



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

A. Job Offer Information

1. Job Title * Crew Leader/Farmworker								
2. Workers Needed *		a. Total	b. H-2A Workers	3. First Date * 4/17/2024				4. Last Date * 11/1/2024
		21	21					
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 *	
48	a. Total Hours	8	c. Monday	8	e. Wednesday	8	g. Friday	a. 5 : 15 <input checked="" type="checkbox"/> AM <input type="checkbox"/> PM
0	b. Sunday	8	d. Tuesday	8	f. Thursday	8	h. Saturday	b. 1 : 45 <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.) See Addendum C								
8b. Wage Offer *		8c. Per *		8d. Piece Rate Offer \$		8e. Piece Rate Units / Estimated Hourly Rate / Special Pay Information \$		
\$ 29 .17		<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 type="checkbox"/> Yes <input checked="" type="checkbox"/> N/A	
10. Frequency of Pay: * <input checked="" type="checkbox"/> Weekly <input type="checkbox"/> Biweekly <input type="checkbox"/> Other (specify): <u>N/A</u>								
11. State all deduction(s) from pay and, if known, the amount(s). * (Please begin response on this form and use Addendum C if additional space is needed.) See Addendum C								



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B. Minimum Job Qualifications/Requirements

1. Education: minimum U.S. diploma/degree required. *			
<input checked="" type="checkbox"/> None <input type="checkbox"/> High School/GED <input type="checkbox"/> Associate's <input type="checkbox"/> Bachelor's <input type="checkbox"/> Master's or higher <input type="checkbox"/> Other degree (JD, MD, etc.)			
2. Work Experience: number of <u>months</u> required. *	6	3. Training: number of <u>months</u> required. *	0
4. Basic Job Requirements (check all that apply) §			
<input checked="" type="checkbox"/> a. Certification/license requirements <input checked="" type="checkbox"/> b. Driver requirements <input checked="" type="checkbox"/> c. Criminal background check <input checked="" type="checkbox"/> d. Drug screen <input checked="" type="checkbox"/> e. Lifting requirement <u>60</u> lbs.		<input checked="" type="checkbox"/> f. Exposure to extreme temperatures <input checked="" type="checkbox"/> g. Extensive pushing or pulling <input checked="" type="checkbox"/> h. Extensive sitting or walking <input checked="" type="checkbox"/> i. Frequent stooping or bending over <input checked="" type="checkbox"/> j. Repetitive movements	
5a. Supervision: does this position supervise the work of other employees? *	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	5b. If "Yes" to question 5a, enter the number of employees worker will supervise. §	460
6. Additional Information Regarding Job Qualifications/Requirements. *			
<i>(Please begin response on this form and use Addendum C if additional space is needed. If no additional skills or requirements, enter "NONE" below)</i> See Addendum C			

C. Place of Employment Information

1. Place of Employment Address/Location *				
1556 N. 56th Ave.				
2. City *	3. State *	4. Postal Code *	5. County *	
Mears	Michigan	49436	Oceana	
6. Additional Place of Employment Information. <i>(If no additional information, enter "NONE" below) *</i>				
All work is performed on the farm. Executed grower contracts provided for 481 workers, as the employer is filing one Farmworker order for 460 workers and one Supervisor order for 21 worker.				
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 *				
1020 S. Stiles Rd.				
2. City *	3. State *	4. Postal Code *	5. County *	
Ludington	Michigan	49454	Mason	
6. Type of Housing <i>(check only one) *</i>			7. Total Units *	8. Total Occupancy *
<input checked="" type="checkbox"/> Employer-provided (including mobile or range) <input type="checkbox"/> Rental or public			2	16
9. Identify the entity that determined the housing met all applicable standards: *				
<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other (specify): _____				
10. Additional Housing Information. <i>(If no additional information, enter "NONE" below) *</i>				
Housing provided only to non-local workers (i.e. permanent residence outside normal commuting distance). Only workers may occupy housing. Employer provides separate sleeping and bathroom facilities for each gender. Employer possesses and controls premises at all times. Workers must vacate housing promptly at end of contract period or upon termination, in accordance with state law.				
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 does not provide meals. Employer-provided housing includes free and convenient kitchen facilities with appropriate equipment, appliances, cooking accessories, and dishwashing facilities for meal preparation. For workers residing in employer-provided housing, employer also provides free transportation once per week to/from closest town or city for personal errands (e.g., groceries, banking services). Dining, kitchen/cooking facilities and other common areas are shared by all workers. In the event that kitchen facilities become unavailable during the contract period, employer will provide three daily meals in accordance with 20 CFR 655.122(g). In such circumstances, employer will deduct the cost of such meals up to the maximum allowable amount published in the Federal Register, or as otherwise approved by the U.S. Department of Labor.

2. The employer: *

WILL NOT charge workers for meals.

WILL charge each worker for meals at **\$ 15 . 46** per day, if meals are provided.

F. Transportation and Daily Subsistence

1. Describe the terms and arrangements for daily transportation the employer will provide to workers. *

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

See Addendum C

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

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

Employer pays/reimburses foreign workers for all visa-related costs (excluding passport fees) in the first workweek. For non-local workers, employer arranges/provides inbound transportation via common carrier mode of transportation (e.g., bus or plane) and reimburses workers for daily subsistence and reasonable lodging costs, if applicable. Use of employer-offered transportation is voluntary.

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 . 46** per day *

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

G. Referral and Hiring Instructions



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

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

Employer accepts referrals and applicants from all sources. Interview required. Employer conducts interviews by phone at time of inquiry or within a reasonable time thereafter. Interviews conducted at no cost to applicants, whether via phone or in-person. Contact Employer Monday through Friday during the hours of 9:00 AM - 5:00 PM ET. If unavailable, contact employer's agent during the hours of 9:00 AM - 5:00 PM ET.

Employer Agent:
 MAS Labor H2A, LLC
 (434) 260-8833
 referrals@maslabor.com

Referring State Workforce Agency (SWA) responsible for informing applicants of terms and conditions of employment. After coordinating referral with local order holding office, referring SWA should contact employer or employers agent to provide notice of the referral. When possible, SWA should furnish translator services as needed. Employer requests advance notice by the SWA if holding office intends to refer multiple applicants concurrently.

To be eligible for employment, applicants must:

1. Be able, willing, and available to perform the specified job duties for the duration of the contract period;
2. Have been apprised of all material terms and conditions of employment;
3. Agree to abide by all material terms and conditions of employment;
4. Be legally authorized to work in the United States; AND 5. Satisfy all minimum job requirements. Applicants may apply at nearest Michigan Works! office, which will apprise applicant of material/terms and conditions of employment and will only refer applicant to employer upon confirming hiring eligibility (i.e., that applicant is qualified, able, willing, and available). Visit Pure Michigan Talent Connect (mitalent.org) or call 800-285-9675 to find nearest Michigan Works! office.

2. Telephone Number to Apply *
 N/A

3. Extension §
 N/A

4. Email Address to Apply *
 asloancaldera@overlookharvesting.com

5. Website Address (URL) to Apply *
 www.overlookharvesting.com

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 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.
2. **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).
3. **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.
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), .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 655.173. 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)(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 * Bakker	2. First (given) name * Luke	3. Middle initial § J.
4. Title * Chief Operating Officer		

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5. Signature (or digital signature) * Digital Signature Verified and Retained By <i>Certifying Officer</i>	6. Date signed * 2/12/2024
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For Public Burden Statement, see the Instructions for Form ETA-790/790A.

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
BW Orchards LLC	1556 N. 56th Ave. Mears, Michigan 49436 OCEANA		4/17/2024	6/30/2024	21
Gamble Orchards, LLC	3117 60th Ave Hart, Michigan 49420 OCEANA		4/17/2024	6/30/2024	21
Gamble Orchards, LLC	3300 72nd Ave Hart, Michigan 49420 OCEANA		4/17/2024	6/30/2024	21
Gamble Orchards, LLC	3400 N 44th Ave Mears, Michigan 49436 OCEANA		4/17/2024	6/30/2024	21
Gamble Orchards, LLC	3600 Monroe Road Hart, Michigan 49420 OCEANA		4/17/2024	6/30/2024	21
Golden Hart Fruit Farms, LLC	4536 W Taylor Road Hart, Michigan 49420 OCEANA		4/17/2024	6/30/2024	21
Golden Stock Farms, LLC	5813 W. Harrison Rd. Mears, Michigan 49436 OCEANA		4/17/2024	6/30/2024	21
Golden Stock Farms, LLC	3877 N. 48th Ave. Mears, Michigan 49436 OCEANA		4/17/2024	6/30/2024	21
Golden Stock Farms, LLC	3772 N. 48th Ave. Mears, Michigan 49436 OCEANA		4/17/2024	6/30/2024	21
Golden Stock Farms, LLC	3381 N. 48th Ave. Mears, Michigan 49436 OCEANA		4/17/2024	6/30/2024	21

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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 §
Golden Stock Farms, LLC	7369 W. Lake Rd. Mears, Michigan 49436 OCEANA		4/17/2024	6/30/2024	21
Golden Stock Farms, LLC	7664 W. Amber Rd. Mears, Michigan 49436 OCEANA		4/17/2024	6/30/2024	21
Golden Stock Farms, LLC	2623 N. 48th Ave. Mears, Michigan 49436 OCEANA		4/17/2024	6/30/2024	21
Golden Stock Farms, LLC	6463 W. Fox. Rd. Mears, Michigan 49436 OCEANA		4/17/2024	6/30/2024	21
Golden Stock Farms, LLC	3593 N. 64th Ave. Mears, Michigan 49420 OCEANA		4/17/2024	6/30/2024	21
Golden Stock Farms, LLC	2509 N. 56th Ave. Mears, Michigan 49436 OCEANA		4/17/2024	6/30/2024	21
Golden Stock Farms, LLC	7062 W. Tyler Rd. Mears, Michigan 49436 OCEANA		4/17/2024	6/30/2024	21
Golden Stock Farms, LLC	5779 W. Harrison Rd. Mears, Michigan 49436 OCEANA		4/17/2024	6/30/2024	21
Golden Stock Farms, LLC	7801 W. Fox Rd. Mears, Michigan 49436 OCEANA		4/17/2024	6/30/2024	21
Golden Stock Farms, LLC	5998 W. Harrison Rd. Mears, Michigan 49436 OCEANA		4/17/2024	6/30/2024	21

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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 §
Golden Stock Farms, LLC	7369 W. Lake Rd. Mears, Michigan 49436 OCEANA		4/17/2024	6/30/2024	21
Golden Stock Farms, LLC	6011 W. Harrison Rd. Mears, Michigan 49436 OCEANA		4/17/2024	6/30/2024	21
Golden Stock Farms, LLC	3691 N. 60th Ave. Mears, Michigan 49436 OCEANA		4/17/2024	6/30/2024	21
Golden Stock Farms, LLC	2510 N. 48th Ave. Mears, Michigan 49436 OCEANA		4/17/2024	6/30/2024	21
Golden Stock Farms, LLC	4918 W. Fox Rd. Mears, Michigan 49436 OCEANA		4/17/2024	6/30/2024	21
Golden Stock Farms, LLC	3745 N. 46th Ave. Mears, Michigan 49436 OCEANA		4/17/2024	6/30/2024	21
Golden Stock Farms, LLC	7900 Amber Rd. Mears, Michigan 49436 OCEANA		4/17/2024	6/30/2024	21
Golden Stock Farms, LLC	3200 44th Ave. Mears, Michigan 49436 OCEANA		4/17/2024	6/30/2024	21
Golden Stock Farms, LLC	2185 W. Baseline Rd. Mears, Michigan 49436 OCEANA		4/17/2024	6/30/2024	21
Golden Stock Farms, LLC	2400 N. 56th Ave. Mears, Michigan 49436 OCEANA		4/17/2024	6/30/2024	21

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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 §
Golden Stock Farms, LLC	5883 Deer Rd. Mears, Michigan 49436 OCEANA		4/17/2024	6/30/2024	21
Golden Stock Farms, LLC	2459 N. 48th Ave. Mears, Michigan 49436 OCEANA		4/17/2024	6/30/2024	21
Greiner Farms, Inc.	6033 N. 120th Ave. Hart, Michigan 49420 OCEANA		4/17/2024	6/30/2024	21
Herrygers Farms	1261 N. 136th Ave Hart, Michigan 49420 OCEANA		4/17/2024	6/30/2024	21
Jesse Petersen Farms, LLC	3088 Washington Rd. Pentwater, Michigan 49449 OCEANA		4/17/2024	6/30/2024	21
Jesse Petersen Farms, LLC	3473 W. Anthony Rd Ludington, Michigan 49431 MASON		4/17/2024	6/30/2024	21
Jesse Petersen Farms, LLC	4722 S. Schwass Rd Scottville, Michigan 49454 MASON		4/17/2024	6/30/2024	21
Jesse Petersen Farms, LLC	7114 S Morton Rd Pentwater, Michigan 49449 OCEANA		4/17/2024	6/30/2024	21
Lakeshore Farms, Inc	3320 S. 60th Ave. Shelby, Michigan 49455 OCEANA		4/17/2024	6/30/2024	21
LK VanSickle Farms LLC	2491 E Polk Road Hart, Michigan 49420 OCEANA		4/17/2024	6/30/2024	21

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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 §
Oomen Veggie Co	2157 E. Jackson Rd. Hart, Michigan 49420 OCEANA		4/17/2024	6/30/2024	21
Paul Oomen & Sons	2480 E. Hammett Rd. Hart, Michigan 49420 OCEANA		4/17/2024	6/30/2024	21
RAN-MARK	2878 E. Hazel Rd. Hart, Michigan 49420 OCEANA		4/17/2024	6/30/2024	21
Riley Orchards, Inc	5340 W. Taylor Rd. Mears, Michigan 49436 OCEANA		4/17/2024	6/30/2024	21
Robert VanDerZanden	1647 W Olmstead Rd Ludington, Michigan 49431 MASON		4/17/2024	6/30/2024	21
Robert VanDerZanden	1647 W Olmstead Rd Ludington, Michigan 49431 MASON		4/17/2024	6/30/2024	21
Robert VanDerZanden	1755 West Baldwin Rd Pentwater, Michigan 49449 OCEANA		4/17/2024	6/30/2024	21
Robert VanDerZanden	3021 W Van Buren Rd Hart, Michigan 49420 OCEANA		4/17/2024	6/30/2024	21
Robert VanDerZanden	4441 Hogan Rd Pentwater, Michigan 49449 OCEANA		4/17/2024	6/30/2024	21
Robert VanDerZanden	4452 Hogan Rd Pentwater, Michigan 49449 OCEANA		4/17/2024	6/30/2024	21

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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 §
Robert VanDerZanden	4642 W Adams Rd Pentwater, Michigan 49449 OCEANA		4/17/2024	6/30/2024	21
Robert VanDerZanden	4752 W Adams Rd Pentwater, Michigan 49449 OCEANA		4/17/2024	6/30/2024	21
Robert VanDerZanden	5500 Hogan Rd Pentwater, Michigan 49449 OCEANA		4/17/2024	6/30/2024	21
Robert VanDerZanden	6299 W Olmstead Rd Ludington, Michigan 49431 MASON		4/17/2024	6/30/2024	21
Robert VanDerZanden	6401 W. Hawley Rd Ludington, Michigan 49431 MASON		4/17/2024	6/30/2024	21
Robert VanDerZanden	North 44th Ave Mears, Michigan OCEANA		4/17/2024	6/30/2024	21
Robert VanDerZanden	North 64th Ave Hart, Michigan OCEANA		4/17/2024	6/30/2024	21
Robert VanDerZanden	West Monroe Road Hart, Michigan OCEANA		4/17/2024	6/30/2024	21
Robert VanDerZanden	North 66th Ave Pentwater, Michigan OCEANA		4/17/2024	6/30/2024	21
Robert VanDerZanden	West Meisenheimer Road Ludington, Michigan MASON		4/17/2024	6/30/2024	21

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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 §
Robert VanDerZanden	West Olmstead Road Ludington, Michigan MASON		4/17/2024	6/30/2024	21
Springdale Farms	100 W Kistler Rd Scottville, Michigan 49454 MASON		4/17/2024	6/30/2024	21
Springdale Farms	10307 N 11 Rd Mesick, Michigan 49668 WEXFORD		4/17/2024	6/30/2024	21
Springdale Farms	10623 N 9 Rd Mesick, Michigan 49668 WEXFORD		4/17/2024	6/30/2024	21
Springdale Farms	10654 N 7th Rd Mesick, Michigan 49668 WEXFORD		4/17/2024	6/30/2024	21
Springdale Farms	10736 N 11 Rd Mesick, Michigan 49668 WEXFORD		4/17/2024	6/30/2024	21
Springdale Farms	10867 N 11 Rd Mesick, Michigan 49668 WEXFORD		4/17/2024	6/30/2024	21
Springdale Farms	10991 S M 37 Buckley, Michigan 49620 WEXFORD		4/17/2024	6/30/2024	21
Springdale Farms	11502 N 11 Rd Mesick, Michigan 49620 WEXFORD		4/17/2024	6/30/2024	21
Springdale Farms	11653 Karlin Rd Buckley, Michigan 49620 WEXFORD		4/17/2024	6/30/2024	21

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Springdale Farms	11731 S M 37 Buckley, Michigan 49620 WEXFORD		4/17/2024	6/30/2024	21
Springdale Farms	120 E Wilson Rd Scottville, Michigan 49454 MASON		4/17/2024	6/30/2024	21
Springdale Farms	1221 W Kinney Rd Scottville, Michigan 49454 MASON		4/17/2024	6/30/2024	21
Springdale Farms	137 E Wilson Rd Scottville, Michigan 49454 MASON		4/17/2024	6/30/2024	21
Springdale Farms	1392 W Kinney Rd Scottville, Michigan 49454 MASON		4/17/2024	6/30/2024	21
Springdale Farms	1613 S Scottville, Michigan 49454 MASON		4/17/2024	6/30/2024	21
Springdale Farms	163 N. Amber Rd Scottville, Michigan 49454 MASON		4/17/2024	6/30/2024	21
Springdale Farms	1990 E Morrison Rd Custer, Michigan 49405 MASON		4/17/2024	6/30/2024	21
Springdale Farms	2100 E Anthony Rd Custer, Michigan 49405 MASON		4/17/2024	6/30/2024	21
Springdale Farms	2345 Conrad Rd Scottville, Michigan 49454 MASON		4/17/2024	6/30/2024	21

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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 §
Springdale Farms	2585 S. Custer Rd Custer, Michigan 49405 MASON		4/17/2024	6/30/2024	21
Springdale Farms	280 W Kinney Rd Scottville, Michigan 49454 MASON		4/17/2024	6/30/2024	21
Springdale Farms	2800 N. Peterson Rd Ludington, Michigan 49431 MASON		4/17/2024	6/30/2024	21
Springdale Farms	3000 W Kinney Rd Ludington, Michigan 49431 MASON		4/17/2024	6/30/2024	21
Springdale Farms	3027 W Groth Rd Ludington, Michigan 49431 MASON		4/17/2024	6/30/2024	21
Springdale Farms	3360 S Schwass Rd Scottville, Michigan 49454 MASON		4/17/2024	6/30/2024	21
Springdale Farms	3378 S Scottville Rd Scottville, Michigan 49454 MASON		4/17/2024	6/30/2024	21
Springdale Farms	3430 W Kinney Rd Scottville, Michigan 49454 MASON		4/17/2024	6/30/2024	21
Springdale Farms	3461-3999 W. Dewey Rd Ludington, Michigan 49431 MASON		4/17/2024	6/30/2024	21
Springdale Farms	3480 Dewey Rd Ludington, Michigan 49431 MASON		4/17/2024	6/30/2024	21

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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 §
Springdale Farms	3601-3997 S Appleton Rd Scottville, Michigan 49454 MASON		4/17/2024	6/30/2024	21
Springdale Farms	3750 S Appleton Rd Scottville, Michigan 49454 MASON		4/17/2024	6/30/2024	21
Springdale Farms	4001 S Gordon Rd Scottville, Michigan 49454 MASON		4/17/2024	6/30/2024	21
Springdale Farms	4200 E 1rst St. Custer, Michigan 49405 MASON		4/17/2024	6/30/2024	21
Springdale Farms	4852 N 7 Rd. Mesick, Michigan 49668 WEXFORD		4/17/2024	6/30/2024	21
Springdale Farms	500 E Meisenheimer Rd Scottville, Michigan 49454 MASON		4/17/2024	6/30/2024	21
Springdale Farms	5344 N US 31 Fountain, Michigan 49410 MASON		4/17/2024	6/30/2024	21
Springdale Farms	5499 Elliot Rd Buckley, Michigan 49620 WEXFORD		4/17/2024	6/30/2024	21
Springdale Farms	5500 S Darr Rd Scottville, Michigan 49454 MASON		4/17/2024	6/30/2024	21
Springdale Farms	591-665 W 1rst St Scottville, Michigan 49454 MASON		4/17/2024	6/30/2024	21

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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 §
Springdale Farms	60 N Custer Rd Custer, Michigan 49405 MASON		4/17/2024	6/30/2024	21
Springdale Farms	620 W 1st St Scottville, Michigan 49454 MASON		4/17/2024	6/30/2024	21
Springdale Farms	6558 S Custer Rd Custer, Michigan 49405 MASON		4/17/2024	6/30/2024	21
Brookside Farms, LLC	9846 37th Street Gobles, Michigan 49055 VAN BUREN		4/17/2024	11/1/2024	21
Brookside Farms, LLC	37988 CE 388 Gobles, Michigan 49055 VAN BUREN		4/17/2024	11/1/2024	21
Brookside Farms, LLC	37946 CR 388 Gobles, Michigan 49055 VAN BUREN		4/17/2024	11/1/2024	21
Brookside Farms, LLC	14525 3950th Street Bloomington, Michigan 49026 VAN BUREN		4/17/2024	11/1/2024	21
Brookside Farms, LLC	37404 CR 388 Gobles, Michigan 49055 VAN BUREN		4/17/2024	11/1/2024	21
Brookside Farms, LLC	36864 CR 388 Gobles, Michigan 49055 VAN BUREN		4/17/2024	11/1/2024	21
Brookside Farms, LLC	37347 CR 388 Gobles, Michigan 49055 VAN BUREN		4/17/2024	11/1/2024	21

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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 §
Brookside Farms, LLC	34448 44th Ave Paw Paw, Michigan 49055 VAN BUREN		4/17/2024	11/1/2024	21
Brookside Farms, LLC	38023 CR 388 Gobles, Michigan 49055 VAN BUREN		4/17/2024	11/1/2024	21
Brookside Farms, LLC	17125 36th Street Gobles, Michigan 49055 VAN BUREN		4/17/2024	11/1/2024	21
Crossroads Blueberry Farms, LLC	10130 144th Ave. West Olive, Michigan 49460 OTTAWA		4/17/2024	11/1/2024	21
Crossroads Blueberry Farms, LLC	10218 168th Ave. West Olive, Michigan 49460 OTTAWA		4/17/2024	11/1/2024	21
Crossroads Blueberry Farms, LLC	11452 168th Ave. Grand Haven, Michigan 49417 OTTAWA		4/17/2024	11/1/2024	21
Crossroads Blueberry Farms, LLC	11470 168th Ave. Grand Haven, Michigan 49417 OTTAWA		4/17/2024	11/1/2024	21
Crossroads Blueberry Farms, LLC	11515 168th Ave. Grand Haven, Michigan 49417 OTTAWA		4/17/2024	11/1/2024	21
Crossroads Blueberry Farms, LLC	11775 Lake Michigan Dr. West Olive, Michigan 49460 OTTAWA		4/17/2024	11/1/2024	21
Crossroads Blueberry Farms, LLC	11867 Joshua Dr. Grand Haven, Michigan 49417 OTTAWA		4/17/2024	11/1/2024	21

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Crossroads Blueberry Farms, LLC	12616 Rich St. Grand Haven, Michigan 49417 OTTAWA		4/17/2024	11/1/2024	21
Crossroads Blueberry Farms, LLC	13905 Buchanan St. Grand Haven, Michigan 49417 OTTAWA		4/17/2024	11/1/2024	21
Crossroads Blueberry Farms, LLC	13965 Fillmore St. West Olive, Michigan 49460 OTTAWA		4/17/2024	11/1/2024	21
Crossroads Blueberry Farms, LLC	14010 Barry St. Holland, Michigan 49424 OTTAWA		4/17/2024	11/1/2024	21
Crossroads Blueberry Farms, LLC	14060 Tyler St. Holland, Michigan 49424 OTTAWA		4/17/2024	11/1/2024	21
Crossroads Blueberry Farms, LLC	14065 Tyler St. Holland, Michigan 49424 OTTAWA		4/17/2024	11/1/2024	21
Crossroads Blueberry Farms, LLC	14488 Baldwin St. West Olive, Michigan 49460 OTTAWA		4/17/2024	11/1/2024	21
Crossroads Blueberry Farms, LLC	14500 Lake Michigan Dr. West Olive, Michigan 49460 OTTAWA		4/17/2024	11/1/2024	21
Crossroads Blueberry Farms, LLC	14628 Pierce St. West Olive, Michigan 49460 OTTAWA		4/17/2024	11/1/2024	21
Crossroads Blueberry Farms, LLC	14705 Buchanan St. West Olive, Michigan 49460 OTTAWA		4/17/2024	11/1/2024	21

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Crossroads Blueberry Farms, LLC	14721 Lake Michigan Dr. West Olive, Michigan 49460 OTTAWA		4/17/2024	11/1/2024	21
Crossroads Blueberry Farms, LLC	14722 Lake Michigan Dr. West Olive, Michigan 49460 OTTAWA		4/17/2024	11/1/2024	21
Crossroads Blueberry Farms, LLC	14950 Lake Michigan Dr. West Olive, Michigan 49460 OTTAWA		4/17/2024	11/1/2024	21
Crossroads Blueberry Farms, LLC	15183 Stanton St. West Olive, Michigan 49460 OTTAWA		4/17/2024	11/1/2024	21
Crossroads Blueberry Farms, LLC	15270 Winans St. West Olive, Michigan 49460 OTTAWA		4/17/2024	11/1/2024	21
Crossroads Blueberry Farms, LLC	15450 Winans St. West Olive, Michigan 49460 OTTAWA		4/17/2024	11/1/2024	21
Crossroads Blueberry Farms, LLC	16330 Hickory St. Spring Lake, Michigan 49456 OTTAWA		4/17/2024	11/1/2024	21
Crossroads Blueberry Farms, LLC	16417 Lake Michigan Dr. West Olive, Michigan 49460 OTTAWA		4/17/2024	11/1/2024	21
Crossroads Blueberry Farms, LLC	16700 Pierce St. West Olive, Michigan 49460 OTTAWA		4/17/2024	11/1/2024	21
Crossroads Blueberry Farms, LLC	16749 Hickory St. Spring Lake, Michigan 49456 OTTAWA		4/17/2024	11/1/2024	21

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Crossroads Blueberry Farms, LLC	16811 Stanton St. West Olive, Michigan 49460 OTTAWA		4/17/2024	11/1/2024	21
Crossroads Blueberry Farms, LLC	18279 West Spring Lake Rd. Spring Lake, Michigan 49456 OTTAWA		4/17/2024	11/1/2024	21
Crossroads Blueberry Farms, LLC	18495 112th Ave. Nunica, Michigan 49448 OTTAWA		4/17/2024	11/1/2024	21
Crossroads Blueberry Farms, LLC	18827 120th Ave Nunica, Michigan 49448 OTTAWA		4/17/2024	11/1/2024	21
Crossroads Blueberry Farms, LLC	1900 W Winston Rd. Rothbury, Michigan 49452 OCEANA		4/17/2024	11/1/2024	21
Crossroads Blueberry Farms, LLC	2105 Clay Rd. Rothbury, Michigan 49452 OCEANA		4/17/2024	11/1/2024	21
Crossroads Blueberry Farms, LLC	2730 Orshal Rd. Muskegon, Michigan 49445 MUSKEGON		4/17/2024	11/1/2024	21
Crossroads Blueberry Farms, LLC	355 63rd St. South Haven, Michigan 49090 VAN BUREN		4/17/2024	11/1/2024	21
Crossroads Blueberry Farms, LLC	3691 W. Bard Rd. Muskegon, Michigan 49442 MUSKEGON		4/17/2024	11/1/2024	21
Crossroads Blueberry Farms, LLC	3865 N. 160th Ave. Holland, Michigan 49424 OTTAWA		4/17/2024	11/1/2024	21

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Crossroads Blueberry Farms, LLC	7005 144th Ave. Holland, Michigan 49424 OTTAWA		4/17/2024	11/1/2024	21
Crossroads Blueberry Farms, LLC	7410 144th Ave. West Olive, Michigan 49460 OTTAWA		4/17/2024	11/1/2024	21
Crossroads Blueberry Farms, LLC	9585 Lake Michigan Dr. Allendale, Michigan 49401 OTTAWA		4/17/2024	11/1/2024	21
Crystal Apple, LLC	3410 E. Van Buren Rd. Hart, Michigan 49420 OCEANA		4/17/2024	11/1/2024	21
D&D Freeland's Greentop, LLC	4511 21 Mile Road Kent City, Michigan 49330 KENT		4/17/2024	11/1/2024	21
D&D Freeland's Greentop, LLC	18240 Bailey Road Bailey, Michigan 49303 MUSKEGON		4/17/2024	11/1/2024	21
D&D Freeland's Greentop, LLC	3484 21 Mile Road Kent City, Michigan 49330 KENT		4/17/2024	11/1/2024	21
D&D Freeland's Greentop, LLC	17856 Peach Ridge Kent City, Michigan 49330 KENT		4/17/2024	11/1/2024	21
D&D Freeland's Greentop, LLC	Corner of 22 Mile & Callen Kent City, Michigan 49330 KENT		4/17/2024	11/1/2024	21
D&D Freeland's Greentop, LLC	4114 22 Mile Grant, Michigan 49327 NEWAYGO		4/17/2024	11/1/2024	21

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D&D Freeland's Greentop, LLC	Callen Ave. Kent City, Michigan 49330 KENT		4/17/2024	11/1/2024	21
D&D Freeland's Greentop, LLC	16630 Callen Ave. Kent City, Michigan 49330 KENT		4/17/2024	11/1/2024	21
D&D Freeland's Greentop, LLC	3839 & 3853 21 Mile Kent City, Michigan 49330 KENT		4/17/2024	11/1/2024	21
D&D Freeland's Greentop, LLC	1152 N. Newaygo Road Bailey, Michigan 49303 MUSKEGON		4/17/2024	11/1/2024	21
D&D Freeland's Greentop, LLC	16320 White Road Bailey, Michigan 49303 MUSKEGON		4/17/2024	11/1/2024	21
D&D Freeland's Greentop, LLC	16730 White Road Bailey, Michigan 49303 MUSKEGON		4/17/2024	11/1/2024	21
D&D Freeland's Greentop, LLC	210 Canada Road Casnovia, Michigan 49318 MUSKEGON		4/17/2024	11/1/2024	21
D&D Freeland's Greentop, LLC	209 Canada Road Casnovia, Michigan 49318 MUSKEGON		4/17/2024	11/1/2024	21
D&D Freeland's Greentop, LLC	15311 Peach Ridge Kent City, Michigan 49330 KENT		4/17/2024	11/1/2024	21
D&D Freeland's Greentop, LLC	1625 N. Canada Road Bailey, Michigan 49303 MUSKEGON		4/17/2024	11/1/2024	21

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D&D Freeland's Greentop, LLC	4468 21 Mile Road Kent City, Michigan 49330 KENT		4/17/2024	11/1/2024	21
D&D Freeland's Greentop, LLC	Corner of M-37 & Moon Road Bailey, Michigan 49303 MUSKEGON		4/17/2024	11/1/2024	21
D&D Freeland's Greentop, LLC	1385 Kenny Drive Bailey, Michigan 49303 MUSKEGON		4/17/2024	11/1/2024	21
D&D Freeland's Greentop, LLC	70 Brown Road Bailey, Michigan 49303 MUSKEGON		4/17/2024	11/1/2024	21
D&D Freeland's Greentop, LLC	3690 21 Mile Road Kent City, Michigan 49330 KENT		4/17/2024	11/1/2024	21
D&D Freeland's Greentop, LLC	16330 White Road Bailey, Michigan 49303 MUSKEGON		4/17/2024	11/1/2024	21
D&D Freeland's Greentop, LLC	Canda Road Casnovia, Michigan MUSKEGON		4/17/2024	11/1/2024	21
Eugene Kokx Farms, LLC	W. JacksonRd. Hart, Michigan OCEANA		4/17/2024	11/1/2024	21
Eugene Kokx Farms, LLC	W. Monroe Rd. Hart, Michigan OCEANA		4/17/2024	11/1/2024	21
Eugene Kokx Farms, LLC	N. 108th Ave. Hart, Michigan OCEANA		4/17/2024	11/1/2024	21

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Eugene Kokx Farms, LLC	Minke Rd. Hart, Michigan OCEANA		4/17/2024	11/1/2024	21
Eugene Kokx Farms, LLC	4426 E. Madison Rd. Walkerville, Michigan OCEANA		4/17/2024	11/1/2024	21
Eugene Kokx Farms, LLC	N. 128th Ave. Hart, Michigan OCEANA		4/17/2024	11/1/2024	21
Eugene Kokx Farms, LLC	694 E. Thistle Rd. Hart, Michigan OCEANA		4/17/2024	11/1/2024	21
Eugene Kokx Farms, LLC	1233 Madison Rd. Hart, Michigan OCEANA		4/17/2024	11/1/2024	21
Eugene Kokx Farms, LLC	5984 N. 120th Ave. Hart, Michigan OCEANA		4/17/2024	11/1/2024	21
Jawor Bro's Blueberry Farms, LLC	8190 Cline Rd Ravenna, Michigan 49451 MUSKEGON		4/17/2024	11/1/2024	21
Jawor Bro's Blueberry Farms, LLC	11521 Apple Ave Ravenna, Michigan 49451 MUSKEGON		4/17/2024	11/1/2024	21
Jawor Bro's Blueberry Farms, LLC	7840 Wilson Rd Nunica, Michigan 49448 OTTAWA		4/17/2024	11/1/2024	21
Jawor Bro's Blueberry Farms, LLC	9703 Ellis Rd Ravenna, Michigan 49451 MUSKEGON		4/17/2024	11/1/2024	21

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Jawor Bro's Blueberry Farms, LLC	6126 Rollenhagen Ravenna, Michigan 49451 MUSKEGON		4/17/2024	11/1/2024	21
Jawor Bro's Blueberry Farms, LLC	7545 Heights Rd Ravenna, Michigan 49451 MUSKEGON		4/17/2024	11/1/2024	21
Jawor Bro's Blueberry Farms, LLC	4601 Sullivan Rd Ravenna, Michigan 49451 MUSKEGON		4/17/2024	11/1/2024	21
Jawor Bro's Blueberry Farms, LLC	5788 W Meisenheimer Rd (north) Ludington, Michigan 49431 MASON		4/17/2024	11/1/2024	21
Jawor Bro's Blueberry Farms, LLC	5729 W Meisenheimer Rd (south) Ludington, Michigan 49431 MASON		4/17/2024	11/1/2024	21
Jawor Bro's Blueberry Farms, LLC	7267 Heights Road Ravenna, Michigan 49451 MUSKEGON		4/17/2024	11/1/2024	21
Jawor Bro's Blueberry Farms, LLC	4950 S Maple Island Road (East) Michigan MUSKEGON		4/17/2024	11/1/2024	21
Jawor Bro's Blueberry Farms, LLC	4950 S Maple Island Road (West) Michigan MUSKEGON		4/17/2024	11/1/2024	21
Jawor Bro's Blueberry Farms, LLC	17880 Barbara Blvd Nunica, Michigan 49448 OTTAWA		4/17/2024	11/1/2024	21
Jawor Bro's Blueberry Farms, LLC	1795 Ravenna Rd N Ravenna, Michigan 49451 MUSKEGON		4/17/2024	11/1/2024	21

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Jawor Bro's Blueberry Farms, LLC	5175 Rollenhagen Rd Michigan MUSKEGON		4/17/2024	11/1/2024	21
Jawor Bro's Blueberry Farms, LLC	13383 State Rd Nunica, Michigan 49448 OTTAWA		4/17/2024	11/1/2024	21
Jawor Bro's Blueberry Farms, LLC	17982 120th Ave Nunica, Michigan 49448 OTTAWA		4/17/2024	11/1/2024	21
Jawor Bro's Blueberry Farms, LLC	5022 S Sullivan Rd Ravenna, Michigan 49451 MUSKEGON		4/17/2024	11/1/2024	21
Jawor Bro's Blueberry Farms, LLC	8297 Ellis Rd Nunica, Michigan 49451 OTTAWA		4/17/2024	11/1/2024	21
Jawor Bro's Blueberry Farms, LLC	11705 Apple Dr Nunica, Michigan 49448 OTTAWA		4/17/2024	11/1/2024	21
Jawor Bro's Blueberry Farms, LLC	11764 Apple Dr Nunica, Michigan OTTAWA		4/17/2024	11/1/2024	21
John Williams	5048 W. Polk Rd. Michigan OCEANA		4/17/2024	11/1/2024	21
John Williams	5000 W. Taylor Michigan OCEANA		4/17/2024	11/1/2024	21
John Williams	4569 N Oceana Drive Hart, Michigan 49420 OCEANA		4/17/2024	11/1/2024	21

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John Williams	2787 N 56th Ave Hart, Michigan 49420 OCEANA		4/17/2024	11/1/2024	21
John Williams	5689 W Deer Road Hart, Michigan 49420 OCEANA		4/17/2024	11/1/2024	21
John Williams	1500 N 64th Ave Hart, Michigan 49420 OCEANA		4/17/2024	11/1/2024	21
Kraft Orchard's, LLC	3412 Ten Mile Road NW Sparta, Michigan KENT		4/17/2024	11/1/2024	21
Nel's Nyblad Family Farms, LLC	17965 Hall Rd Casnovia, Michigan MUSKEGON		4/17/2024	11/1/2024	21
Nel's Nyblad Family Farms, LLC	16170 Fruit Ridge Ave Kent City, Michigan KENT		4/17/2024	11/1/2024	21
Nel's Nyblad Family Farms, LLC	16565 White Road Bailey, Michigan 49303 MUSKEGON		4/17/2024	11/1/2024	21
Nel's Nyblad Family Farms, LLC	Moon Rd between Hall Rd and White Rd Bailey, Michigan 49303 MUSKEGON		4/17/2024	11/1/2024	21
Oomen Farms, LTD	1075 E Jackson Rd Hart, Michigan 49420 OCEANA		4/17/2024	11/1/2024	21
Oomen Farms, LTD	1125 Meisenheimer Rd. Scottville, Michigan 49454 MASON		4/17/2024	11/1/2024	21

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Oomen Farms, LTD	1315 E 24 Rd Cadillac, Michigan 49601 WEXFORD		4/17/2024	11/1/2024	21
Oomen Farms, LTD	15600 Peters Farm Rd Irons, Michigan 49644 LAKE		4/17/2024	11/1/2024	21
Oomen Farms, LTD	1849 W Tyler Rd Hart, Michigan 49420 OCEANA		4/17/2024	11/1/2024	21
Oomen Farms, LTD	1999 E Minke Rd Hart, Michigan 49420 OCEANA		4/17/2024	11/1/2024	21
Oomen Farms, LTD	2800 Marrison Pentwater, Michigan 49449 OCEANA		4/17/2024	11/1/2024	21
Oomen Farms, LTD	2900 S 25 Rd Boon, Michigan 49618 WEXFORD		4/17/2024	11/1/2024	21
Oomen Farms, LTD	2930 E Jackson Rd Hart, Michigan 49420 OCEANA		4/17/2024	11/1/2024	21
Oomen Farms, LTD	3000 E Amber Rd Hart, Michigan 49420 OCEANA		4/17/2024	11/1/2024	21
Oomen Farms, LTD	3401 E Filmore Rd Hart, Michigan 49420 OCEANA		4/17/2024	11/1/2024	21
Oomen Farms, LTD	3770 E Winter Rd Walkerville, Michigan 49459 OCEANA		4/17/2024	11/1/2024	21

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Oomen Farms, LTD	4301 N 140th Ave Hart, Michigan 49420 OCEANA		4/17/2024	11/1/2024	21
Oomen Farms, LTD	4315 E Winter Rd Walkerville, Michigan 49459 OCEANA		4/17/2024	11/1/2024	21
Oomen Farms, LTD	4500 N 136th Ave Hart, Michigan 49420 OCEANA		4/17/2024	11/1/2024	21
Oomen Farms, LTD	4700 N 140th Ave Hart, Michigan 49420 OCEANA		4/17/2024	11/1/2024	21
Oomen Farms, LTD	4801 E Hazel Rd Hart, Michigan 49420 OCEANA		4/17/2024	11/1/2024	21
Oomen Farms, LTD	5000 N 140th Ave Hart, Michigan 49420 OCEANA		4/17/2024	11/1/2024	21
Oomen Farms, LTD	5105 N. 128th Ave Hart, Michigan 49420 OCEANA		4/17/2024	11/1/2024	21
Oomen Farms, LTD	5140 N. 136th Ave Hart, Michigan 49420 OCEANA		4/17/2024	11/1/2024	21
Oomen Farms, LTD	5401 N 72nd Ave Hart, Michigan 49420 OCEANA		4/17/2024	11/1/2024	21
Oomen Farms, LTD	5500 S 25 Rd Boon, Michigan 49618 WEXFORD		4/17/2024	11/1/2024	21

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Oomen Farms, LTD	5900 E Monroe Ave Walkerville, Michigan 49459 OCEANA		4/17/2024	11/1/2024	21
Oomen Farms, LTD	6163 E Tyler Rd Walkerville, Michigan 49459 OCEANA		4/17/2024	11/1/2024	21
Oomen Farms, LTD	6167 N 144th Ave Hart, Michigan 49420 OCEANA		4/17/2024	11/1/2024	21
Oomen Farms, LTD	6367 N 168th Ave Walkerville, Michigan 49459 OCEANA		4/17/2024	11/1/2024	21
Oomen Farms, LTD	6733 N 144th Ave Hart, Michigan 49420 OCEANA		4/17/2024	11/1/2024	21
Oomen Farms, LTD	7000 N Comstock Ave Hesperia, Michigan 49421 OCEANA		4/17/2024	11/1/2024	21
Oomen Farms, LTD	7002 S Brye Rd Pentwater, Michigan 49449 OCEANA		4/17/2024	11/1/2024	21
Oomen Farms, LTD	7600 N 192nd Ave Walkerville, Michigan 49459 OCEANA		4/17/2024	11/1/2024	21
Oomen Farms, LTD	8500 N 188th Ave Walkerville, Michigan 49459 OCEANA		4/17/2024	11/1/2024	21
Oomen Veggie Co	7430 N. 120th Ave. Hart, Michigan 49420 OCEANA		4/17/2024	11/1/2024	21

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Oomen Veggie Co	1736 E. Jackson Rd. Hart, Michigan 49420 OCEANA		4/17/2024	11/1/2024	21
Oomen Veggie Co	1953 E. Wolf Rd. Hart, Michigan 49420 OCEANA		4/17/2024	11/1/2024	21
Oomen Veggie Co	8828 N. 120th Ave. Hart, Michigan 49420 OCEANA		4/17/2024	11/1/2024	21
Oomen Veggie Co	910 E. Jackson Rd. Hart, Michigan 49420 OCEANA		4/17/2024	11/1/2024	21
Oomen Veggie Co	5159 N. 120th Ave. Hart, Michigan 49420 OCEANA		4/17/2024	11/1/2024	21
Oomen Veggie Co	N. 120th Ave. Hart, Michigan 49420 OCEANA		4/17/2024	11/1/2024	21
Oomen Veggie Co	2157 E. Jackson Rd. Hart, Michigan 49420 OCEANA		4/17/2024	11/1/2024	21
Oomen Veggie Co	E. Minke Rd. Hart, Michigan 49420 OCEANA		4/17/2024	11/1/2024	21
Oomen Veggie Co	Adams Rd. Pentwater, Michigan 49449 OCEANA		4/17/2024	11/1/2024	21
Oomen Veggie Co	N. 96th Ave. Pentwater, Michigan 49449 OCEANA		4/17/2024	11/1/2024	21

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Oomen Veggie Co	N. 104th Ave. Pentwater, Michigan 49449 OCEANA		4/17/2024	11/1/2024	21
Oomen Veggie Co	Monroe Rd. Hart, Michigan 49420 OCEANA		4/17/2024	11/1/2024	21
Oomen Veggie Co	Oceana Drive Hart, Michigan 49420 OCEANA		4/17/2024	11/1/2024	21
Oomen Veggie Co	W. Jackson Rd. Hart, Michigan 49420 OCEANA		4/17/2024	11/1/2024	21
Oomen Veggie Co	3433 Monroe Rd. Hart, Michigan 49420 OCEANA		4/17/2024	11/1/2024	21
Oomen Veggie Co	72nd Ave. Hart, Michigan 49420 OCEANA		4/17/2024	11/1/2024	21
Oomen Veggie Co	5170 Oceana Dr. Hart, Michigan 49420 OCEANA		4/17/2024	11/1/2024	21
Oomen Veggie Co	120th Ave. Hart, Michigan 49420 OCEANA		4/17/2024	11/1/2024	21
Oomen Veggie Co	N. 168th Ave. Walkerville, Michigan 49459 OCEANA		4/17/2024	11/1/2024	21
Oomen Veggie Co	W. Polk Rd. Hart, Michigan 49420 OCEANA		4/17/2024	11/1/2024	21

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Oomen Veggie Co	6232 S. Custer Rd. Custer, Michigan 49405 MASON		4/17/2024	11/1/2024	21
Oomen Veggie Co	6401 S. Custer Rd. Custer, Michigan 49405 MASON		4/17/2024	11/1/2024	21
Oomen Veggie Co	W. Chauvez Rd. Scottville, Michigan 49454 MASON		4/17/2024	11/1/2024	21
Ridgeview Orchard's, LLC	1525 Wilson Ave Conklin, Michigan 49403 OTTAWA		4/17/2024	11/1/2024	21
Ridgeview Orchard's, LLC	17995 White Road Casnovia, Michigan 49318 MUSKEGON		4/17/2024	11/1/2024	21
Ridgeview Orchard's, LLC	3625 18 Mile Road Kent City, Michigan 49330 KENT		4/17/2024	11/1/2024	21
Ridgeview Orchard's, LLC	20100 8th Ave Conklin, Michigan 49403 OTTAWA		4/17/2024	11/1/2024	21
Ridgeview Orchard's, LLC	3509 18 Mile Road Kent City, Michigan 49330 KENT		4/17/2024	11/1/2024	21
Ridgeview Orchard's, LLC	3080 Coolidge Conklin, Michigan 49403 OTTAWA		4/17/2024	11/1/2024	21
Ridgeview Orchard's, LLC	882 Harding Street Conklin, Michigan 49403 OTTAWA		4/17/2024	11/1/2024	21

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Ridgeview Orchard's, LLC	20657 24th Ave Conklin, Michigan 49403 OTTAWA		4/17/2024	11/1/2024	21
Ridgeview Orchard's, LLC	1391 Gooding Street Conklin, Michigan 49403 OTTAWA		4/17/2024	11/1/2024	21
Ridgeview Orchard's, LLC	15119 Peach Ridge Ave Kent City, Michigan 49330 KENT		4/17/2024	11/1/2024	21
Ridgeview Orchard's, LLC	650 Harding Street Conklin, Michigan 49403 OTTAWA		4/17/2024	11/1/2024	21
Ridgeview Orchard's, LLC	23052 16th Ave Conklin, Michigan 49403 OTTAWA		4/17/2024	11/1/2024	21
Ridgeview Orchard's, LLC	410 Wilson Ave Conklin, Michigan 49403 OTTAWA		4/17/2024	11/1/2024	21
Ridgeview Orchard's, LLC	4487 19 Mile Road Kent City, Michigan 49330 KENT		4/17/2024	11/1/2024	21
Ridgeview Orchard's, LLC	18705 14th Ave Conklin, Michigan 49403 OTTAWA		4/17/2024	11/1/2024	21
Ridgeview Orchard's, LLC	250 Wilson Ave Conklin, Michigan 49403 OTTAWA		4/17/2024	11/1/2024	21
Ridgeview Orchard's, LLC	15514 Kenowa Ave Casnovia, Michigan 49318 KENT		4/17/2024	11/1/2024	21

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Ridgeview Orchard's, LLC	136 Harding Street Conklin, Michigan 49403 OTTAWA		4/17/2024	11/1/2024	21
Ridgeview Orchard's, LLC	15255 Fruitridge Ave Kent City, Michigan 49330 KENT		4/17/2024	11/1/2024	21
Springdale Farms	6763 W 2 1/2 Rd Buckley, Michigan 49620 WEXFORD		4/17/2024	6/30/2024	21
Springdale Farms	7448 W 4 Rd Mesick, Michigan 49668 WEXFORD		4/17/2024	6/30/2024	21
Springdale Farms	7760 W 2 Rd Buckley, Michigan 49620 WEXFORD		4/17/2024	6/30/2024	21
Springdale Farms	777 W 1st. St Scottville, Michigan 49454 MASON		4/17/2024	6/30/2024	21
Springdale Farms	7778 W 4 Rd Mesick, Michigan 49668 WEXFORD		4/17/2024	6/30/2024	21
Springdale Farms	7779 W 4 Rd Mesick, Michigan 49668 WEXFORD		4/17/2024	6/30/2024	21
Springdale Farms	7860 W 4 Rd Mesick, Michigan 49668 WEXFORD		4/17/2024	6/30/2024	21
Springdale Farms	800 W 6 1/2 Rd Mesick, Michigan 49668 WEXFORD		4/17/2024	6/30/2024	21

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Springdale Farms	8110 W 4 Rd Mesick, Michigan 49668 WEXFORD		4/17/2024	6/30/2024	21
Springdale Farms	8111 W 4 Rd Mesick, Michigan 49668 WEXFORD		4/17/2024	6/30/2024	21
Springdale Farms	8166 W 4 Rd Mesick, Michigan 49668 WEXFORD		4/17/2024	6/30/2024	21
Springdale Farms	8760 Ramsey Rd Buckley, Michigan 49620 WEXFORD		4/17/2024	6/30/2024	21
Springdale Farms	922 W Kinney Rd Scottville, Michigan 49454 MASON		4/17/2024	6/30/2024	21
Springdale Farms	9299 Steed Rd Buckley, Michigan 49620 WEXFORD		4/17/2024	6/30/2024	21
Springdale Farms	965 Gordon Rd.Scotville Scottville, Michigan 49454 MASON		4/17/2024	6/30/2024	21
Springdale Farms	9670 W County Line Rd Buckley, Michigan 49620 WEXFORD		4/17/2024	6/30/2024	21
Springdale Farms	9852 N 7 Rd Mesick, Michigan 49668 WEXFORD		4/17/2024	6/30/2024	21
Springdale Farms	N 7 Rd Irrigation Buckley, Michigan 49620 WEXFORD		4/17/2024	6/30/2024	21

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Todd Greiner Farms	1938 W. Jackson Rd. Hart, Michigan OCEANA		4/17/2024	6/30/2024	21
Todd Greiner Farms	6033 N. 120th Ave. Mears, Michigan OCEANA		4/17/2024	6/30/2024	21
West Michigan Produce	8500 N 188th Ave Michigan OCEANA		4/17/2024	6/30/2024	21
West Michigan Produce	JACKSON RD & 126TH NORTH Michigan OCEANA		4/17/2024	6/30/2024	21
West Michigan Produce	JACKSON RD & 126TH AVE SHORT ROWS – PIVOT POINT Michigan OCEANA		4/17/2024	6/30/2024	21
West Michigan Produce	JACKSON RD & 126TH SOUTH Michigan OCEANA		4/17/2024	6/30/2024	21
West Michigan Produce	136TH AVENUE KEN'S NORTH Michigan OCEANA		4/17/2024	6/30/2024	21
West Michigan Produce	136TH AVENUE KEN'S SOUTH Michigan OCEANA		4/17/2024	6/30/2024	21
West Michigan Produce	JACKSON ROAD – NORTH SIDE ACROSS ROAD FROM 2157 JACKSON Michigan OCEANA		4/17/2024	6/30/2024	21
West Michigan Produce	JENSEN'S (Madison & 126th) Michigan OCEANA		4/17/2024	6/30/2024	21

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West Michigan Produce	JENSEN'S – MADISON & 126TH Michigan OCEANA		4/17/2024	6/30/2024	21
West Michigan Produce	126TH AVENUE -DAVE SMITH – WEST SIDE Michigan OCEANA		4/17/2024	6/30/2024	21
West Michigan Produce	DICKS ON JACKSON RD – EAST SIDE Michigan OCEANA		4/17/2024	6/30/2024	21
West Michigan Produce	DICKS ON JACKSON RD – WEST SIDE Michigan MASON		4/17/2024	6/30/2024	21
West Michigan Produce	SHAFFER #1 STICKNEY & SIPPY Michigan MASON		4/17/2024	6/30/2024	21
West Michigan Produce	SHAFFER #2 S. CUSTER ROAD Michigan MASON		4/17/2024	6/30/2024	21
West Michigan Produce	SHAFFER #3 S. CUSTER ROAD Michigan MASON		4/17/2024	6/30/2024	21
West Michigan Produce	SHAFFER #4 RIVER ROAD AND 126TH AVE Michigan OCEANA		4/17/2024	6/30/2024	21
West Michigan Produce	SLOCUM – 120TH & HARRISON Michigan OCEANA		4/17/2024	6/30/2024	21
West Michigan Produce	EMIL RENT – WASHINGTON & 72ND Michigan OCEANA		4/17/2024	6/30/2024	21

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West Michigan Produce	EMIL'S – WASHINGTON & BRYE Michigan OCEANA		4/17/2024	6/30/2024	21
West Michigan Produce	ZEERIPS – GARFIELD RD & 192ND Michigan OCEANA		4/17/2024	6/30/2024	21
West Michigan Produce	M120 - Field Michigan OCEANA		4/17/2024	6/30/2024	21
West Michigan Produce	HERRERA'S 168TH & E MINKE Michigan OCEANA		4/17/2024	6/30/2024	21
West Michigan Produce	ALVESTEFFER – 4594 N 104TH AVE Michigan OCEANA		4/17/2024	6/30/2024	21
West Michigan Produce	FARM LLC – OCEANA DR & JEFFERSON Michigan OCEANA		4/17/2024	6/30/2024	21
West Michigan Produce	7426 S CABANA RD, CUSTER MI Michigan OCEANA		4/17/2024	6/30/2024	21
West Michigan Produce	VANBUREN & 176TH Michigan OCEANA		4/17/2024	6/30/2024	21
West Michigan Produce	WASHINGTON & 104TH Michigan OCEANA		4/17/2024	6/30/2024	21
West Michigan Produce	BRADSHAW RD Michigan OCEANA		4/17/2024	6/30/2024	21

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Wittkamp Farms, LLC	6718 W. Lake Rd. Mears, Michigan 49436 OCEANA		4/17/2024	6/30/2024	21
Wittkamp Farms, LLC	6718 W Lake Road Mears, Michigan 49436 OCEANA		4/17/2024	6/30/2024	21
Wittkamp Farms, LLC	6736 W Lake Road Mears, Michigan 49436 OCEANA		4/17/2024	6/30/2024	21
Wittkamp Farms, LLC	43.70894 N, 86.39850 W Michigan OCEANA		4/17/2024	6/30/2024	21
Wittkamp Farms, LLC	43.64662 N 86.43801 W Michigan OCEANA		4/17/2024	6/30/2024	21
Woller's Shady Lane Farms, LLC	4252 W. Flower Rd. Montague, Michigan 49437 MUSKEGON		4/17/2024	6/30/2024	21
Woller's Shady Lane Farms, LLC	11226 Lamos Rd. Montague, Michigan 49437 MUSKEGON		4/17/2024	6/30/2024	21
Woller's Shady Lane Farms, LLC	11532 Lamos Rd. Montague, Michigan 49437 MUSKEGON		4/17/2024	6/30/2024	21
Woller's Shady Lane Farms, LLC	11559 Williams Rd. Montague, Michigan 49437 MUSKEGON		4/17/2024	6/30/2024	21
Woller's Shady Lane Farms, LLC	4252 W Flower Rd. Montague, Michigan 49437 MUSKEGON		4/17/2024	6/30/2024	21

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Woller's Shady Lane Farms, LLC	9245 S. 72nd Ave. Montague, Michigan 49437 MUSKEGON		4/17/2024	6/30/2024	21
Woller's Shady Lane Farms, LLC	9273 S. 72nd Ave. Montague, Michigan 49437 MUSKEGON		4/17/2024	6/30/2024	21
Dennis W. Umlor Farms, LLC	2018 Wilson Rd. Conklin, Michigan 49403 OTTAWA		7/1/2024	9/4/2024	21
Dennis W. Umlor Farms, LLC	24th Ave. Conklin, Michigan 49403 OTTAWA		7/1/2024	9/4/2024	21
Dennis W. Umlor Farms, LLC	North Roosevelt Rd. Conklin, Michigan 49403 OTTAWA		7/1/2024	9/4/2024	21
First Pick Farms, Inc	10000 - 10702 132nd Ave. West Olive, Michigan 49460 OTTAWA		7/1/2024	9/4/2024	21
First Pick Farms, Inc	10699 132nd Ave. West Olive, Michigan 49460 OTTAWA		7/1/2024	9/4/2024	21
First Pick Farms, Inc	10999 Pine Acres Court Nunica, Michigan 49448 OTTAWA		7/1/2024	9/4/2024	21
First Pick Farms, Inc	11200 Buchanan St. Grand Haven, Michigan 49417 OTTAWA		7/1/2024	9/4/2024	21
First Pick Farms, Inc	11330 Wilson Rd. Nunica, Michigan 49448 OTTAWA		7/1/2024	9/4/2024	21

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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 §
First Pick Farms, Inc	11585 Fillmore St. West Olive, Michigan 49460 OTTAWA		7/1/2024	9/4/2024	21
First Pick Farms, Inc	11714 Pingree St. Grand Haven, Michigan 49417 OTTAWA		7/1/2024	9/4/2024	21
First Pick Farms, Inc	11775 Lake Michigan Dr. West Olive, Michigan 49460 OTTAWA		7/1/2024	9/4/2024	21
First Pick Farms, Inc	12731 - 12901 Taft St. Fruitport, Michigan 49415 MUSKEGON		7/1/2024	9/4/2024	21
First Pick Farms, Inc	13881 Tyler St. Holland, Michigan 49424 OTTAWA		7/1/2024	9/4/2024	21
First Pick Farms, Inc	14139 Lake Michigan Dr. West Olive, Michigan 49460 OTTAWA		7/1/2024	9/4/2024	21
First Pick Farms, Inc	14628 Pierce St. West Olive, Michigan 49460 OTTAWA		7/1/2024	9/4/2024	21
First Pick Farms, Inc	14733 Winans St. West Olive, Michigan 49460 OTTAWA		7/1/2024	9/4/2024	21
First Pick Farms, Inc	14753 Pierce St. West Olive, Michigan 49460 OTTAWA		7/1/2024	9/4/2024	21
First Pick Farms, Inc	14786 Winans St West Olive, Michigan 49460 OTTAWA		7/1/2024	9/4/2024	21

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First Pick Farms, Inc	148th and Pierce St. West Olive, Michigan 49460 OTTAWA		7/1/2024	9/4/2024	21
First Pick Farms, Inc	15364 Quincy St. Holland, Michigan 49424 OTTAWA		7/1/2024	9/4/2024	21
First Pick Farms, Inc	15424 Greenly St. Holland, Michigan 49424 OTTAWA		7/1/2024	9/4/2024	21
First Pick Farms, Inc	15453 Ransom St. Holland, Michigan 49424 OTTAWA		7/1/2024	9/4/2024	21
First Pick Farms, Inc	15615 Quincy St. Holland, Michigan 49424 OTTAWA		7/1/2024	9/4/2024	21
First Pick Farms, Inc	15875 Fillmore St. West Olive, Michigan 49460 OTTAWA		7/1/2024	9/4/2024	21
First Pick Farms, Inc	15911 Greenly St. Holland, Michigan 49424 OTTAWA		7/1/2024	9/4/2024	21
First Pick Farms, Inc	17091 Tantre Dr. Nunica, Michigan 49448 OTTAWA		7/1/2024	9/4/2024	21
First Pick Farms, Inc	3098 - 3200 East Bard Rd. Twin Lake, Michigan 49457 MUSKEGON		7/1/2024	9/4/2024	21
First Pick Farms, Inc	3458 - 3462 Sweeter Rd. Twin Lake, Michigan 49457 MUSKEGON		7/1/2024	9/4/2024	21

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First Pick Farms, Inc	4200 West Winston Rd. Montague, Michigan 49437 MUSKEGON		7/1/2024	9/4/2024	21
First Pick Farms, Inc	4206 - 4362 Michigan 120 Twin Lake, Michigan 49457 MUSKEGON		7/1/2024	9/4/2024	21
First Pick Farms, Inc	4210 - 4599 West McKinley Rd Montague, Michigan 49437 MUSKEGON		7/1/2024	9/4/2024	21
First Pick Farms, Inc	6800 - 7198 South 64th Ave. Montague, Michigan 49437 MUSKEGON		7/1/2024	9/4/2024	21
First Pick Farms, Inc	6901 - 7199 Judson Road Nunica, Michigan 49448 OTTAWA		7/1/2024	9/4/2024	21
First Pick Farms, Inc	7000 - 7398 South Maple Island Rd. Nunica, Michigan 49448 OTTAWA		7/1/2024	9/4/2024	21
First Pick Farms, Inc	7801 - 8291 Ellis Road Ravenna, Michigan 49451 MUSKEGON		7/1/2024	9/4/2024	21
First Pick Farms, Inc	9710 144th Ave. West Olive, Michigan 49460 OTTAWA		7/1/2024	9/4/2024	21
First Pick Farms, Inc	9717 144th Ave. West Olive, Michigan 49460 OTTAWA		7/1/2024	9/4/2024	21
First Pick Farms, Inc	9728 144th Ave. West Olive, Michigan 49460 OTTAWA		7/1/2024	9/4/2024	21

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First Pick Farms, Inc	9894 - 10106 160th Ave. West Olive, Michigan 49460 OTTAWA		7/1/2024	9/4/2024	21
Riley Orchards, Inc	1200 N. Water Rd. Hart, Michigan 49420 OCEANA		7/1/2024	9/4/2024	21
Riley Orchards, Inc	1300 N. 48th Ave. Mears, Michigan 49436 OCEANA		7/1/2024	9/4/2024	21
Riley Orchards, Inc	1300 N. 56th Ave. Mears, Michigan 49436 OCEANA		7/1/2024	9/4/2024	21
Riley Orchards, Inc	1705 N. 48th Ave. Mears, Michigan 49436 OCEANA		7/1/2024	9/4/2024	21
Riley Orchards, Inc	1801 W. Fox Rd. Mears, Michigan 49436 OCEANA		7/1/2024	9/4/2024	21
Riley Orchards, Inc	2201 N. 56th Ave. Mears, Michigan 49436 OCEANA		7/1/2024	9/4/2024	21
Riley Orchards, Inc	2600 W. Buchanan Rd. Shelby, Michigan 49455 OCEANA		7/1/2024	9/4/2024	21
Riley Orchards, Inc	3400 W. Lever Rd. Hart, Michigan 49420 OCEANA		7/1/2024	9/4/2024	21
Riley Orchards, Inc	3456 W. Fillmore Rd. Hart, Michigan 49420 OCEANA		7/1/2024	9/4/2024	21

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Riley Orchards, Inc	34587 W. Fillmore Rd. Hart, Michigan 49420 OCEANA		7/1/2024	9/4/2024	21
Riley Orchards, Inc	400 N. 40th Ave. Mears, Michigan 49436 OCEANA		7/1/2024	9/4/2024	21
Riley Orchards, Inc	4919 W. Fox Rd. Mears, Michigan 49436 OCEANA		7/1/2024	9/4/2024	21
Riley Orchards, Inc	5048 W. Poik Rd. Mears, Michigan 49436 OCEANA		7/1/2024	9/4/2024	21
Riley Orchards, Inc	5340 W. Taylor Rd. Mears, Michigan 49436 OCEANA		7/1/2024	9/4/2024	21
Riley Orchards, Inc	5340 W. Taylor Rd. Mears, Michigan 49436 OCEANA		7/1/2024	9/4/2024	21
Riley Orchards, Inc	5598 W. Taylor Rd. Mears, Michigan 49436 OCEANA		7/1/2024	9/4/2024	21
Riley Orchards, Inc	6399 W. Taylor Rd. Mears, Michigan 49436 OCEANA		7/1/2024	9/4/2024	21
Riley Orchards, Inc	6446 W. Taylor Rd. Mears, Michigan 49436 OCEANA		7/1/2024	9/4/2024	21
Riley Orchards, Inc	6600 W. Taylor Rd. Mears, Michigan 49436 OCEANA		7/1/2024	9/4/2024	21

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Riley Orchards, Inc	6801 W. Taylor Rd. Mears, Michigan 49436 OCEANA		7/1/2024	9/4/2024	21
Riley Orchards, Inc	7198 W. Taylor Rd. Mears, Michigan 49436 OCEANA		7/1/2024	9/4/2024	21
Riley Orchards, Inc	7199 W. Taylor Rd. Mears, Michigan 49436 OCEANA		7/1/2024	9/4/2024	21
RiverRidge LandCo, LLC	10670 Mason Drive Grant, Michigan 49327 NEWAYGO		7/1/2024	9/4/2024	21
RiverRidge LandCo, LLC	1111 Wilson St. Conklin, Michigan 49403 OTTAWA		7/1/2024	9/4/2024	21
RiverRidge LandCo, LLC	12345 Ferris Ave Grant, Michigan 49327 NEWAYGO		7/1/2024	9/4/2024	21
RiverRidge LandCo, LLC	21169 8th Ave Conklin, Michigan 49403 OTTAWA		7/1/2024	9/4/2024	21
RiverRidge LandCo, LLC	3537 North 160th Ave Walkerville, Michigan 49459 OCEANA		7/1/2024	9/4/2024	21
RiverRidge LandCo, LLC	570 Coolidge St Conklin, Michigan 49403 OTTAWA		7/1/2024	9/4/2024	21
RiverRidge LandCo, LLC	846 Hickory St. Conklin, Michigan 49403 OTTAWA		7/1/2024	9/4/2024	21

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RiverRidge LandCo, LLC	9000 Fruit Ridge Ave Sparta, Michigan 49435 KENT		7/1/2024	9/4/2024	21
Springdale Farms	100 W Kistler Rd Scottville, Michigan 49454 MASON		7/1/2024	9/4/2024	21
Springdale Farms	10307 N 11 Rd Mesick, Michigan 49668 WEXFORD		7/1/2024	9/4/2024	21
Springdale Farms	10623 N 9 Rd Mesick, Michigan 49668 WEXFORD		7/1/2024	9/4/2024	21
Springdale Farms	10654 N 7th Rd Mesick, Michigan 49668 WEXFORD		7/1/2024	9/4/2024	21
Springdale Farms	10736 N 11 Rd Mesick, Michigan 49668 WEXFORD		7/1/2024	9/4/2024	21
Springdale Farms	10867 N 11 Rd Mesick, Michigan 49668 WEXFORD		7/1/2024	9/4/2024	21
Springdale Farms	10991 S M 37 Buckley, Michigan 49620 WEXFORD		7/1/2024	9/4/2024	21
Springdale Farms	11502 N 11 Rd Mesick, Michigan 49620 WEXFORD		7/1/2024	9/4/2024	21
Springdale Farms	11653 Karlin Rd Buckley, Michigan 49620 WEXFORD		7/1/2024	9/4/2024	21

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Springdale Farms	11731 S M 37 Buckley, Michigan 49620 WEXFORD		7/1/2024	9/4/2024	21
Springdale Farms	120 E Wilson Rd Scottville, Michigan 49454 MASON		7/1/2024	9/4/2024	21
Springdale Farms	1221 W Kinney Rd Scottville, Michigan 49454 MASON		7/1/2024	9/4/2024	21
Springdale Farms	137 E Wilson Rd Scottville, Michigan 49454 MASON		7/1/2024	9/4/2024	21
Springdale Farms	1392 W Kinney Rd Scottville, Michigan 49454 MASON		7/1/2024	9/4/2024	21
Springdale Farms	1613 S Scottville, Michigan 49454 MASON		7/1/2024	9/4/2024	21
Springdale Farms	163 N. Amber Rd Scottville, Michigan 49454 MASON		7/1/2024	9/4/2024	21
Springdale Farms	1990 E Morrison Rd Custer, Michigan 49405 MASON		7/1/2024	9/4/2024	21
Springdale Farms	2100 E Anthony Rd Custer, Michigan 49405 MASON		7/1/2024	9/4/2024	21
Springdale Farms	2345 Conrad Rd Scottville, Michigan 49454 MASON		7/1/2024	9/4/2024	21

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Springdale Farms	2585 S. Custer Rd Custer, Michigan 49405 MASON		7/1/2024	9/4/2024	21
Springdale Farms	280 W Kinney Rd Scottville, Michigan 49454 MASON		7/1/2024	9/4/2024	21
Springdale Farms	2800 N. Peterson Rd Ludington, Michigan 49431 MASON		7/1/2024	9/4/2024	21
Springdale Farms	3000 W Kinney Rd Ludington, Michigan 49431 MASON		7/1/2024	9/4/2024	21
Springdale Farms	3027 W Groth Rd Ludington, Michigan 49431 MASON		7/1/2024	9/4/2024	21
Springdale Farms	3360 S Schwass Rd Scottville, Michigan 49454 MASON		7/1/2024	9/4/2024	21
Springdale Farms	3378 S Scottville Rd Scottville, Michigan 49454 MASON		7/1/2024	9/4/2024	21
Springdale Farms	3430 W Kinney Rd Scottville, Michigan 49454 MASON		7/1/2024	9/4/2024	21
Springdale Farms	3461-3999 W. Dewey Rd Ludington, Michigan 49431 MASON		7/1/2024	9/4/2024	21
Springdale Farms	3480 Dewey Rd Ludington, Michigan 49431 MASON		7/1/2024	9/4/2024	21

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Springdale Farms	3601-3997 S Appleton Rd Scottville, Michigan 49454 MASON		7/1/2024	9/4/2024	21
Springdale Farms	3750 S Appleton Rd Scottville, Michigan 49454 MASON		7/1/2024	9/4/2024	21
Springdale Farms	4001 S Gordon Rd Scottville, Michigan 49454 MASON		7/1/2024	9/4/2024	21
Springdale Farms	4200 E 1rst St. Custer, Michigan 49405 MASON		7/1/2024	9/4/2024	21
Springdale Farms	4852 N 7 Rd. Mesick, Michigan 49668 WEXFORD		7/1/2024	9/4/2024	21
Springdale Farms	500 E Meisenheimer Rd Scottville, Michigan 49454 MASON		7/1/2024	9/4/2024	21
Springdale Farms	5344 N US 31 Fountain, Michigan 49410 MASON		7/1/2024	9/4/2024	21
Springdale Farms	5499 Elliot Rd Buckley, Michigan 49620 WEXFORD		7/1/2024	9/4/2024	21
Springdale Farms	5500 S Darr Rd Scottville, Michigan 49454 MASON		7/1/2024	9/4/2024	21
Springdale Farms	591-665 W 1rst St Scottville, Michigan 49454 MASON		7/1/2024	9/4/2024	21

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Springdale Farms	60 N Custer Rd Custer, Michigan 49405 MASON		7/1/2024	9/4/2024	21
Springdale Farms	620 W 1st St Scottville, Michigan 49454 MASON		7/1/2024	9/4/2024	21
Springdale Farms	6558 S Custer Rd Custer, Michigan 49405 MASON		7/1/2024	9/4/2024	21
Springdale Farms	6763 W 2 1/2 Rd Buckley, Michigan 49620 WEXFORD		7/1/2024	9/4/2024	21
Springdale Farms	7448 W 4 Rd Mesick, Michigan 49668 WEXFORD		7/1/2024	9/4/2024	21
Springdale Farms	7760 W 2 Rd Buckley, Michigan 49620 WEXFORD		7/1/2024	9/4/2024	21
Springdale Farms	777 W 1st. St Scottville, Michigan 49454 MASON		7/1/2024	9/4/2024	21
Springdale Farms	7778 W 4 Rd Mesick, Michigan 49668 WEXFORD		7/1/2024	9/4/2024	21
Springdale Farms	7779 W 4 Rd Mesick, Michigan 49668 WEXFORD		7/1/2024	9/4/2024	21
Springdale Farms	7860 W 4 Rd Mesick, Michigan 49668 WEXFORD		7/1/2024	9/4/2024	21

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Springdale Farms	800 W 6 1/2 Rd Mesick, Michigan 49668 WEXFORD		7/1/2024	9/4/2024	21
Springdale Farms	8110 W 4 Rd Mesick, Michigan 49668 WEXFORD		7/1/2024	9/4/2024	21
Springdale Farms	8111 W 4 Rd Mesick, Michigan 49668 WEXFORD		7/1/2024	9/4/2024	21
Springdale Farms	8166 W 4 Rd Mesick, Michigan 49668 WEXFORD		7/1/2024	9/4/2024	21
Springdale Farms	8760 Ramsey Rd Buckley, Michigan 49620 WEXFORD		7/1/2024	9/4/2024	21
Springdale Farms	922 W Kinney Rd Scottville, Michigan 49454 MASON		7/1/2024	9/4/2024	21
Springdale Farms	9299 Steed Rd Buckley, Michigan 49620 WEXFORD		7/1/2024	9/4/2024	21
Springdale Farms	965 Gordon Rd.Scotville Scottville, Michigan 49454 MASON		7/1/2024	9/4/2024	21
Springdale Farms	9670 W County Line Rd Buckley, Michigan 49620 WEXFORD		7/1/2024	9/4/2024	21
Springdale Farms	9852 N 7 Rd Mesick, Michigan 49668 WEXFORD		7/1/2024	9/4/2024	21

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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 §
Springdale Farms	N 7 Rd Irrigation Buckley, Michigan 49620 WEXFORD		7/1/2024	9/4/2024	21
Bueshel Fruit & Dairy, LLC	21379 16th Ave Conklin, Michigan OTTAWA		9/5/2024	11/1/2024	21
Bueshel Fruit & Dairy, LLC	21379 16th Ave Conklin, Michigan OTTAWA		9/5/2024	11/1/2024	21
Bueshel Fruit & Dairy, LLC	21064 16th Ave Conklin, Michigan OTTAWA		9/5/2024	11/1/2024	21
Bueshel Fruit & Dairy, LLC	21015 16th Ave Conklin, Michigan OTTAWA		9/5/2024	11/1/2024	21
Dennis W. Umlor Farms, LLC	2018 Wilson Rd. Conklin, Michigan 49403 OTTAWA		9/5/2024	11/1/2024	21
Dennis W. Umlor Farms, LLC	24th Ave. Conklin, Michigan 49403 OTTAWA		9/5/2024	11/1/2024	21
Dennis W. Umlor Farms, LLC	North Roosevelt Rd. Conklin, Michigan 49403 OTTAWA		9/5/2024	11/1/2024	21
DeRuiter Farms	1200 W. Buchanan Rd. Shelby, Michigan 49455 OCEANA		9/5/2024	11/1/2024	21
DeRuiter Farms	1876-1933 E Polk Rd. Hart, Michigan 49420 OCEANA		9/5/2024	11/1/2024	21

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DeRuiter Farms	199 - 155 N 88th Hart, Michigan 49420 OCEANA		9/5/2024	11/1/2024	21
DeRuiter Farms	2000 N. Water Rd. Hart, Michigan 49420 OCEANA		9/5/2024	11/1/2024	21
DeRuiter Farms	2200 N. 128th Ave Hart, Michigan 49420 OCEANA		9/5/2024	11/1/2024	21
DeRuiter Farms	2200 W. Hazel Rd. Hart, Michigan 49420 OCEANA		9/5/2024	11/1/2024	21
DeRuiter Farms	2300 N. 72nd Ave. Hart, Michigan 49420 OCEANA		9/5/2024	11/1/2024	21
DeRuiter Farms	2313 - 1601 N 72nd Ave. Hart, Michigan 49420 OCEANA		9/5/2024	11/1/2024	21
DeRuiter Farms	2530 - 2904 W Filmore Rd. Hart, Michigan 49420 OCEANA		9/5/2024	11/1/2024	21
DeRuiter Farms	2800 W. Filmore Rd. Hart, Michigan 49420 OCEANA		9/5/2024	11/1/2024	21
DeRuiter Farms	3000 N. 116th Ave. Hart, Michigan 49420 OCEANA		9/5/2024	11/1/2024	21
DeRuiter Farms	3262 W. Jackson Rd. Hart, Michigan 49420 OCEANA		9/5/2024	11/1/2024	21

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DeRuiter Farms	3458 - 3452 W Filmore Rd. Hart, Michigan 49420 OCEANA		9/5/2024	11/1/2024	21
DeRuiter Farms	3650 W. Filmore Rd. Hart, Michigan 49420 OCEANA		9/5/2024	11/1/2024	21
DeRuiter Farms	3710 W Scout Rd. Hart, Michigan 49420 OCEANA		9/5/2024	11/1/2024	21
DeRuiter Farms	3884 W. Taylor Rd. Hart, Michigan 49420 OCEANA		9/5/2024	11/1/2024	21
DeRuiter Farms	760 W. Jackson Rd. Hart, Michigan 49420 OCEANA		9/5/2024	11/1/2024	21
DeRuiter Farms	8500 Buchanan Rd. Shelby, Michigan 49455 OCEANA		9/5/2024	11/1/2024	21
DeRuiter Farms	863-942 W Tyler Rd. Hart, Michigan 49420 OCEANA		9/5/2024	11/1/2024	21
DeRuiter Farms	900 W. Taylor Rd. Hart, Michigan 49420 OCEANA		9/5/2024	11/1/2024	21
Gamble Orchards, LLC	3117 60th Ave Hart, Michigan 49420 OCEANA		9/5/2024	11/1/2024	21
Gamble Orchards, LLC	3300 72nd Ave Hart, Michigan 49420 OCEANA		9/5/2024	11/1/2024	21

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Gamble Orchards, LLC	3400 N 44th Ave Mears, Michigan 49436 OCEANA		9/5/2024	11/1/2024	21
Gamble Orchards, LLC	3600 Monroe Road Hart, Michigan 49420 OCEANA		9/5/2024	11/1/2024	21
George Goodfellow Orchard's	2565 12 Mile Road Sparta, Michigan 49345 KENT		9/5/2024	11/1/2024	21
George Goodfellow Orchard's	2755 11 Mile Road Sparta, Michigan 49345 KENT		9/5/2024	11/1/2024	21
Green Tree Orchards, LLC	21242 8th Ave Conklin, Michigan 49403 OTTAWA		9/5/2024	11/1/2024	21
Green Tree Orchards, LLC	216 E Waterloo St. Casanovia, Michigan 49318 MUSKEGON		9/5/2024	11/1/2024	21
Green Tree Orchards, LLC	3750 8 Mile Rd NW Grand Rapids, Michigan 49544 KENT		9/5/2024	11/1/2024	21
Green Tree Orchards, LLC	3981 8 Mile Rd. Sparta, Michigan 49345 KENT		9/5/2024	11/1/2024	21
Green Tree Orchards, LLC	4375 10 Mile Rd. NW Sparta, Michigan 49345 KENT		9/5/2024	11/1/2024	21
Green Tree Orchards, LLC	467 Coolidge St. Conklin, Michigan 49403 OTTAWA		9/5/2024	11/1/2024	21

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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 §
Green Tree Orchards, LLC	7151, 7175 & 7275 Fruit Ridge Ave. Sparta, Michigan 49345 KENT		9/5/2024	11/1/2024	21
Green Tree Orchards, LLC	8685 Fruit Ridge NW Sparta, Michigan 49345 KENT		9/5/2024	11/1/2024	21
Green Tree Orchards, LLC	9557 Fruit Ridge Ave. NW Sparta, Michigan 49345 KENT		9/5/2024	11/1/2024	21
Herrygers Farms	1049 N. 136th Ave Hart, Michigan 49420 OCEANA		9/5/2024	11/1/2024	21
Herrygers Farms	1261 N. 136th Ave Hart, Michigan 49420 OCEANA		9/5/2024	11/1/2024	21
Herrygers Farms	2000 E Fillmore Rd. Hart, Michigan 49420 OCEANA		9/5/2024	11/1/2024	21
Herrygers Farms	300 S. 104th Ave Shelby, Michigan 49455 OCEANA		9/5/2024	11/1/2024	21
Near Orchards	1719 W Shelby Rd Shelby, Michigan 49455 OCEANA		9/5/2024	11/1/2024	21
New Leaf Orchards, LLC	1021 W 108th St. Grant, Michigan 49327 NEWAYGO		9/5/2024	11/1/2024	21
New Leaf Orchards, LLC	1336 108th St. Grant, Michigan 49327 NEWAYGO		9/5/2024	11/1/2024	21

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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 §
New Leaf Orchards, LLC	1473 4 Mile Rd. Grand Rapids, Michigan 49544 KENT		9/5/2024	11/1/2024	21
New Leaf Orchards, LLC	16170 Fruit Ridge Ave Kent City, Michigan 49330 KENT		9/5/2024	11/1/2024	21
New Leaf Orchards, LLC	16250 Albretch Ave. Cedar Springs, Michigan 49319 KENT		9/5/2024	11/1/2024	21
New Leaf Orchards, LLC	16991 Fruit Ridge Ave Kent City, Michigan 49330 KENT		9/5/2024	11/1/2024	21
New Leaf Orchards, LLC	17651 Algoma Ave. Cedar Springs, Michigan 49319 KENT		9/5/2024	11/1/2024	21
New Leaf Orchards, LLC	4375 20 Mile Rd Kent City, Michigan 49330 KENT		9/5/2024	11/1/2024	21
R. Versluis Fruit Farm	6750 Bristol Avenue NW Comstock Park, Michigan KENT		9/5/2024	11/1/2024	21
R. Versluis Fruit Farm	940 8 Mile Road NW Comstock Park, Michigan KENT		9/5/2024	11/1/2024	21
R. Versluis Fruit Farm	1909 8 Mile Road NW Comstock Park, Michigan KENT		9/5/2024	11/1/2024	21
R. Versluis Fruit Farm	10418 Erickson Field Northeast Rockford, Michigan KENT		9/5/2024	11/1/2024	21

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R. Versluis Fruit Farm	11905 Montcalm Road Greenville, Michigan MONTCALM		9/5/2024	11/1/2024	21
Riley Orchards, Inc	1200 N. Water Rd. Hart, Michigan 49420 OCEANA		9/5/2024	11/1/2024	21
Riley Orchards, Inc	1300 N. 48th Ave. Mears, Michigan 49436 OCEANA		9/5/2024	11/1/2024	21
Riley Orchards, Inc	1300 N. 56th Ave. Mears, Michigan 49436 OCEANA		9/5/2024	11/1/2024	21
Riley Orchards, Inc	1705 N. 48th Ave. Mears, Michigan 49436 OCEANA		9/5/2024	11/1/2024	21
Riley Orchards, Inc	1801 W. Fox Rd. Mears, Michigan 49436 OCEANA		9/5/2024	11/1/2024	21
Riley Orchards, Inc	2201 N. 56th Ave. Mears, Michigan 49436 OCEANA		9/5/2024	11/1/2024	21
Riley Orchards, Inc	2600 W. Buchanan Rd. Shelby, Michigan 49455 OCEANA		9/5/2024	11/1/2024	21
Riley Orchards, Inc	3400 W. Lever Rd. Hart, Michigan 49420 OCEANA		9/5/2024	11/1/2024	21
Riley Orchards, Inc	3456 W. Fillmore Rd. Hart, Michigan 49420 OCEANA		9/5/2024	11/1/2024	21

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Riley Orchards, Inc	34587 W. Fillmore Rd. Hart, Michigan 49420 OCEANA		9/5/2024	11/1/2024	21
Riley Orchards, Inc	400 N. 40th Ave. Mears, Michigan 49436 OCEANA		9/5/2024	11/1/2024	21
Riley Orchards, Inc	4919 W. Fox Rd. Mears, Michigan 49436 OCEANA		9/5/2024	11/1/2024	21
Riley Orchards, Inc	5048 W. Poik Rd. Mears, Michigan 49436 OCEANA		9/5/2024	11/1/2024	21
Riley Orchards, Inc	5340 W. Taylor Rd. Mears, Michigan 49436 OCEANA		9/5/2024	11/1/2024	21
Riley Orchards, Inc	5598 W. Taylor Rd. Mears, Michigan 49436 OCEANA		9/5/2024	11/1/2024	21
Riley Orchards, Inc	6399 W. Taylor Rd. Mears, Michigan 49436 OCEANA		9/5/2024	11/1/2024	21
Riley Orchards, Inc	6446 W. Taylor Rd. Mears, Michigan 49436 OCEANA		9/5/2024	11/1/2024	21
Riley Orchards, Inc	6600 W. Taylor Rd. Mears, Michigan 49436 OCEANA		9/5/2024	11/1/2024	21
Riley Orchards, Inc	6801 W. Taylor Rd. Mears, Michigan 49436 OCEANA		9/5/2024	11/1/2024	21

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Riley Orchards, Inc	7198 W. Taylor Rd. Mears, Michigan 49436 OCEANA		9/5/2024	11/1/2024	21
Riley Orchards, Inc	7199 W. Taylor Rd. Mears, Michigan 49436 OCEANA		9/5/2024	11/1/2024	21
RiverRidge LandCo, LLC	10670 Mason Drive Grant, Michigan 49327 NEWAYGO		9/5/2024	11/1/2024	21
RiverRidge LandCo, LLC	1111 Wilson St. Conklin, Michigan 49403 OTTAWA		9/5/2024	11/1/2024	21
RiverRidge LandCo, LLC	12345 Ferris Ave Grant, Michigan 49327 NEWAYGO		9/5/2024	11/1/2024	21
RiverRidge LandCo, LLC	21169 8th Ave Conklin, Michigan 49403 OTTAWA		9/5/2024	11/1/2024	21
RiverRidge LandCo, LLC	3537 North 160th Ave Walkerville, Michigan 49459 OCEANA		9/5/2024	11/1/2024	21
RiverRidge LandCo, LLC	570 Coolidge St Conklin, Michigan 49403 OTTAWA		9/5/2024	11/1/2024	21
RiverRidge LandCo, LLC	846 Hickory St. Conklin, Michigan 49403 OTTAWA		9/5/2024	11/1/2024	21
RiverRidge LandCo, LLC	9000 Fruit Ridge Ave Sparta, Michigan 49435 KENT		9/5/2024	11/1/2024	21

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Roossinck Orchards	5180 S. Dickinson Ave Fremont, Michigan 49412 NEWAYGO		9/5/2024	11/1/2024	21
Roossinck Orchards	6565 S. Green Ave Fremont, Michigan 49412 NEWAYGO		9/5/2024	11/1/2024	21
Roossinck Orchards	6565 S. Green Ave Fremont, Michigan 49412 NEWAYGO		9/5/2024	11/1/2024	21
Roossinck Orchards	6970 W. Baseline Rd Fremont, Michigan 49412 NEWAYGO		9/5/2024	11/1/2024	21
Roossinck Orchards	8592 W. 60th St Fremont, Michigan 49412 NEWAYGO		9/5/2024	11/1/2024	21
Roossinck Orchards	8990 W. 60th St Fremont, Michigan 49412 NEWAYGO		9/5/2024	11/1/2024	21
Roossinck Orchards	9260 W. 56th St Fremont, Michigan 49412 NEWAYGO		9/5/2024	11/1/2024	21
Roossinck Orchards	9333 W. 56th St Fremont, Michigan 49412 NEWAYGO		9/5/2024	11/1/2024	21
Schweitzer Orchard's, LLC	7641 Baumhoff Ave NW Sparta, Michigan 49345 KENT		9/5/2024	11/1/2024	21
Schweitzer Orchard's, LLC	7744 Baumhoff Ave NW Sparta, Michigan 49345 KENT		9/5/2024	11/1/2024	21

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Schweitzer Orchard's, LLC	7755 Baumhoff Ave NW Sparta, Michigan 49345 KENT		9/5/2024	11/1/2024	21
Schweitzer Orchard's, LLC	7939 Baumhoff Ave NW Sparta, Michigan 49345 KENT		9/5/2024	11/1/2024	21
Schweitzer Orchard's, LLC	8035 Baumhoff Ave NW Sparta, Michigan 49345 KENT		9/5/2024	11/1/2024	21
Skaneec Orchard Company, LLC	10562 Gordon Ave. Grant, Michigan 49327 NEWAYGO		9/5/2024	11/1/2024	21
Skaneec Orchard Company, LLC	305 Kenowa Ave. Casnovia, Michigan 49318 MUSKEGON		9/5/2024	11/1/2024	21
Springdale Farms	100 W Kistler Rd Scottville, Michigan 49454 MASON		9/5/2024	11/1/2024	21
Springdale Farms	10307 N 11 Rd Mesick, Michigan 49668 WEXFORD		9/5/2024	11/1/2024	21
Springdale Farms	10623 N 9 Rd Mesick, Michigan 49668 WEXFORD		9/5/2024	11/1/2024	21
Springdale Farms	10654 N 7th Rd Mesick, Michigan 49668 WEXFORD		9/5/2024	11/1/2024	21
Springdale Farms	10736 N 11 Rd Mesick, Michigan 49668 WEXFORD		9/5/2024	11/1/2024	21

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Springdale Farms	10867 N 11 Rd Mesick, Michigan 49668 WEXFORD		9/5/2024	11/1/2024	21
Springdale Farms	10991 S M 37 Buckley, Michigan 49620 WEXFORD		9/5/2024	11/1/2024	21
Springdale Farms	11502 N 11 Rd Mesick, Michigan 49620 WEXFORD		9/5/2024	11/1/2024	21
Springdale Farms	11653 Karlin Rd Buckley, Michigan 49620 WEXFORD		9/5/2024	11/1/2024	21
Springdale Farms	11731 S M 37 Buckley, Michigan 49620 WEXFORD		9/5/2024	11/1/2024	21
Springdale Farms	120 E Wilson Rd Scottville, Michigan 49454 MASON		9/5/2024	11/1/2024	21
Springdale Farms	1221 W Kinney Rd Scottville, Michigan 49454 MASON		9/5/2024	11/1/2024	21
Springdale Farms	137 E Wilson Rd Scottville, Michigan 49454 MASON		9/5/2024	11/1/2024	21
Springdale Farms	1392 W Kinney Rd Scottville, Michigan 49454 MASON		9/5/2024	11/1/2024	21
Springdale Farms	1613 S Scottville, Michigan 49454 MASON		9/5/2024	11/1/2024	21

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Springdale Farms	163 N. Amber Rd Scottville, Michigan 49454 MASON		9/5/2024	11/1/2024	21
Springdale Farms	1990 E Morrison Rd Custer, Michigan 49405 MASON		9/5/2024	11/1/2024	21
Springdale Farms	2100 E Anthony Rd Custer, Michigan 49405 MASON		9/5/2024	11/1/2024	21
Springdale Farms	2345 Conrad Rd Scottville, Michigan 49454 MASON		9/5/2024	11/1/2024	21
Springdale Farms	2585 S. Custer Rd Custer, Michigan 49405 MASON		9/5/2024	11/1/2024	21
Springdale Farms	280 W Kinney Rd Scottville, Michigan 49454 MASON		9/5/2024	11/1/2024	21
Springdale Farms	2800 N. Peterson Rd Ludington, Michigan 49431 MASON		9/5/2024	11/1/2024	21
Springdale Farms	3000 W Kinney Rd Ludington, Michigan 49431 MASON		9/5/2024	11/1/2024	21
Springdale Farms	3027 W Groth Rd Ludington, Michigan 49431 MASON		9/5/2024	11/1/2024	21
Springdale Farms	3360 S Schwass Rd Scottville, Michigan 49454 MASON		9/5/2024	11/1/2024	21

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Springdale Farms	3378 S Scottville Rd Scottville, Michigan 49454 MASON		9/5/2024	11/1/2024	21
Springdale Farms	3430 W Kinney Rd Scottville, Michigan 49454 MASON		9/5/2024	11/1/2024	21
Springdale Farms	3461-3999 W. Dewey Rd Ludington, Michigan 49431 MASON		9/5/2024	11/1/2024	21
Springdale Farms	3480 Dewey Rd Ludington, Michigan 49431 MASON		9/5/2024	11/1/2024	21
Springdale Farms	3601-3997 S Appleton Rd Scottville, Michigan 49454 MASON		9/5/2024	11/1/2024	21
Springdale Farms	3750 S Appleton Rd Scottville, Michigan 49454 MASON		9/5/2024	11/1/2024	21
Springdale Farms	4001 S Gordon Rd Scottville, Michigan 49454 MASON		9/5/2024	11/1/2024	21
Springdale Farms	4200 E 1st St. Custer, Michigan 49405 MASON		9/5/2024	11/1/2024	21
Springdale Farms	4852 N 7 Rd. Mesick, Michigan 49668 WEXFORD		9/5/2024	11/1/2024	21
Springdale Farms	500 E Meisenheimer Rd Scottville, Michigan 49454 MASON		9/5/2024	11/1/2024	21

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Springdale Farms	5344 N US 31 Fountain, Michigan 49410 MASON		9/5/2024	11/1/2024	21
Springdale Farms	5499 Elliot Rd Buckley, Michigan 49620 WEXFORD		9/5/2024	11/1/2024	21
Springdale Farms	5500 S Darr Rd Scottville, Michigan 49454 MASON		9/5/2024	11/1/2024	21
Springdale Farms	591-665 W 1st St Scottville, Michigan 49454 MASON		9/5/2024	11/1/2024	21
Springdale Farms	60 N Custer Rd Custer, Michigan 49405 MASON		9/5/2024	11/1/2024	21
Springdale Farms	620 W 1st St Scottville, Michigan 49454 MASON		9/5/2024	11/1/2024	21
Springdale Farms	6558 S Custer Rd Custer, Michigan 49405 MASON		9/5/2024	11/1/2024	21
Springdale Farms	6763 W 2 1/2 Rd Buckley, Michigan 49620 WEXFORD		9/5/2024	11/1/2024	21
Springdale Farms	7448 W 4 Rd Mesick, Michigan 49668 WEXFORD		9/5/2024	11/1/2024	21
Springdale Farms	7760 W 2 Rd Buckley, Michigan 49620 WEXFORD		9/5/2024	11/1/2024	21

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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 §
Springdale Farms	777 W 1rst. St Scottville, Michigan 49454 MASON		9/5/2024	11/1/2024	21
Springdale Farms	7778 W 4 Rd Mesick, Michigan 49668 WEXFORD		9/5/2024	11/1/2024	21
Springdale Farms	7779 W 4 Rd Mesick, Michigan 49668 WEXFORD		9/5/2024	11/1/2024	21
Springdale Farms	7860 W 4 Rd Mesick, Michigan 49668 WEXFORD		9/5/2024	11/1/2024	21
Springdale Farms	800 W 6 1/2 Rd Mesick, Michigan 49668 WEXFORD		9/5/2024	11/1/2024	21
Springdale Farms	8110 W 4 Rd Mesick, Michigan 49668 WEXFORD		9/5/2024	11/1/2024	21
Springdale Farms	8111 W 4 Rd Mesick, Michigan 49668 WEXFORD		9/5/2024	11/1/2024	21
Springdale Farms	8166 W 4 Rd Mesick, Michigan 49668 WEXFORD		9/5/2024	11/1/2024	21
Springdale Farms	8760 Ramsey Rd Buckley, Michigan 49620 WEXFORD		9/5/2024	11/1/2024	21
Springdale Farms	922 W Kinney Rd Scottville, Michigan 49454 MASON		9/5/2024	11/1/2024	21

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 §
Springdale Farms	9299 Steed Rd Buckley, Michigan 49620 WEXFORD		9/5/2024	11/1/2024	21
Springdale Farms	965 Gordon Rd.Scotville Scottville, Michigan 49454 MASON		9/5/2024	11/1/2024	21
Springdale Farms	9670 W County Line Rd Buckley, Michigan 49620 WEXFORD		9/5/2024	11/1/2024	21
Springdale Farms	9852 N 7 Rd Mesick, Michigan 49668 WEXFORD		9/5/2024	11/1/2024	21
Springdale Farms	N 7 Rd Irrigation Buckley, Michigan 49620 WEXFORD		9/5/2024	11/1/2024	21
Steffens Orchards, LLC	1705 Wilson Conklin, Michigan 49403 OTTAWA		9/5/2024	11/1/2024	21
Steffens Orchards, LLC	22655 16th Ave Conklin, Michigan 49403 OTTAWA		9/5/2024	11/1/2024	21
Steffens Orchards, LLC	22725 16th Ave Conklin, Michigan 49403 OTTAWA		9/5/2024	11/1/2024	21
Steffens Orchards, LLC	2800 8 Mile Rd Grand Rapids, Michigan 49544 KENT		9/5/2024	11/1/2024	21
Steffens Orchards, LLC	2877 8 Mile Rd Grand Rapids, Michigan 49544 KENT		9/5/2024	11/1/2024	21

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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 §
Steffens Orchards, LLC	3253 10 Mile Rd Sparta, Michigan 49345 KENT		9/5/2024	11/1/2024	21
Steffens Orchards, LLC	4300 Fruit Ridge Grand Rapids, Michigan 49544 KENT		9/5/2024	11/1/2024	21
Steffens Orchards, LLC	4344 13 Mile Rd Sparta, Michigan 49345 KENT		9/5/2024	11/1/2024	21
Steffens Orchards, LLC	6370 Bristol Grand Rapids, Michigan 49544 KENT		9/5/2024	11/1/2024	21
Steffens Orchards, LLC	6690 Walker Ave Grand Rapids, Michigan 49544 KENT		9/5/2024	11/1/2024	21
Third Day Orchard Company, LLC	96TH AVE Shelby, Michigan OCEANA		9/5/2024	11/1/2024	21
Third Day Orchard Company, LLC	WOODROW RD Shelby, Michigan OCEANA		9/5/2024	11/1/2024	21
Third Day Orchard Company, LLC	102ND AVENUE Shelby, Michigan OCEANA		9/5/2024	11/1/2024	21
Timothy Tubbs Farms, LLC	1800 N. Oceana Dr. Hart, Michigan 49420 OCEANA		9/5/2024	11/1/2024	21
Timothy Tubbs Farms, LLC	2357 N. 56th Ave. Hart, Michigan 49420 OCEANA		9/5/2024	11/1/2024	21

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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 §
Timothy Tubbs Farms, LLC	309 W Tyler Rd. Hart, Michigan 49420 OCEANA		9/5/2024	11/1/2024	21
Timothy Tubbs Farms, LLC	3338 W. Abbey Rd. Hart, Michigan 49420 OCEANA		9/5/2024	11/1/2024	21
Timothy Tubbs Farms, LLC	3784 N Oceana Dr. Hart, Michigan 49420 OCEANA		9/5/2024	11/1/2024	21
Timothy Tubbs Farms, LLC	3799 N. 72nd Ave Hart, Michigan 49420 OCEANA		9/5/2024	11/1/2024	21
Timothy Tubbs Farms, LLC	3975 N. Oceana Dr. Hart, Michigan 49420 OCEANA		9/5/2024	11/1/2024	21
Timothy Tubbs Farms, LLC	3995 N. 72nd Ave. Hart, Michigan 49420 OCEANA		9/5/2024	11/1/2024	21
Timothy Tubbs Farms, LLC	4274 N. 68th Ave. Hart, Michigan 49420 OCEANA		9/5/2024	11/1/2024	21
Timothy Tubbs Farms, LLC	4585 W. Harrison Rd. Hart, Michigan 49420 OCEANA		9/5/2024	11/1/2024	21
Timothy Tubbs Farms, LLC	4863-5199 W. Tyler Rd. Hart, Michigan 49420 OCEANA		9/5/2024	11/1/2024	21
Timothy Tubbs Farms, LLC	4932 W. Tyler Rd. Hart, Michigan 49420 OCEANA		9/5/2024	11/1/2024	21

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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 §
Timothy Tubbs Farms, LLC	5185 N. 72nd Ave. Hart, Michigan 49420 OCEANA		9/5/2024	11/1/2024	21
Timothy Tubbs Farms, LLC	547 W Tyler Rd. Hart, Michigan 49420 OCEANA		9/5/2024	11/1/2024	21
Windy Ridge Orchards	452 Harding Conklin, Michigan 49403 OTTAWA		9/5/2024	11/1/2024	21
Windy Ridge Orchards	4750 Hayes Ave. Conklin, Michigan 49403 OTTAWA		9/5/2024	11/1/2024	21

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 checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	1623 E Jackson Road Hart, Michigan 49420 OCEANA	4/17/24 - 6/30/24 - 4/17/24 - 6/30/24	1	10	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	1705 N. 48th Ave. Mears, Michigan 49436 OCEANA	4/17/24 - 6/30/24 - 4/17/24 - 6/30/24	4	40	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	1785 N. 48th Ave Mears, Michigan 49436 OCEANA	4/17/24 - 6/30/24 - 4/17/24 - 6/30/24	6	37	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	2666 N. 116th Ave. Hart, Michigan 49420 OCEANA	4/17/24 - 6/30/24 - 4/17/24 - 6/30/24	2	18	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	3583 S. Appleton Rd. Scottville, Michigan 49454 MASON	4/17/24 - 6/30/24 - 4/17/24 - 6/30/24	3	26	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____

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



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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 checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	3601 N 48th Avenue Mears, Michigan 49431 OCEANA	4/17/24 - 6/30/24 - 4/17/24 - 6/30/24	8	55	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	396 E. Tyler Rd. Hart, Michigan 49420 OCEANA	4/17/24 - 6/30/24 - 4/17/24 - 6/30/24	6	36	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	4645 N. 152nd Ave Walkerville, Michigan 49459 OCEANA	4/17/24 - 6/30/24 - 4/17/24 - 6/30/24	6	36	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	4645 N. 152nd Ave. Walkerville, Michigan 49459 OCEANA	4/17/24 - 6/30/24 - 4/17/24 - 6/30/24	6	36	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	4752 W. Adams Rd Pentwater, Michigan 49449 OCEANA	4/17/24 - 6/30/24 - 4/17/24 - 6/30/24	4	27	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____

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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 checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	5729 W. Meisenheimer Rd. Ludington, Michigan 49431 MASON	4/17/24 - 6/30/24 - 4/17/24 - 6/30/24	4	56	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	5788 W. Meisenheimer Rd. Ludington, Michigan 49431 MASON	4/17/24 - 6/30/24 - 4/17/24 - 6/30/24	4	24	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	6736 W. Lake Rd Mears, Michigan 49436 OCEANA	4/17/24 - 6/30/24 - 4/17/24 - 6/30/24	1	5	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	6861 N 128th Hart, Michigan 49420 OCEANA	4/17/24 - 6/30/24 - 4/17/24 - 6/30/24	3	23	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	7207 W. Stoney Lake Rd. New Era, Michigan 49446 OCEANA	4/17/24 - 6/30/24 - 4/17/24 - 6/30/24	1	15	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____

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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 checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	8273 W. Stone Rd. Shelby, Michigan 49455 OCEANA	4/17/24 - 6/30/24 - 4/17/24 - 6/30/24	2	17	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	9334 N 120th Ave Hart, Michigan 49420 OCEANA	4/17/24 - 6/30/24 - 4/17/24 - 6/30/24	4	24	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	9334 N. 120th Ave. Hart, Michigan 49420 OCEANA	4/17/24 - 6/30/24 - 4/17/24 - 6/30/24	4	24	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	1413 E. Clock Road Hart, Michigan 49420 OCEANA	7/1/24 - 9/4/24 - 7/1/24 - 9/4/24	3	27	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	1621 E Monroe Road Hart, Michigan 49420 OCEANA	7/1/24 - 9/4/24 - 7/1/24 - 9/4/24	4	24	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____

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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 checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	1705 N. 48th Ave. Mears, Michigan 49420 OCEANA	7/1/24 - 9/4/24 - 7/1/24 - 9/4/24	4	40	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	1705 N. 48th Ave. Mears, Michigan 49420 OCEANA	7/1/24 - 9/4/24 - 7/1/24 - 9/4/24	4	40	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	1731 E. Minke Road Hart, Michigan 49420 OCEANA	7/1/24 - 9/4/24 - 7/1/24 - 9/4/24	4	28	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	1785 N. 48th Ave. Mears, Michigan 49436 OCEANA	7/1/24 - 9/4/24 - 7/1/24 - 9/4/24	6	37	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	1785 N. 48th Ave. Mears, Michigan 49436 OCEANA	7/1/24 - 9/4/24 - 7/1/24 - 9/4/24	6	37	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____

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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 checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	2666 N. 116th Ave. Hart, Michigan 49420 OCEANA	7/1/24 - 9/4/24 - 7/1/24 - 9/4/24	2	18	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	2799 E. Filmore Road Hart, Michigan 49420 OCEANA	7/1/24 - 9/4/24 - 7/1/24 - 9/4/24	2	11	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	2895 N 136th Ave Hart, Michigan 49420 OCEANA	7/1/24 - 9/4/24 - 7/1/24 - 9/4/24	2	12	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	3493 N 144th Ave Hart, Michigan 49420 OCEANA	7/1/24 - 9/4/24 - 7/1/24 - 9/4/24	4	24	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	3583 S. Appleton Rd. Scottville, Michigan 49454 MASON	7/1/24 - 9/4/24 - 7/1/24 - 9/4/24	3	26	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____

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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 checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	3601 N 48th Avenue Mears, Michigan 49436 OCEANA	7/1/24 - 9/4/24 - 7/1/24 - 9/4/24	8	55	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	3954 E. Hazel Road Hart, Michigan 49420 OCEANA	7/1/24 - 9/4/24 - 7/1/24 - 9/4/24	1	10	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	396 E. Tyler Rd. Hart, Michigan 49420 OCEANA	7/1/24 - 9/4/24 - 7/1/24 - 9/4/24	6	36	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	4645 N. 152nd Ave. Walkerville, Michigan 49459 OCEANA	7/1/24 - 9/4/24 - 7/1/24 - 9/4/24	6	36	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	4752 W. Adams Rd. Pentwater, Michigan 49449 OCEANA	7/1/24 - 9/4/24 - 7/1/24 - 9/4/24	4	27	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____

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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 checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	6861 N 128th Ave Hart, Michigan 49420 OCEANA	7/1/24 - 9/4/24 - 7/1/24 - 9/4/24	2	16	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	883 N 152nd Ave Hart, Michigan 49420 OCEANA	7/1/24 - 9/4/24 - 7/1/24 - 9/4/24	2	14	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	9334 N. 120th Ave. Hart, Michigan 49420 OCEANA	7/1/24 - 9/4/24 - 7/1/24 - 9/4/24	4	24	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	3504 Blundell Rd Ludington, Michigan 49431 MASON	4/17/24 - 6/30/24 - 4/17/24 - 6/30/24	4	24	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	7840 Wilson Rd. Nunica, Michigan 49448 OTTAWA	4/17/24 - 6/30/24 - 4/17/24 - 6/30/24	25	130	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____

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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 checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	345 W. Moore Road Grant, Michigan 49327 NEWAYGO	7/1/24 - 9/4/24 - 7/1/24 - 9/4/24	2	60	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	345 W. Moore Road Grant, Michigan 49327 NEWAYGO	9/5/24 - 11/1/24 - 9/5/24 - 11/1/24	2	60	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	1705 N. 48th Ave. Mears, Michigan 49436 OCEANA	9/5/24 - 11/1/24 - 9/5/24 - 11/1/24	4	40	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	1785 N. 48th Ave Mears, Michigan 49436 OCEANA	9/5/24 - 11/1/24 - 9/5/24 - 11/1/24	6	37	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	2018 Wilson Rd Conklin, Michigan 49403 OTTAWA	9/5/24 - 11/1/24 - 9/5/24 - 11/1/24	4	22	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____

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



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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 checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	2018 Wilson Rd Conklin, Michigan 49403 OTTAWA	7/1/24 - 9/4/24 - 7/1/24 - 9/4/24	4	22	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	2799 E. Filmore Road Hart, Michigan 49420 OCEANA	9/5/24 - 11/1/24 - 9/5/24 - 11/1/24	2	11	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	3583 S. Appleton Rd. Scottville, Michigan 49454 MASON	9/5/24 - 11/1/24 - 9/5/24 - 11/1/24	3	26	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	396 E. Tyler Rd. Hart, Michigan 49420 OCEANA	9/5/24 - 11/1/24 - 9/5/24 - 11/1/24	6	36	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	883 N 152nd Ave Hart, Michigan 49420 OCEANA	9/5/24 - 11/1/24 - 9/5/24 - 11/1/24	2	14	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____

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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 checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	10040 Poplar Ave Grant, Michigan 49327 NEWAYGO	9/5/24-11/1/24	10	54	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	10554 S. Gordon Ave Grant, Michigan 49327 NEWAYGO	9/5/24-11/1/24	4	24	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	10995 Peach Ridge Ave Sparta, Michigan 49345 KENT	9/5/24-11/1/24	6	38	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	12624 Ferris Ave Grant, Michigan 49345 NEWAYGO	9/5/24-11/1/24	8	48	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	20633 8th Ave Conklin, Michigan 49403 OTTAWA	9/5/24-11/1/24	6	34	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____

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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 checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	21015 16th Ave Conklin, Michigan 49403 OTTAWA	9/5/24-11/1/24	3	22	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	2747 E Scout Road Hart, Michigan 49420 OCEANA	9/5/24-11/1/24	4	24	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	2755 11 Mile Road Sparta, Michigan 49345 KENT	9/5/24-11/1/24	2	22	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	2877 8 Mile Road NW Grand Rapids, Michigan 49544 KENT	9/5/24-11/1/24	10	53	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input type="checkbox"/> Employer-provided <input checked="" type="checkbox"/> Rental or public accommodations	4375 10 Mile Road Sparta, Michigan 49345 KENT	9/5/24-11/1/24	3	9	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____

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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 checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	4375 20 Mile Road Kent City, Michigan 49330 KENT	9/5/24-11/1/24	8	56	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	4750 Hayes St Conklin, Michigan 49403 OTTAWA	9/5/24-11/1/24	12	58	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	5745 Stage Ave NW Grand Rapids, Michigan 49544 KENT	9/5/24-11/1/24	4	24	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	8592 60th Ave Fremont, Michigan 49412 NEWAYGO	9/5/24-11/1/24	2	12	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	9307 56th St Fremont, Michigan 49412 NEWAYGO	9/5/24-11/1/24	2	18	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____

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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 checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	9405 E Cleveland Road Fremont, Michigan 49412 NEWAYGO	9/5/24-11/1/24	4	22	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" 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 *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties
<p>3. Details of Material Term or Condition (up to 3,500 characters) *</p> <p><small>Crops/Commodities: crops including, but not limited to, tree fruit, vegetables and hops. First-line supervision and coordination of agricultural workers. Under the direction of farm management, assign tasks and monitor crop production operations. Train workers in techniques such as planting, cultivating, or harvesting and in use of safety measures. Train workers in safe equipment operation. Take directions from managers on work schedules, production requirements, and conditions of equipment and supplies. Maintain details of personnel actions. Operate employer's electronic time keeping system. First-line supervisors do not have direct hiring or firing authority, but may be asked by farm management to give warnings or take disciplinary action against works for safety or work rule violations.</small></p> <p><small>Rock/Roots/Stick/Brush Pick-Up and Removal: Worker will pick up hand rocks, roots, sticks, brush from ground and place on trailers, in loader buckets or piles. The use of pointed shovel, ax, loppers or pry bar may be necessary for help with pick up. Pay will be hourly. Worker will be required to walk, bend, kneel, stoop and lift for long periods of time.</small></p> <p><small>Hoeing: Worker will walk down rows of planted crops using a garden hoe to remove weeds from growing around and within the plants. Care must be exercised as to not dig up or harm the adjacent vegetable plants. Pay will be hourly. Worker must be able to walk, bend, kneel, stoop and stand for long periods of time and work at a steady and efficient pace.</small></p> <p><small>Weeding: Workers will remove weeds by use of a hoe/pickaxe from the walk-way and remove all weeds growing around plants by hand. Workers will remove weeds from the growing area by raking piles of debris and dispose of it as directed by the farm manager and or/crew supervisor.</small></p> <p><small>Pruning: The supervisor will set the standard for pruning a block of trees and will provide all the necessary equipment to perform the required task. Workers will be assigned rows of trees and must prune according to the predetermined standard as instructed by supervisors. All limbs and branches pruned must be removed from the tree and moved to the center of the drive row. Pruning may involve the use of ladders and motorized platforms. Hand pruners, hydraulic saws and air pruners may be used for cutting limbs. Prune unwanted vegetative growth. Must be able to identify and remove stubs or broken branches, downward-growing branches, branches which rub against each other, shaded interior branches, dead wood and shoots/suckers and selectively remove diseased limbs and branches due to fire blight and/or bacterial canker.</small></p> <p><small>Grafting: Grafting is when a section of a fruit tree stem with leaf buds is manually inserted into the stock of a planted fruit tree. Worker will be required to safely use a knife to cut off a branch of the understock, making a straight, slanting cut. Worker will then attach the cut section of the new stem to the stock of the tree and bind tightly with tape. All grafts must be covered with a protective coating immediately after completing the graft.</small></p> <p><small>General Farm Labor: Some of the work required from the worker to be performed that is incidental to farming crops listed in this application may be described as performing hand cultivation duties, planting crops/trees, transplanting (may include riding on a transplant machine), cutting spears and sorting, weeding or hoeing crops, root stock work, cleaning, repairing seed beds and racks, setting up and moving irrigation pipes and equipment.</small></p>			

b. Job Offer Information 2

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Deductions from Pay
<p>3. Details of Material Term or Condition (up to 3,500 characters) *</p> <p>DEDUCTIONS. Employer makes all deductions required by law (e.g., FICA, federal/state tax withholdings, court-ordered child support, etc.). Workers must pre-authorize voluntary deductions, which may include repayment of wage advances and/or loans, health insurance premiums, retirement plan contributions, and/or third-party payments or wage assignments for products or services furnished for the worker's benefit or convenience. All deductions comply with the Fair Labor Standards Act (FLSA) and applicable state law. Employer may deduct reasonable repair costs if the worker is found to be responsible for damage to housing beyond normal wear and tear. Employer may charge worker for reasonable cost of damages to property and/or replacement of tools and/or equipment if such damage is found to have been the result of worker's willful misconduct or gross negligence.</p>			

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

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H. Additional Material Terms and Conditions of the Job Offer

c. Job Offer Information 3

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Additional Information Regarding Job Qualifications/Requirements
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * This job requires a minimum of 6 months of agricultural experience working in a greenhouse overseeing crews handling mechanized and manual tasks. Crew supervisors are responsible for overseeing that farmworkers perform manual tasks with accuracy and efficiency. Applicants must be able to furnish verbal or written statement establishing relevant prior work experience. Saturday work required. Must be able to lift/carry 60 lbs. Employer-paid pre-employment and post-hire drug testing required. Criminal background check required. Workers must have either a U.S. CDL license with a Class B and Passenger Endorsement or a Mexican CDL - Digital Mexican License with A and B Endorsements.			

d. Job Offer Information 4

1. Section/Item Number *	F.1	2. Name of Section or Category of Material Term or Condition *	Daily Transportation
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Employer provides incidental transportation between worksites at no cost to workers. For workers residing in employer-provided housing, employer also provides free daily transportation to and from the worksite, and weekly transportation to closest town/city for personal errands (e.g., groceries, banking services). Exact transportation schedule varies depending on work location, work/weather conditions, and other factors, but shall occur within a reasonable time before/after workday begins/ends.			

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H. Additional Material Terms and Conditions of the Job Offer

e. Job Offer Information 5

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Duties Continued 1
<p>3. Details of Material Term or Condition (up to 3,500 characters) * Tasks the worker must be able to perform include: assist in pest controls; install culverts for field drainage; remove and reinstall sprinklers, remove debris, boxes, and discarded plants from fields to keep clean growing areas; general ranch maintenance; basic irrigation maintenance; clean and maintenance equipment and tools, assist in equipment cleaning, assist in applications by hand or tractor of fertilizers and or/pesticides; frost control of sprinklers, frost blanket coverings, or hoop coverings. Assist with farm building/field maintenance and repairs. Repair fences.</p> <p>May be necessary to assist in the use of farm equipment such as tractors, fork-lifts, trucks and harvest machinery, etc. Spray, mow and other miscellaneous field work. Workers must operate all equipment properly and in a manner that protects operator, others, the employer's products and property. Failure to comply with safety requirements and operating instructions may result in disciplinary action up to and including immediate termination.</p> <p>Blueberry Farm Clean-up: Workers will be required to perform miscellaneous blueberry farm clean-up work. These activities include pruning, repair and/or replace irrigation equipment, removal of debris and other general blueberry farm clean-up work as required.</p> <p>Blueberry Harvesting: Each worker will be assigned a picking badge for identification and for clocking in and out during the workday. The worker will keep the picking badge throughout the workday. Each worker will be given 2-4 buckets. Workers will move down assigned rows picking all ripe berries, placing them in buckets. Once full, each bucket weights approximately 6 lbs. When buckets are filled, the worker will immediately carry the bucket to the picking wagon. At the picking wagon, workers will dump each filled bucket into a lug where the worker will sort through the harvested berries and remove any berries that do not meet the company's quality/food safety standards. Each lug will then be inspected by the worker's supervisor to see if worker is following the companies operating procedures and quality control requirements. The worker will receive credit for the bucket picked once the Supervisor has inspected and approved the lug. Any lugs that are not approved by the Supervisor will be returned to the worker to be re-graded. Workers fruit that has passed inspection will then be stacked on a pallet. Harvester may receive disciplinary notice if quality continues to be an issue. At the end of the workday, workers will present their picking badge to the Supervisor to clock out and to get credit for the full amount of production that the worker picked during the day.</p> <p>Blueberry (Picking Machine) Harvester: This positions main objective is to be responsible in handling food products and following directions for proper cleanliness standards. Other responsibilities but not limited to, include riding behind a blueberry mechanical harvester (picking machine) loading and unloading 35-pound lugs filled with blueberries. Employees will be trained on the mechanical harvester operations such as safety, food defense, security, hygiene and sanitation according to food safety rules and regulations. Workers may be required to work a day or night shift.</p> <p>Peach Thinning: Thinning is a manual process used to control the size and quality of grown fruit. Worker must possess ability to pick up and handle 16-foot orchard ladder weighing 40 pounds.</p>			

f. Job Offer Information 6

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Duties Continued 2
<p>3. Details of Material Term or Condition (up to 3,500 characters) * Worker removes smallest fruit bloom, bud and/or identifiable fruit from within fruit cluster. Worker identifies and removes misshapen, damaged and/or other not quality fruit as directed by Employer. Worker hand thins peach tree to ensure proper fruit load.</p> <p>Apple Thinning: Thinning is a manual process used to control the size and quality of grown fruit. Worker must possess ability to pick up and handle 16-foot orchard ladder weighing 40 pounds. Worker removes smallest fruit bloom, bud and/or identifiable fruit from within fruit cluster. Worker identifies and removes misshapen, damaged and/or other not quality fruit as directed by Employer. Worker hand thins apple tree to ensure proper fruit load.</p> <p>Orchard Maintenance: Workers will perform any of the following duties: Hand thinning, strap and tie fruit trees for tree training (may require motorized platform); pick up rocks, roots and limbs, strip and pull suckers and training tree, install bamboo stakes, wires, clips, posts and irrigation tubing; pull weeds, spread mouse bait, clean equipment, build/repair tree trellises including setting bamboo, spread compost, remove strings and wire from trellises, cutting suckers and training trees, fixing boxes, graft fruit trees, cutting back fence rows, hanging deer deterrents, watering trees, putting on trees guards and other hand task. Care of young-non-producing fruit trees, including weeding, tree trunk painting, hand fertilizing, hand clipping and feathering trees. Tree trimming, thinning & tying, picking up rocks & sticks. Hand thinning apples and peaches. Workers may be on tractors spraying, general orchard Maintenance (new orchard establishment and maintaining current producing Orchards) on tractors and then during harvest moving bins empty and one full of fruit. Remove dead trees. Apply mylar reflective fabric.</p> <p>Peach & Pear Harvesting: Worker will harvest peaches to quality standards. Worker will use harvesting basket and pick fruit while standing on the ground and higher branches while standing on a ladder or motorized platform. Worker will pick according to grade, color, and size by gently grasping fruit with the hands and removing from the tree in a motion so as not to harm adjacent buds on the tree branches. Worker will fill bucket in a way that will distribute weight of produce evenly. Worker will carry basket of up to 60 lbs. and will place basket into wooden bins which hold approximately 10 bushels of fruit. Worker must exercise care at all times to prevent bruising of fruit or breaking of branches. Worker must be able to pick fruit without stem pulls, punctures, bruising or other damage which diminished quality. Worker must also exercise care to prevent knocking fruit with the ladder or a prop. Observation of bruised, damaged or cull fruit by supervisors will result in progressive disciplinary action. Worker may not pick up fruit that has been in contact with the ground. Worker must pick all fruit on the tree that meets quality standards. Worker will complete harvest preparation including spreading liners in bins, rolling bins into blocks by hand. Workers may also be required to thin, train, trim and plant peach trees as well as sort peaches.</p> <p>Zucchini Harvest: Workers will be engaged in harvesting soil grown crops by the use of a harvest aid. Harvesting will be taking place in a half field every other day depending on whether.</p>			

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H. Additional Material Terms and Conditions of the Job Offer

g. Job Offer Information 7

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Duties Continued 3
<p>3. Details of Material Term or Condition (up to 3,500 characters) * There will be a tractor driver that can be rotated around as needed from person to person. The size of zucchini will be determined by the grower at the time of harvest. The zucchini will be picked into 18- or 20-bushel boxes or (cardboard container at growers choice) by breaking the stem off or by using a knife at growers discretion. The boxes must be full and have a net weight of 825 lbs. When the harvest aid is full the tractor driver will drive the tractor to the loading pad where there will be a forklift. There they must unload harvest aid using forklift and stack boxes off to the side 2 high. At no time will there be anyone but the tractor driver riding on the harvest aid or forklift.</p> <p>Hard Squash Harvest: Workers will de-stem hard squash utilizing cutting tools and place hard squash in a straight line. Workers will walk, bend, and stoop sorting hard squash based on size and quality. Workers will pick up hard squash from ground, and place hard squash on the conveyor belt. Workers will clean up and sort hard squash in and around the dump site and load onto the tractor.</p> <p>Pumpkin Harvest: Workers will cut pumpkin stalks at required stalk length, workers will move pumpkins into row throughout the fields, while clearing a space for tractors to drive through, will remove dirt from pumpkins using hand brushes and cloth rags placing product stickers on the pumpkins. Once pumpkins are clean from mud and dirt, workers will go throughout the rows placing product stickers on the pumpkin's workers will harvest clean pumpkins with stickers on them throughout the fields and load them into pumpkin bins.</p> <p>Cherry Harvest: Worker harvests cherries to quality standards. Worker will use harvesting basket and pick fruit while standing on the ground and higher branches while standing on a ladder. Worker will pick according to grade, color and size by gently grasping fruit with the hands and removing from the tree in a motion so as not to harm adjacent buds on the tree branches. Worker will pick fruit with or without stems attached depending on the market at time of harvest. Worker will fill bucket in a way that will distribute weight of produce evenly. Worker will transfer fruit from picking basket to a cherry lug using extreme care to not bruise fruit in the process. Skim cherry tank. Worker must exercise care at all times to prevent bruising of fruit or breaking of branches. Workers must be able to pick fruit without punctures, bruising or other damage which diminishes quality. Worker must also exercise care to prevent knocking fruit with the ladder or a prop. Observation of bruised, damaged or cull fruit by supervisors will result in progressive disciplinary action, outlined in work rules below. Worker may not pick up fruit that has been in contact with the ground. Worker must pick all fruit on the tree that meets quality standards. Workers will drive fork / lift tractor's delivering empty cherry tanks to and from the field to the farm cooling pad. Workers will clean brush and debris out of cherry tanks. Workers will place liner's in, on, and around cherry tanks.</p> <p>Apple Harvest: Quality is essential. Different varieties of apples will be picked according to established company procedures based on the end use (spot picking for fresh; small percentage of culls for processing.) Workers must be able to differentiate between colors accurately in order to perform color-specific picking.</p>			

h. Job Offer Information 8

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Duties Continued 4
<p>3. Details of Material Term or Condition (up to 3,500 characters) * Care must be taken when picking so as not to damage or bruise fruit. Workers must be able to pick and dump fruit without stem pulls, punctures, bruising or other damage which diminishes quality. Observation of bruised, damaged or cull fruit by the supervisor, or as indicated on the pick quality report will result in a verbal disciplinary warning. A written disciplinary warning may occur when a bin is inspected and a significant number of culls, bruised or damaged fruit are found by the supervisor. Upon the third notice a worker's employment may be terminated. Company supervisors will explain and demonstrate if necessary picking requirements to all workers at the start of the season and as needed thereafter to ensure quality standards. Workers will be expected to pick apples in a timely manner, free of bruises and defects. For food and general safety purposes, all workers will be required to follow common sanitary practices, as specified by the employer, at all times. Work area must be kept clean and safe by keeping dropped fruit away from the bin in order to prevent missteps when emptying the picking bucket. Harvesting apples may require the use of ladders. The harvesting begins at the bottom of the tree, then the worker moves to the middle of the tree utilizing an aluminum ladder, then completes the harvest of the tree at the top, utilizing a wooden ladder, at the direction of the supervisor. Workers must be able to carry an 18- foot ladder and must be able to harvest at a height of up to 16 feet. Workers will be assigned to a row of apple trees or share a row of apples trees to harvest. Harvested fruit is placed gently into a picking container until full. This container may weigh up to 60 pounds. The picking bag must be worn around the shoulder, to the side, and not around the waist. There shall be no modification of picking bags (i.e. no lengthening of picking strings, etc.) unless approved by supervisor. Fill the bin completely with crown to meet specifications of supervisor/ quality control. Do not let fruit roll in the bin. The full picking container is gently emptied into a field bin, either plastic or wood, taking care not to bruise the fruit. Workers will stay on the assigned row, unless instructed to do otherwise by the supervisor. Some fruit is selectively harvested from the trees according to the color and maturity standards with two or three pickings of the same tree or trees. It is possible that a one to three-day period may occur in which no fruit is ready to be harvested. Some fruit is harvested from the tree entirely in one picking and workers will be required to remove all fruit from the tree. Clippers are used for some varieties for harvesting for removal of stems by clipping. Wooden and aluminum ladders from 4 feet to 18 feet in height will be used.</p> <p>Worker will hand harvest apples. Worker will attach harness, bucket or bag and pick low hanging fruit while standing on ground and higher branches while standing on a ladder. Worker will pick according to grade, color size, and degree of maturity by grasping fruit with the hands and removing from the tree in a motion so as not to harm adjacent buds on the tree branches. While harvesting the Honeycrisp variety, small hand clippers will be used to carefully cut the stem of the apple from the tree. Worker will carry harness, bucket or bag of up to 40 lbs. and will place fruit into wooden or plastic bins which hold approximately 18-20 bushels of fruit.</p>			

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H. Additional Material Terms and Conditions of the Job Offer

i. Job Offer Information 9

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Duties Continued 5
<p>3. Details of Material Term or Condition (up to 3,500 characters) * During special collection of drop apples and as an exception to the general application of GAP rules, workers may pick up by hand drop apples from the ground, place in 5-gallon buckets and dump the full buckets into the 18-20-bushel bins. Care must be exercised at all times to prevent bruising of fruit or breaking of branches and prevention of dropping apples on the ground. Some workers may be required to examine harvested fruit in bins and sort out any fruit not meeting the grade, color and size specifications. Harvest conditions vary based on weather patterns and market demands. Workers will be required to walk, bend, kneel and stoop for long periods of time. Motorized platforms or bin trailers may be used to assist with harvesting. Workers may be instructed not to pick some fruit due to flaws, defects, size and/or color that will not be fresh fruit. Workers may be required to place a foam or bubble pad in the bottom of the plastic or wooden bin for specified varieties. Ladders are to be leaned in an upright position against a tree when not in use. All ladders must be returned to end of row once work is completed for the day.</p> <p>Asparagus Harvest: Worker will hand harvest asparagus and plant asparagus. Asparagus plants can grow 3-10 inches per day, and during growing season, the field needs to be picked daily, or as often that is needed to meet quality and length requirements. In an asparagus field, asparagus pickers will sit in bent positions while riding on a specially-designed picking cart, while one of the pickers is designated as the driver of the picking cart in which they pick asparagus in their row while steering the cart with their feet. Pickers use both hands to hand snap the asparagus spears just above the ground as to not leave tall stubble no more than inch allowed. Pickers may be asked to cut asparagus in the field using a cutting tool or knife. There is no pulling of spear and root out from the ground causing white ends. Asparagus is placed in plastic lugs in an orientated manner-butts to the center of the lug and heads or tips to the end. While workers are picking, any non-marketable product will be harvested and thrown on the grown so as to prevent from becoming a continuous problem. Each lug holds approximately 25 pounds when full of asparagus. Workers may be required to walk through rows behind the picking cart and stoop to hand snap spears just above ground that the workers on the picking cart missed. Worker will pick according to grade, color and size. For Fresh Harvesting, workers will carry the full lugs off of the cart and hand stack onto each other on the pallet in the correct manner so that the lugs don't crush any of the harvested spears. This will require the lugs to be lifted onto the truck bed or trailer and place on the pallet, secured with top and strap. For Processing harvesting, workers will carry the full lugs off of the cart, lift full lugs up to the truck or trailer and dump into 18-20 bushel wooden or plastic bin. Processing asparagus will be graded accordingly to the processor specifications. Pay will be team-based piece rate. Harvested spears from a cart will be weighed together and graded for length, quality, and appearance. Fresh asparagus will be trimmed, a but cut will be taken off every spear in the grading process to get the total marketable weight of the asparagus. All fresh harvested asparagus should be harvested between 8 and 11 inches.</p>			

j. Job Offer Information 10

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Duties Continued 6
<p>3. Details of Material Term or Condition (up to 3,500 characters) * From the production, each crew total divided by the crew members will be split by each asparagus harvest team member and paid off the graded off the graded pounds total. Asparagus pickers will be required to bend, stoop, kneel and stand for long periods of time. Harvest conditions vary based on weather patterns and market demands.</p> <p>Hand Laborer: For all tasks, worker must be able to: stand on feet for approximately 12 hours; bend, twist, stoop, and or perform other repetitive motions; walk up and down approximately 15 steps using a handrail; lift up to 25 lbs. (up to 50 lbs. for sanitation tasks); adhere to and follow all Food Safety Guidelines. Assemble boxes in an efficient, organized and logical manner as needed by production. Fold flat sheets of plastic corrugate or carboard into boxes. Stack boxes in organized manner. Sustain sufficient amount of assembled boxes to keep up with production as directed by supervisor. Maintain a clean work area by picking up, sweeping and discarding the small plastic and carboard pieces that fall from the boxes. Build boxes in a timely and organized fashion to maintain a steady supply. Retrieve empty boxes from dispensing chute by hand, place in large tote, walk with wheeled tote to each table to supply needed boxes. Box size will be directed by supervisor. Maintain a steady supply of product, grade by size and quality, Band 1-pound bundles, placing two rubber bands and may apply a tag on each bundle. Bundle Asparagus into cartons according to diameter. Weigh each carton and stack on pallet. Place bags from turn table into cases. Verify pallet tags. Efficiently secure finished product pallet with tape, corner boards, plastic banding, stretch wrap etc. Safely and responsibly operate electrical pallet jack to transport pallets to and from storage coolers promptly. Verify pallets of product are correct and in accordance to supervisor's instruction. Training will be provided for this task. Wash and sanitize all equipment, walls, floors, drains, forklifts and other items as directed by supervisor and according to Good Manufacturing Standards. Prepare facility for next day production. Disassemble, wash, clean, and sanitize all equipment, stands and tables. Wash with wipes all of the bagging line scales, take pans off to clean underneath. Wash and sanitize walls, floors, drains, lugs, bins, sanitation cleaning equipment (brooms, scoops, squeegies) and housekeeping equipment. Wash and sanitize forklift forks and tires, pallet jack forks, blue powder boot trays. Operate walk-behind-floor scrubber using highly concentrated chemicals. Follow checklist of items to set up, stock and prepare for the next day production, such as lug set up, bring in cartons to mezzanine. Complete Sanitation Verification Records daily. Training for this task will be provided. Must able to lift up to 50 lbs. This position consists of a day or night shift.</p> <p>Hops: Plant, cultivate, and harvest hops. Sort plants and separate hop plants by untangling vine. Take care not to damage hop vine. Till soil and prepare field for planting. Plant pots in field. Dig and prepare ground. Plant roots or pots. Pick up pots after planting. Cut roots off hill with hop knife. Wash and separate roots. Cut roots to length and bundle roots. Load roots/plants onto trailers or trucks. Stack, stage, and haul roots/pots. Remove broken or damaged poles and install a new pole. Ensure all hop poles are vertically straight and tamped into place.</p>			

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H. Additional Material Terms and Conditions of the Job Offer

k. Job Offer Information 11

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Duties Continued 7
<p>3. Details of Material Term or Condition (up to 3,500 characters) * Manually remove weeds by hand or with digging tools. Weeding baby hop yards carefully to avoid damaging bines. Remove broken or damaged poles and install a new pole. Ensure all hop poles are vertically straight and tamped into place. Manually remove weeds by hand or with digging tools. Weeding baby hop yards carefully to avoid damaging bines. Manually remove drip tubing from hop plants and place at center of the hill to avoid damage. Roll, tie, and install tube with utility vehicle and tubing roller. Re-tie broken tubes to nearest string. Excess or repeated damage to drip tubes may result in suspension or discharge. Load string bundles onto string cart. Top tie string to trellis. "Pogo" hop strings into hop hills with hop clips. Fix loose/missing strings. Fix non-compliant acreage immediately. Hills found without clips may result in suspension or discharge. No unused string may be discarded in the field. Pick up bines and hop clusters from ground behind combine and put into truck. Place bale cloth on the truck front and latch/unlatch truck. Cut bale cloth with hot knife. Bale and sew hop bales. Stencil hop bales. Clean and sweep baler floor. Mix hops with pitchfork and push hops to pit. Track harvest information on sheet.</p> <p>Depending on responsibilities performed, registration certificates and licenses held, workers will be paid on an hourly, piece rate or salary basis. Regardless of the method of pay, workers will earn at least the Adverse Effect Wage Rate for all hours worked, and overtime (if applicable) will be paid for workweeks in which nonexempt work and more than forty (40) hours are worked. Overtime will not be paid for workweeks when workers become eligible to perform only exempt work and are paid on a salary basis for all hours worked.</p> <p>Must wear assigned personal protective equipment when required. Must report for work daily wearing work clothing and boots or other durable foot wear. Workers wearing clothing inappropriate for work will not be permitted to start work.</p> <p>Outdoor work required when plants are wet, or during light rain, snow, moderate winds, direct sun, high humidity and extreme temperatures. Temperatures in fields during working hours may vary. Workers may be required to work during occasional showers not severe enough to stop field operations. Allergies to ragweed, goldenrod, honey bees, insecticides, herbicides, fungicides, or related chemicals may affect a worker's ability to perform the job. Work is done outdoors for long periods of time and requires prolonged periods of standing and/or walking, repetitive movements, and frequent bending and/or stooping. Workers must be able to handle, lift, and carry heavy or bulky objects (product, containers) in accordance with the specified lifting requirements. Worker may never ride on agricultural equipment not designed for work related riding purposes or any other non-passenger intended equipment unless instructed and authorized by the employer or supervisor to do so. NO cell phones, radios, CD players, MP3 players, or other electronic devices with headphones are permitted during work activity and/or while driving company vehicles.</p> <p>For food and general safety purposes, all workers will be required and expected to follow common sanitary practices at all times. This is particularly critical when working in agricultural crops for human consumption.</p>			

l. Job Offer Information 12

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Duties Continued 8
<p>3. Details of Material Term or Condition (up to 3,500 characters) * Employees are required to cleanse their hands by washing them thoroughly with soap and water after using the bathroom and before entering the fields. All workers must report all injuries and illnesses to their employer. As well as any communicable diseases such as but not limited to diarrhea, or any other infectious disease or illness. Workers shall report immediately any cuts or abrasions that cause open bleeding. No tobacco, food, gum, candy, drinks (other than water) or medication is allowed while working in the field. No jewelry, watches or fingernails longer than 1/8" are allowed. No open toe shoes or sandals are permitted. Glass bottles, drinking glasses, or any item made from glass are prohibited in the field. Improper hygiene will not be tolerated. Keep the restrooms, rest areas and portable facilities in the field clean for others at all times.</p> <p>Employer requires all newly-hired employees to take and pass an employer-paid drug test before starting work. Drug test not required for prospective applicants prior to hiring decision. All testing is conducted uniformly after an initial job offer has been extended and accepted by the new hire. Workers testing positive will be immediately terminated and paid for all hours worked between the first date of employment and the date of termination, if any. In the case of a non-local or foreign worker who is terminated for failure to pass a drug test, the employer will arrange least-cost transportation to the worker's place of recruitment, at the worker's expense. The employer will also test after a worker has an accident at work.</p> <p>Workers may not report for work while under the influence of alcohol or drugs. The possession or use of illegal drugs or marijuana, or alcohol consumption on company premises or housing is prohibited and may be cause for termination. Use, possession, transfer, offer, sale or manufacture of alcohol, marijuana and/or controlled substances strictly prohibited. All work sites are alcohol and drug free work places. Employees must not report for work, enter the employers' property or perform service while under the influence of or having used alcohol, marijuana, illegal controlled substances, or any other substance that may in any way adversely affect their alertness, coordination, reaction or safety.</p> <p>Employer requires all newly hired employees to take and pass an employer-paid background check. All background checks are conducted uniformly after an initial job offer has been extended and accepted by the new hire. Applicants found to have felony convictions (including, but not limited to assault, child molestation, sex or drug-related convictions) will be immediately terminated out of concern for general public safety, and paid for all hours worked between the first date of employment and the date of termination, if any. In the case of a non-local worker who is terminated for cause resulting from findings of the background check, the employer will arrange least-cost transportation to the worker's place of recruitment, at the worker's expense.</p> <p>Workers with appropriate licenses and a valid doctor's certificate may transport other workers. Workers who are properly licensed may be asked to drive a truck to move portable toilets from field to field and within the field. Workers may also be requested to drive food to the field, as well as deliver meals in the field.</p> <p>Supervisor(s) will provide instructions and directions to workers.</p>			

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H. Additional Material Terms and Conditions of the Job Offer

m. Job Offer Information 13

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Duties Continued 9
<p>3. Details of Material Term or Condition (up to 3,500 characters) * Workers must be able to comprehend and follow instructions and communicate effectively to supervisors. Unusual, complex or non-routine activities will be supervised. Workers expected to perform basic duties in a proficient manner without close supervision. Some workers will be required to take a 30-minute lunch period in order to rest and eat their lunch meal. The 30-minute lunch period must be a bona fide meal period. Bona fide meal periods are not work time. Bona fide meal period does not include coffee breaks or time for snacks. The employee must be completely relieved from duty for the purpose of eating regular meals. Ordinarily 30 minutes or more is long enough for a bona fide meal period. These are rest periods. In order for the employer to make a deduction from the workers pay for lunch, the worker must be taking bona fide meal periods. The employee is not relieved if he is required to perform any duties, whether active or inactive, while eating. Breaks of 10-15 minutes are not considered bona fide meal periods and are not allowed to be deducted from a worker's hours in the field. Only breaks that are 30-minutes in length or longer may be deducted by the employer. Crew leaders will be performing regular inspections in the field to ensure that workers are taking bona fide lunch breaks. Employees who do not take the above described uninterrupted 30-minute hour lunch breaks are subject to disciplinary action by the employer. Blueberry, Apple, Peach Tree Thinning & Cherry Crews: Overlook is going to require all workers to come out of the field to take their lunch. Workers are not permitted to take their lunch inside the field. Breaks will be deducted. Hand labor Crews: All hand labor crews will be required to take a 30-minute lunch period as well as an additional 20-minute meal break in order to rest and eat their meals. Breaks will be deducted. Asparagus & Zucchini harvesting Crews: Overlook will not require these workers to take a lunch break and no lunch break will be deducted. Riley Cherry Crews: Workers will not take a 30-minute lunch break. Workers may, on a minor and incidental basis, be trained and/or onboarded off-premises as reasonably necessary to facilitate such training or onboarding</p>			

n. Job Offer Information 14

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Pay Deductions - Deductions Continued 1
<p>3. Details of Material Term or Condition (up to 3,500 characters) * If the employer receives a fine for acts committed by a worker on the road while driving an employer provided vehicle or equipment and he or she is at fault, the fine amount will be deducted from the employees' wages when expressly authorized by the worker in writing. No arrangements have been made with establishment owners or agents for the payment of a commission or other benefits for sales made to workers. In accordance with 8 CFR § 214.2(h)(5)(xi)(A) and 20 CFR § 655.135(j)-(k), employer prohibits the solicitation and payment of recruitment fees by workers. Workers who pay or are solicited to pay such a fee must inform the employer immediately. Employer will investigate all claims of illegal fees and take immediate remedial action as appropriate. FIRST WEEK'S PAY. If an applicant fails to verify the start date of need between 9 and 5 business days prior to the original date of need, then they are disqualified from the first weeks' pay obligations listed in 20 C.F.R. § 653.501(c)(5). RAISES/BONUSES. Raises and/or bonuses may be offered to any seasonal worker employed pursuant to this job order, at the company's sole discretion, based on non-discriminatory individualized factors. Employer will pay each worker by cash, check, pay card, and/or direct deposit (employer pays any associated fees). The payroll period is weekly. Work performed under the contract is exempt from federal overtime pay requirements under the Fair Labor Standards Act (FLSA). Workers are only eligible for overtime pay for workweeks in which a worker performs non-exempt work activities (in which case overtime pay will apply at 1.5 times the regular rate of pay for all hours worked in excess of 40 in such workweek). ADDITIONAL TERMS, CONDITIONS, AND ASSURANCES. SCHEDULING CHANGES. Workers should expect occasional periods of little or no work because of weather, crop or other conditions beyond the employer's control. These periods may occur anytime throughout the season. Workers may be assigned a variety of duties in any given day and different tasks on different days. REASONABLE ACCOMMODATIONS. Qualified workers with disabilities must notify the employer of any accommodations needed to perform the job. Workers must be able to perform the work required, with or without reasonable accommodations. A worker is not eligible for the job if the worker is not able to perform the job duties even with the requested accommodation, or if the employer is not reasonably able to provide the accommodation (i.e., because the accommodation would cause undue hardship on the operation of the business). NONDISCRIMINATION. All terms and conditions included in the job order will apply equally to all seasonal workers (U.S. and foreign H-2A), employed in the occupation described in this job order. DEPARTURE ACKNOWLEDGEMENT. Employer will advise all foreign H-2A workers of their responsibility to depart the United States upon separation of employment or completion of the H-2A contract period, unless the workers obtains an extension of status.</p>			

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H. Additional Material Terms and Conditions of the Job Offer

o. Job Offer Information 15

1. Section/Item Number *	F.1	2. Name of Section or Category of Material Term or Condition *	Daily Transportation - Daily Transportation Continued 1
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			
<p>Use of employer-provided transportation is voluntary. Workers who decline or are ineligible for employer-provided housing are responsible for own transportation. Employer attests that it will have enough vehicles, with appropriate seating capacity, to transport all workers eligible for employer-provided transportation. Vehicle type, quantity, and seating capacity are TBD and may vary, but may include any combination of the following: bus (quantity: 78, seats per: 66). Pick-up time is approximately 4:45am, and drop-off time is approximately 2:15pm. All vehicles are/will be authorized for use under employer's FLC Certificate of Registration. Travel distances vary by worksite. Vehicle safety standards at 29 CFR § 500.104 will apply to all vehicle classes in which round-trip travel in a workday is 75 miles or less. Vehicle safety standards at 29 CFR § 500.105 to the select classes of vehicle covered under such provision to the extent that round-trip travel exceeds 75 miles.</p>			

p. Job Offer Information 16

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - Inbound/Outbound Transportation Continued 1
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			
<p>If workers decline employer-offered transportation, employer reimburses such workers reasonable travel costs (transportation, daily subsistence, and lodging if applicable), at least-cost economy-class rates, from the place worker departed to the employer's place of employment. Travel costs that bring workers' pay below the FLSA minimum wage reimbursed in first workweek; remainder of travel costs reimbursed upon completion of 50% of the contract period. Employer arranges/provides outbound travel via common carrier mode of transportation (e.g., bus or plane) to workers who complete the contract or are dismissed early without cause. Use of employer-provided transportation is voluntary. If workers decline employer-offered transportation, employer pays/reimburses such workers reasonable travel costs (transportation, daily subsistence, and lodging if applicable) at completion of contract, based on least-cost economy-class rates. No outbound travel benefits provided to workers who resign voluntarily, abandon employment, or are terminated for cause.</p>			

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