿Se les proveen herramientas y equipos sin costo alguno a los trabajadores? Yes/Si  No

24. List any arrangements which have been made with establishment owners or agents for the payment of a commission or other benefits for sales made to workers. (If there are no such arrangements, enter "None".) / Enumere todos los acuerdos o convenios hechos con los propietarios del establecimiento o sus agentes para el pago de una comisión u otros beneficios por ventas hechas a los trabajadores. (Si no hay ningún acuerdo o convenio, indique "Ninguno".)

None

25. List any strike, work stoppage, slowdown, or interruption of operation by the employees at the place where the workers will be employed. (If there are no such incidents, enter "None".) / Enumere toda huelga, paro o interrupción de operaciones de trabajo por parte de los empleados en el lugar de empleo. (Si no hay incidentes de este tipo, indique "Ninguno".)

None

26. Is this job order to be placed in connection with a future Application for Temporary Employment Certification for H-2A workers? / ¿Esta orden de empleo ha sido puesta en conexión con una futura solicitud de certificación de empleo temporal para trabajadores H-2A?

Yes/SI  No

27. Employer's Certification: This job 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. / Certificación del Empleador: Esta orden de trabajo describe los términos y condiciones del empleo que se le ofrece, y contiene todos los términos y condiciones materiales ofrecidos.

*David M. Sandt, President*

Employer's Printed Name & Title / Nombre y Título en Letra de Molde/Imprenta del Empleador

*David M. Sandt*

Employer's Signature / Firma y Título del Empleador

*5-30-2014*

Date / Fecha

**READ CAREFULLY**, In view of the statutorily established basic function of the Employment Service as a no-fee labor exchange, that is, as a forum for bringing together employers and job seekers, neither the Employment and Training Administration (ETA) nor the State agencies 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 American Job Center constitute a contractual job offer to which the American Job Center, ETA or a State agency is in any way a party.

**LEA CON CUIDADO**, En vista de la función básica del Servicio de Empleo establecida por ley, como una entidad de intercambio laboral sin comisiones, es decir, como un foro para reunir a los empleadores y los solicitantes de empleo, ni ETA ni las agencias del estado pueden garantizar la exactitud o veracidad de la información contenida en las órdenes de trabajo sometidas por los empleadores. Ni ninguna orden de trabajo aceptado o contratado en el Centro de Carreras (American Job Center) constituyen una oferta de trabajo contractuales a las que el American Job Center, ETA o un organismo estatal es de ninguna manera una de las partes.

#### PUBLIC BURDEN STATEMENT

The public reporting burden for responding to ETA Form 790, which is required to obtain or retain benefits (44 USC 3501), is estimated to be approximately 60 minutes per response, including time for reviewing instructions, searching existing data sources, gathering and reviewing the collection. The public need not respond to this collection of information unless it displays a currently valid OMB Control Number. This is public information and there is no expectation of confidentiality. Send comments regarding this burden estimate or any other aspect of this collection, including suggestions for reducing this burden, to the U.S. Department of Labor, Employment and Training Administration, Office of Workforce Investment, Room C-4510, 200 Constitution Avenue, NW, Washington, DC 20210.

#### DECLARACION DE CARGA PÚBLICA

La carga de información pública para responder a la Forma ETA 790, que se requiere para obtener o retener beneficios (44 USC 3501), se estima en aproximadamente 60 minutos por respuesta, incluyendo el tiempo para revisar las instrucciones, buscar fuentes de datos existentes, recopilar y revisar la colección. El público no tiene por qué responder a esta recopilación de información a menos que muestro un número de control OMB válido. Esta información es pública y no hay ninguna expectativa de confidencialidad. Envíe sus comentarios acerca de esta carga o cualquier otro aspecto de esta colección, incluyendo sugerencias para reducir esta carga, al U.S. Department of Labor, Employment and Training Administration, Office of Workforce Investment, Room C-4510, 200 Constitution Avenue, NW, Washington, DC 20210.

28. Use this section to provide additional supporting information (including section Box number). Include attachments, if necessary. / Utilice esta sección para proporcionar información adicional de apoyo; incluya el número de la sección e incluya archivos adjuntos, si es necesario.

- To the extent that the ETA Form 790 deviates from the H-2A regulations and/or any other published and relevant regulation, the language of the regulation controls
- Please see Attachments to Forms ETA 790 & ETA 9142

20 CFR 653.501  
Assurances

**INTRASTATE AND INTERSTATE CLEARANCE ORDER**

The employer agrees to provide to workers referred through the clearance system the number of hours of work per week cited in Item 11 of the clearance order for the week beginning with the anticipated date of need, unless the employer has amended the date of need at least 10 working days prior to the original date of need by so notifying the Order-Holding Office (OHO). If the employer fails to notify the OHO at least 10 working days prior to the original date of need, the employer shall pay eligible workers referred through the intrastate/interstate clearance system the specified hourly rate or pay, or in the absence of a specified hourly rate or pay, the higher of the Federal or State minimum wage rate for the first week starting with the original anticipated date of need. The employer may require workers to perform alternative work if the guarantee is invoked and if such alternative work is stated on the job order.

The employer agrees that no extension of employment beyond the period of employment shown on the job order will relieve the employer from paying the wages already earned, or specified in the job order as a term of employment, providing transportation or paying transportation expenses to the worker's home.

The 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.

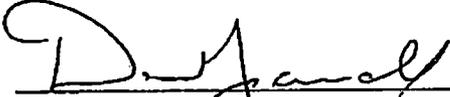
The employer agrees to expeditiously notify the OHO or State agency by telephone immediately upon learning that a crop is maturing earlier or later, or that weather conditions, over recruitment, or other factors have changed the terms and conditions of employment.

The employer, if acting as a farm labor contractor, has a valid farm labor contractor registration certificate.

The employer assures the availability of no cost or public housing which meets applicable Federal and State standards and which is sufficient to house the specified number of workers requested through the clearance system.

The employer also assures that outreach workers shall have reasonable access to the workers in the conduct of outreach activities pursuant to 20 CFR 653.107.

Employer's Name David M. Tardiff Date: 5-30-14

Employer's Signature 

**Besides the material terms and conditions of the employment, the employer must agree to these assurances if the job order is to be placed as part of the Agricultural Recruitment System. This assurance statement must be signed by the employer, and it must accompany the ETA Form 790.**

**ATTACHMENTS TO FORMS ETA-790 and ETA 9142 – AGRICULTURAL CLEARANCE ORDER**  
**Jaindl Farms, LLC**

**ITEM 3 LOCATION and DIRECTION to the HOUSING**

Housing and utilities are provided at no cost to H-2A workers and those workers in corresponding employment who are not reasonably able to return to their residence within the same day. Housing will be clean and in compliance with OSHA Housing Standards or ETA at 29CFR 654.400 to 417 when occupied. Workers will be responsible for maintaining housing in a neat and clean manner. Reasonable repair cost of damage other than that caused by normal wear and tear will be deducted from the earnings of workers found to have been responsible for damage to housing or furnishings.

Mail intended for workers occupying this housing should be addressed to the worker in care of the employer. In case of emergency, workers occupying this housing can be contacted by calling the number listed at Item 1.

Housing will be provided to workers only. If both male and female workers are hired, separate sleeping rooms, toilet and shower facilities will be provided by the employer.

**ITEM 11 ANTICIPATED HOURS OF WORK**

The anticipated workday is *seven hours per day Monday through Friday/five hours Saturday*. The actual hours may vary and there may be periods when little or no work will be available due to weather, time of year and the requirements of the cropping program.

The worker may be offered work seven days a week, as farmwork must be performed seven days a week. The worker will be required, however, to work 6 days a week. The worker may be offered more than 7 hours per day, but is only required to work 7 hours Monday through Friday and 5 hours on Saturday. Workers may be requested, but will not be required, to work on the worker's Sabbath and/or on Federal holidays.

Employer guarantees to offer employment for the minimum of the equivalent of three-quarters of the 7-hour Monday through Friday and 5-hour Saturday workdays of the total contract period and all extensions thereof 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 termination date specified in the work contract or extensions thereof. The computation of hours of work offered for the purpose of this guarantee will be based on 6 required workdays per week less Federal holidays. This guarantee can only be abated under conditions specified in 20CFR 655.122 (o) which states: "If, before the expiration date specified in the work contract, the services of the worker are no longer required for reasons beyond the control of the employer due to fire, weather, or other Act of God that makes the fulfillment of the contract impossible, the employer may terminate the work contract. Whether such an event constitutes a contract impossibility will be determined by the CO." In the event of such termination of a contract, the employer must fulfill a three-fourths guarantee for the time that has elapsed from the start of the work contract to the time of its termination, as described in paragraph (i)(1) of 20 CFR 655.122. The employer must make efforts to transfer the worker to other comparable employment acceptable to the worker, consistent with existing immigration law, as applicable. If such transfer is not affected, the employer must: (1) Return the worker, at the employer's expense, to the place from which the worker (disregarding intervening employment) came to work for the employer, or transport the worker to the worker's next certified H-2A employer, whichever the worker prefers; (2) Reimburse the worker the full amount of any deductions made from the worker's pay by the employer for transportation and subsistence expenses to the place of employment; and (3) Pay the worker for any costs incurred by the worker for transportation and daily subsistence to that employer's place of employment. Daily subsistence must be computed as set forth in paragraph (h) of 20 CFR 655.122. The amount of the transportation payment must not be less (and is not required to be more) than the most economical and reasonable common carrier transportation charges for the distances involved.

If the worker voluntarily abandons employment before the end of the period of employment set forth in ITEM 9, or is terminated for cause, the worker is not entitled to the guarantee set forth above.

The employer guarantees to offer work for the week beginning with the anticipated date of need specified in ITEM 9 unless the employer amends the date of need at least 10 working days prior to the original date of need by so notifying the order holding office. If the employer fails to notify the order-holding office at least 10 working days prior to the original date of need the employer shall pay eligible workers referred through the clearance system the specified hourly rate of pay, or in the absence of a specified hourly rate of pay, the higher of the Federal or State minimum wage for the first week starting with the originally anticipated date of need. If it becomes necessary to abort the contract under conditions specified above, the employer agrees to offer 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 the worker's next certified H-2A employer, whichever the worker prefers.

**ITEM 15 JOB SPECIFICATIONS**

Hours vary for a 40 Hour Work Week, such as 8:00 AM to 3:00 PM Monday through Friday and 8:00 AM to 1:00 PM Saturday.

*Worker will be required to perform a variety of duties related to the production of turkeys, Turkey Farmwork will include the following responsibilities: attend to live turkeys for meat products by helping with breeding, artificial insemination, hatching; de-beaking and growing of turkeys; feeding, watering, and cleaning of turkeys to be free of feces and straw; catching, loading and unloading them as well as cleaning and maintaining turkey housing.*

Instruction, training and general supervision will be provided by the farm operator or a designated employee. However, the worker must perform required duties without close supervision and listen to, understand and follow simple instructions of the employer or supervisor.

All tools, supplies and equipment required to perform the duties assigned will be provided at no charge to the worker. The worker will be required to return worn out supplies before new supplies will be provided.

Most duties are performed out of doors, and entail exposure to heat, cold, dust, rain and other environmental conditions common in fields, including mosquitoes during certain seasons.

Worker must crouch, bend, lift and carry items weighing up to 50 pounds in the course of performing required activities.

**TERMINATION:** The employer may terminate the worker's employment if the worker:

- (1) fails to complete or refuses to carry out work as assigned (including unexcused absences from work);
- (2) fails to work in accordance with the terms of this clearance order;
- (3) commits an act of misconduct;
- (4) commits a violation of the laws of the United States, the State or the local jurisdiction;
- (5) tests positive or fails to comply with the employer's current drug testing policy

Employer required drug testing will be completed at no charge to the worker.

If a worker voluntarily abandons the job or is terminated by the employer for cause, the employer will notify the NPC and DHS. Providing notification in a timely manner (within two working days) will relieve the employer of subsequent requirement to provide return transportation and subsistence fees and the  $\frac{3}{4}$  guarantee. Abandonment will be deemed to begin after a worker fails to report for work at the regularly scheduled time for 5 consecutive working days without the consent of the employer.

**WORK CONTRACT:** Employer will provide a written work contract on the day work commences or as soon as practically possible. Contracts will be provided in a language understood by the worker.

#### **ITEM 16 WAGE RATES, SPECIAL PAY INFORMATION AND DEDUCTIONS**

Employer will guarantee a wage rate that is the highest of the Adverse Effect Wage Rate (AEWR), the prevailing hourly wage or piece rate, the agreed upon Collective Bargaining Agreement wage, or the Federal or State minimum wage. Employer may pay by piece rate and when doing so will guarantee that the worker's earnings will be no less than the worker would have earned in each pay period if the worker had been paid at the appropriate hourly wage rate. The highest wage will be paid at the time the work is performed, for every hour or portion thereof worked, including any higher or lower adjustments published by the Department of Labor during a work contract period. Employer may offer a bonus.

Workers will be paid at least twice monthly (such as the 1st and the 15th) by check. Employer will make the following deductions: (FICA) if applicable); any other taxes as required by law; loans (if any); long distance telephone charges (if any); reimbursement for damage caused to the 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 (if any); charges for reasonable costs related to the worker's refusal or negligent, failure to return any property furnished by the employer or due to such worker's willful damage or destruction of such property. No deductions except those required by law will be made which brings the worker's earnings below the Federal Minimum Wage.

Employer will furnish to the worker on or before each payday written hours and earnings statements meeting the regulatory requirements and 20 CFR 655.122(k). All earnings records and statements will be available for inspection or transcription by the Secretary or a duly authorized and designated representative, and by the worker and representatives designated by the worker.

#### **ITEM 20 WORKERS' COMPENSATION**

Employer will provide workers' compensation in compliance with State law covering injury and disease arising out of and in the course of employment. If employment is not covered by or is exempt from State law, employer will provide, at no cost to the worker, workers' compensation providing benefits at least equal to those under State law or other comparable employment.

Due to the need to renew Workman's Compensation Insurance each and every year, the policy may expire within the contract period requested. If employer's Workman's Compensation policy should expire during the certified contract period, employer agrees to renew the policy on or before the expiration date and maintain Workman's Compensation coverage for H-2A employees, and employees in corresponding employment, throughout the certified contract period.

Jaindl Farms, LLC

Additional WorkSite and/or Housing information for  
Jaindl Farms, LLC

Work Site#	Address/Directions	County
1	3150 Coffeetown Road, Orefield, PA, 18069; (from Allentown, US 22 West, PA 309 North, turn right at 6th traffic light onto Orefield Road, take 1st left onto Coffeetown Road, go approx. 1/4 mile, 3150 is on the left)	Lehigh

Housing Site#	Directions to HousingSite	Housing Description	Capacity
1	3153 Coffeetown Road, Orefield, PA, 18069 (from Allentown, US 22 West, PA 309 North, turn right at 6th traffic light onto Orefield Road, take 1st left onto Coffeetown Road, go approx. 1/8 mile, 3153 is on the right)	"Breeder Camp" - Block Concrete; 2 bedroom (14 bunkbeds in each), 2 bathroom, kitchen and laundry facility	28
2	3750 Coffeetown Road, Orefield, PA, 18069 (from Allentown, US 22 West, PA 309 North, turn right at 6th traffic light onto Orefield Road, take 1st left onto Coffeetown Road, go approx. 1.5 miles)	"Chrin" - Trailer; 1 bedroom, 1 bathroom, kitchen and laundry facility	4
3	3758 Coplay Creek Road, Orefield, PA, 18069 (from Allentown, US 22 West, PA 309 North, turn right at 6th traffic light onto Orefield Road, take 1st left onto Coffeetown Road, go approx. 1.2 miles, turn left onto Coplay Creek Road, go approx. 0.2 miles)	"Orchard #1" - Mobile Home; 3 bedroom, 1 bathroom, kitchen and laundry facility	5
4	3762 Coplay Creek Road, Orefield, PA, 18069 (from Allentown, US 22 West, PA 309 North, turn right at 6th traffic light onto Orefield Road, take 1st left onto Coffeetown Road, go approx. 1.2 miles, turn left onto Coplay Creek Road, go approx. 0.2 miles)	"Orchard #2" - Mobile Home; 2 bedroom, 1 bathroom, kitchen and laundry facility	5
5	3766 Coplay Creek Road, Orefield, PA, 18069 (from Allentown, US 22 West, PA 309 North, turn right at 6th traffic light onto Orefield Road, take 1st left onto Coffeetown Road, go approx. 1.2 miles, turn left onto Coplay Creek Road, go approx. 0.2 miles)	"Orchard #3" - Mobile Home; 3 bedroom, 1 bathroom, kitchen and laundry facility	5
6	2200 Applewood Drive, Orefield, PA 18069 (from Allentown, US 22 West, PA 309 North, turn left at 4th traffic light onto Huckleberry Road, go 1 mile, turn right onto Applewood Drive, go 0.3 miles)	"Orchard Camp" - Barracks (block concrete); 12 bedroom (2 bunkbeds in each), 2 bathroom and House (wood frame); 1 bedroom, 1 bathroom, kitchen and laundry facility	26