

2024 Farm Labor Stabilization and Protection Pilot Program Awards

Organization	Application Level	State	Applicant Description	Award Amount
J. Durbin Farms	Platinum	AL	<p>J. Durbin Farms is a family owned and operated farm specializing in peach and strawberry production. J. Durbin Farm aims to create and maintain a safe and pleasant work environment for all its employees and hopes to hire 88 new farmworkers with their FLSP award. In addition to bolstering their recruitment and retention in the U.S., they will seek labor from North Central America via the H-2A program. J Durbin Farms will use their award to: 1) execute a weekly housing inspection and maintenance plan for all farm worker housing; 2) encourage food and workplace safety trainings amongst their employees as members of USDA GAP/GHP certification program since 2009; 3) create a bonus payment system hinging on the absence of food and field safety violations every three months; 4) implement a collaborative working group to better represent each sector of its employees on issues pertaining to farm and farm worker matters; 5) expand external partnerships to address farm worker safety and further education support; and 6) J. Durbin Farms will commit to neutrality, access, and voluntary recognition should its farm workers express a desire to unionize.</p>	\$ 800,000
Healthy Flavors Arkansas LLC	Platinum	AR	<p>Healthy Flavors Arkansas LLC is set to expand their production, and in doing so strives to be a business that fosters intercultural and interpersonal dignity, combined with respect for employee rights. Their foremost recruitment goal is to seek employees domestically in the U.S. who desire work commensurate with farming and agriculture lifestyles. When they cannot secure U.S. residents to complete their team, they will focus on H-2A recruitment. Healthy Flavors Arkansas LLC will use their FLSP funds to codify and socialize a bonus program for hourly employees, design and implement a weekly housing maintenance plan for worker living facilities and formalize team building and conflict resolution efforts into a collaborative working group approach for employee engagement and empowerment. They will secure an ombudsman to ensure that the most sensitive of issues and topics are voiced by employees. They commit to building and managing a workplace that is neutral to employees organizing and provides access and voluntary recognition for collective bargaining. They anticipate these practices can, over time, generate a more positive perception of agricultural work in the labor marketplace.</p>	\$ 200,000

Faridhkot Farms	Platinum	CA	<p>Faridhkot Farms is dedicated to improving the safety, training, and overall well-being of their agricultural workforce. Key initiatives include implementing comprehensive health and safety training programs, focusing on safe handling of equipment and chemicals, and upgrading worker housing and workspaces for better comfort and compliance with health standards. Faridhkot Farms is committed to providing professional development opportunities through skill development workshops and career advancement pathways. Their robust training modules will cover workplace safety, equipment handling, and emergency response, complemented by regular health screenings for early identification of occupational health issues. Open and transparent communication channels will be established to encourage employee feedback and concerns. In collaboration with a specialist in agricultural worker health and safety, they aim to leverage their expertise and resources. This partnership is pivotal to enhancing their program's effectiveness. Their initiative is designed to create an inclusive environment where employees actively participate in decision-making processes related to workplace safety and operational improvements. The anticipated impact of their FLSP activities includes a significant improvement in workplace safety, increased worker satisfaction and productivity, and the fostering of a positive and inclusive work environment.</p>	\$ 200,000
Janna Duncan	Platinum	CA	<p>Drummond Ranch hopes to transform their rural operation into a thriving agricultural and ranching enterprise, generating employment opportunities for U.S. workers and facilitating legal migration for North Central American workers via the H-2A program. Drummond Ranch will use their FLSP award to bridge gaps in workforce availability, ensuring operational continuity and mitigating burnout among their existing workforce. Additionally, they will incorporate FLSP funds to improve training, development and retention of workers by enhancing their needed skill sets, incorporating modern practices, and implementing a management system for a more efficient and sustainable ranching operation. Additionally, this ranch operation will leverage their award create an employee housing initiative improve compensation and workers benefits to further their ability to position itself as a preferred employer in the agricultural and ranching space.</p>	\$ 1,200,000

Oya Organics	Platinum	CA	Oya Organics has had trouble in securing adequate harvest labor, leaving a significant portion of their crops unharvested. To continue their operations and complete harvests, they need to secure dependable labor for their Summer-Fall harvest seasons. Their FLSP award will allow for funds to be used towards hiring, onboarding, recruitment/consulting fees, direct labor costs for employees, administrative costs for compliance with program commitments, and housing rent and maintenance costs. They have also committed to creating a housing maintenance plan to improve quality of housing for H-2A employees; developing a collaborative working group consisting of at least 50% employees to address any health & safety issues, pesticide safety, transportation safety, housing issues; and creating safe channels to report grievances and partner with various organizations that support farmworker serving organizations. Additionally, Oya Organics will commit to neutrality, access and voluntary recognition to allow employees the freedom of association.	\$ 200,000
AgriCare Inc.	Silver	CA	AgriCare is an EFI Certified farm management company dedicated to providing excellent customer service to their growers as well as ongoing professional development and skill building for their agricultural workforce. AgriCare Leadership has prioritized policy initiatives to identify problems and needs in their working environments and propose solutions for continuous improvement and compliance. Their FLSP award will support their ongoing efforts to benefit their growing pool of employees with new opportunities for professional growth in the agricultural industry. This investment will also allow AgriCare to onboard 75 additional hires. This investment is significant as the potential impact of it allows AgriCare to immediately address their ongoing labor challenges and strategically position their operation for long-term success via long term labor stabilization.	\$ 400,000

Alexandre Dairy	Silver	CA	<p>Alexandre Dairy is a fifth generation, pasture based organic dairy in northern California that struggles with filling seasonal worker positions for irrigation. The Dairy has slowly built its capacity to meet seasonal irrigation needs at five family farm locations that produce 100% of the feed for their dairy cows using the H-2A Program. With the support of the FLSP, the Alexandre Dairy can stabilize current labor shortages with a projected 107 new hires, which would help safeguard their agricultural supply chain, while implementing critical commitments, such as housing maintenance, overtime pay, bonus pay, and sick leave, which in turn, attract and retain farm workers long term.</p>	\$ 600,000
Bivvy Corp	Silver	CA	<p>Bivvy Farm, a 124-acre ranch in Luling, Texas, has the dual purpose of meeting food and nutrition security needs of low-income communities in food deserts, and a source of employment, health, wellbeing, and trauma healing for low-income veterans. Bivvy Farm will use their FLSP award on a twofold basis. First, it will help bolster their ongoing recruitment efforts of U.S. workers through print ads, and when unable to meet labor needs via domestic supply, will conduct recruitment via the H-2A program from North Central America. Additionally, the FLSP award will enable Bivvy Farms to offer workers universal protections and benefits, specifically on-site housing with all amenities (heat, electricity, water, toilets, and common cooking facilities and First-Aid stations), a sick-leave plan, collaborative working group, research and reporting and access to KYR sessions through USDA partner agencies. Additional FLSP implementation will include livable wages, procedures for worksite safety, emergency procedures and supplies; healthy on-site living conditions; access to nutritious food; codified procedures for open communication, clear guidelines, directives, and dialogue with workers; and responsive oversight of workers' productivity, pace, progress appropriate to weather conditions to avoid heat stress or exposure to cold/rain/harsh weather. The potential impact of the FLSP on Bivvy Farm is improved resiliency of the food and agricultural supply chain by annually expanding crop production to meet food insecurity gaps and to avail regular/seasonal employment.</p>	\$ 100,000

Cabrera Contracting Inc.	Silver	CA	Cabrera Contracting, Inc. is a long-trusted employer of valued agricultural workers in California's Salinas Valley, providing steadfast support for their rights, privileges, and welfare. As a California employer, we are well educated about employee safety, and our employees trust us to keep them healthy. Cabrera Contracting, Inc. will be using FLSP funding to further ongoing efforts to provide their employees with training on emergency plans and procedures including HIPP and IIPP. Additionally, FLSP funding will bolster their workforce by 620 employees, all of whom will benefit from overtime pay and a comprehensive paid sick leave.	\$ 720,000
Healthy Acres LLC	Silver	CA	Healthy Acres LLC is dedicated to sustainable agriculture and community well-being. Participation in FLSP will address workforce stability, regulatory compliance, and employee welfare challenges. FLSP will help them expand employee benefits to ensure a comprehensive package; implement a weekly maintenance plan for worker housing, including an employee forum for open communication and an anonymous feedback system. These initiatives will enhance employee satisfaction, aid in talent retention, and sustain our agricultural operations.	\$ 100,000
JSM Organics Inc.	Silver	CA	JSM Organics practices sustainable land stewardship, produces high quality California Certified Organic produce, and showcases an ethical and sustainable approach to farmworker recruitment and welfare. JSM is deeply committed to worker respect and welfare, offering comprehensive benefits like training, paid time off, bonuses, and safe housing. The farm's adherence to organic farming and GAP certification prioritizes worker health and safety. The farm has successfully attracted and retained workers from the U.S., Mexico, and El Salvador. JSM employs diverse U.S. recruitment methods, including state farm worker portals and partnerships with nonprofits. The potential impact of the FLSP on JSM's operation includes but is not limited to attaining 35 farmworkers, recruited from the U.S. and to shore up any unfilled positions extending their efforts to Guatemala and Honduras via the H-2A program. Facing challenges like labor shortages and limited land use, JSM sees the FLSP as a crucial tool for overcoming these obstacles and ultimately aligning with their mission of sustainable and ethical farming.	\$ 200,000

JVKS Harvest Solutions LLC	Silver	CA	AgSocio, an agricultural labor and service provider, offers professional agricultural labor via ethical, transparent, and cost-effective usage of the H-2A program. AgSocio will use FLSP funds to improve food options for H-2A employees; provide employees digital access to their work and training experience to support career advancement; and modernize training for frontline leaders to include skills like effective communication and conflict resolution. All these initiatives will benefit the hundreds of new hires that AgSocio intends to onboard. AgSocio's beyond-compliance model costs more to operate and it is challenging to allocate sufficient resources to programs like these. The potential impact from FLSP funding will allow them to fully commit to these initiatives which will benefit their workforce, make them more competitive, and advance all FLSP goals.	\$ 720,000
King Bee Apiarys	Silver	CA	King Bee Apiarys, a honey operation, aims to address immediate labor needs and enhance Apiary's sustainability. The recruitment strategy primarily involves using Cal jobs and the Employment Development Department (EDD) through a partnership with America's Job Center, rehiring, and word-of-mouth recruitment. Occasionally, the business will partner with Labor Mex through a local company, expanding their labor pool. King Bee Apiarys prioritizes rehiring the same workers each season, although fluctuating conditions often necessitate new hires. In addition to a commitment to baseline requirements under the FLSP program, their comprehensive employee welfare program includes overtime pay, bonus incentives, sick leave, heat safety measures, and effective conflict resolution training. The FLSP's support will be crucial in overcoming challenges like labor shortages, weather impacts, and ensuring operational resilience inefficiency.	\$ 100,000
Aspen Moon Farm LLC	Platinum	CO	Aspen Moon Farms has been vulnerable to recent domestic labor shortages to support their farms operations. Their crops have suffered in quality and caused sales to decrease. However, FLSP offered an innovative solution by supporting their efforts to boost their domestic and supplemental (H-2A) recruitment efforts. FLSP will enable them to not only hire new farmworkers, but offer overtime pay, improve bonus pay, paid sick-leave, improve their weekly housing maintenance plan, form a collaborative working group, create innovative partnerships, participate in Worker-driven Social Responsibility Program and commit to neutrality, access, and voluntary recognition. Aspen Moon hopes to be a good example of how a positive safe farm work environment can feed the community well.	\$ 400,000

Black Cat Farm LLC	Platinum	CO	<p>Black Cat Farm will use their FLSP award to expand their workforce and improve their experiences while on the farming operation. Stabilizing this worker pool is critical to their short/long term success. They plan to do this by committing to: 1) expanded feedback and compliance channels; 2) increases in worker wages and benefits including expanded sick leave, overtime pay, primary health care, bonuses and pay transparency; and 3) commitment to a partnership with the Fair Food Program, an innovative WSR program that will aid in training on workers' rights, code of conduct of minimum standards and independent auditing. These commitments will apply to all employees. The potential impact of this investment will allow for Black Cat Farm to grow more resilient to labor shortages and increase their overall agricultural productivity.</p>	\$ 400,000
Fitch Ranch LLC	Platinum	CO	<p>Fitch Ranch produces premium beef through responsible grazing, excellent stewardship and compassionate care for our animals. With a high-altitude ranch on more than 20,000 acres of mountainous terrain they employ several ranch hands and seasonal range-riders to help them manage and grow their operations. In their ongoing effort to increase local food production for their community, Fitch Ranch is facing a labor shortage, and will use their FLSP grant to bolster ongoing recruitment efforts in the U.S. and when necessary, look towards the H-2A program to harmonize their ranching practices with wildlife conservation thus ensuring a sustainable and resilient future.</p>	\$ 200,000
Jace Ficken	Platinum	CO	<p>Mr. Jace Ficken plans to use the FLSP funding to improve their recruitment processes, employee training and development, benefit structure, working conditions and helping to empower employees. With the support of the FLSP, Mr. Ficken will be able to implement new technology to log workers hours, show benchmarks for reaching bonus pay and also track accrued hours of paid sick leave. These investments will help this operation overcome the many challenges that have previously stood in the way of their operation's ability to grow.</p>	\$ 200,000

Western Colorado Producers Association	Platinum	CO	Western Colorado Producers Association was founded by a dozen growers to file jointly for H-2A workers as an association. The Worker-driven Social Responsibility Enhancement Project will improve the working conditions and improve worker protections, resources of over 200 farmworkers, secure food production with a strong and consistent labor force. Commitments include expanding recruiting/hiring via NCA Ministries; establishing a weekly housing maintenance program to address any potential problems and ensure rapid response to any complaints; and establishing a workplace employment engagement committee to ensure all worker concerns are heard, validated, and resolved proactively and promptly. This important employee committee will also collaborate directly with three innovative external partnerships, each with diverse and expert programming: the High Plains Intermountain Center for Agricultural Health and Safety, Rocky Mountain Farmers Union, and River Valley Family Health Centers. These partner organizations will gain valuable experience and insights that will have far reaching impacts across the agriculture sector. WCPA will continue commitment to WSR with the Fair Food Program as their expertise, guidance, and services are invaluable to all. WCPA will also commit to neutrality, access, and voluntary recognition regarding employee interest in unionization.	\$ 1,200,000
Bookcliff Farms LLC	Silver	CO	Bookcliff Farms LLC has been in the business of growing wine grapes since 1996, supporting the Colorado wine industry with quality grapes. FLSP is a unique opportunity for Bookcliff Farms LLC to remain competitive in light of increased agricultural labor costs and a lack of available agricultural labor. Therefore, they will use FLSP funds to offer paid sick leave, legal assistance, help with medical issues, language classes and free meal service. The potential impact from the FLSP will enable Bookcliff Farms to weather the financial challenges created by rising labor costs and a lack of U.S. based labor supply.	\$ 100,000

Colorado Vineyard Specialists LLC	Silver	CO	Colorado Vineyard Specialists strives to foster a secure and supportive environment for their agricultural workforce. Improved living conditions and well-being initiatives aim to boost motivation and satisfaction. With FLSP funds, they will pursue paid sick leave, performance-based bonuses, educational opportunities, worker housing enhancements, an anonymous reporting system, and regular communication channels. Addressing farm worker well-being and working conditions via their FLSP award directly impacts Colorado Vineyard Specialists' ability to attract and retain skilled agricultural workers and is expected to positively impact workforce satisfaction, operational continuity, and overall farm image.	\$ 200,000
Gwen Cameron	Silver	CO	Rancho Durazno seeks to improve the working conditions and quality of life for its crew through continued participation in the Fair Food Program and through two new projects. Rancho Durazno will be able to strengthen its partnership with a worker-driven social responsibility organization to further develop a Weekly Housing Maintenance Plan to improve worker housing and a Health Care Support Plan to improve access and reduces the cost of health care for workers. Additionally, through their partnerships, Rancho Durazno will offer annual on-farm health clinics; a sliding-scale discount for medical, dental and behavioral health services; a medical fund for each worker; and the support of a bilingual community navigator. The direct impact from FLSP on Rancho Durazno is an increase of workforce (17 new workers) and an increase in resilience for their employees by clear investments in their well-being and working conditions.	\$ 100,000
KB Custom Ag Services LLC	Silver	CO	KB Custom Ag is a family-owned business and treats their entire team as family. With historical experience in the shortage of farm workers, they continue to develop and refine programs to attract and retain workers. In doing, so they've offered a diverse set of career path offerings which provide added opportunities for farmworkers and their families. FLSP funding will help supplement their ability to hire and retain U.S. based workers with that from the H-2A program. In total KB Custom Ag will be hiring an anticipated 600 new farmworkers to meet the needs of their operations.	\$ 720,000

Red Wagon Organic Farm LLC	Silver	CO	<p>Red Wagon Organic Farm will use its FLSP award to curb current labor shortages as well as to continually improve working conditions for their farm workers. The lack of available employees who are qualified, willing, and able to perform agricultural labor has become the biggest threat to their farming operation. Working short-staffed and navigating extremely high employee turnover has reduced their ability to meet existing market demand and resulted in financial losses for their operation. The FLSP grant will assist in improving worker conditions by increasing paid sick leave, participating in the RMFU Farm Labor Services Program, continuing their employee bonus program, improving workplace practices, providing safety training, and ensuring timekeeping and payroll transparency, ensuring language accessibility, and providing prompt access to medical care.</p>	\$ 100,000
Topp Fruits LLC	Silver	CO	<p>Topp Fruits LLC, located in Colorado, seeks to improve the quality of life and working conditions for the people who work for them. Utilizing the FLSP award they plan to implement two new projects and through continued participation in the Fair Food Program, a Worker-driven Social Responsibility Program. The first project is a performance-based bonus system that will be developed in cooperation with workers and reviewed by the Fair Foods Program staff. The bonus system will incentivize efficiency, work quality, leadership, and teamwork throughout the season. Funds from the FLSP will be used to pilot the new system but will ultimately lay the groundwork for improved, sustainable bonuses long term. The second project is a Weekly Housing Maintenance Plan developed based on workers' priorities and overseen by a regional worker-driven social responsibility non-profit.</p>	\$ 100,000

Bennett Orchards LLC	Silver	DE	<p>Bennett Orchards, in collaboration with the University of Delaware's Cooperative Extension and non-profit group Telamon, will use the FLSP funding to create a coalition of actors centered on elevating farmworker industry standards in the Mid-Atlantic. This dynamic group will leverage their diverse expertise to implement protections and create shared management initiatives prioritizing farmworker health, safety, representation, and professional development. The potential impact of this work will evolve existing practices at the farm level via Collaborative Working Groups, Weekly Housing Maintenance Plans, and structured bonus payments, while implementing new ones: bringing the Fair Food Program to Delmarva, acknowledging neutrality, access, and recognition. Additionally, this work will support the transparency of recruiting H-2A farmworkers, to help supplement their ability to hire and retain U.S. farm labor, through government ministries in Northern Central America. This joint endeavor will produce a shared farm management guidebook, created as a direct result of the FLSP, ultimately designed to elevate industry standards in the Mid-Atlantic. This work will continually improve and share management practices that will increase employee retention, expand crop production, safeguard domestic food production, expand regular migration channels and increase job satisfaction for the backbone of the agricultural economy. The culmination of these efforts into a guidebook is essential to promote farm viability, improve farmworker well-being, increase labor stability, and ultimately enhance regional resilience on farms across the Mid-Atlantic.</p>	\$ 100,000
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LFC Enterprises LLC	Platinum	FL	<p>Lipman Family Farms (Lipman) is North America’s largest integrated network of local growers, fresh-cut processors and produce distributors. As a vertically integrated company, Lipman considers farming foundation to the company’s success. They are a member of the Fair Foods Program (FFP) since 2010, and therefore leads responsible recruitment committed to ongoing social accountability efforts. Lipman will benefit from FLSP investment by: (1) establishing long-term with NCA countries for H-2A recruitment when unable to hire and retain U.S. workers, (2) enhancing their employee collaborative working group to identify, pilot and test heat prevention and other measures to improve the work conditions in the fields, (3) creating a bonus incentive plan, and (4) creating a housing feedback and maintenance tool to improve the communication, tracking and response to any housing related challenges. In all, the potential impact from FLSP’s award will allow this network of local growers, fresh-cut processors and produce distributors to address the immediate issue of current U.S. labor shortages by hiring more than 1,000 farmworkers, including from NCA countries, and improve the overall work conditions of their farmworkers.</p>	\$ 1,720,000
Pacific Tomato Growers Ltd.	Platinum	FL	<p>Pacific Tomato Growers will use their FLSP award to centralize their workforce management and welfare, targeting optimal labor conditions, recruitment, and retention strategies for both domestic and H-2A workers. Through a robust partnership with the Fair Food Program and with direct oversight by the Coalition of Immokalee Workers and Fair Food Standards Council, their FLSP award will help institute their gold-standard heat stress policy, language-inclusive training, and dispute resolution mechanisms to foster a secure, just, and participatory work environment. The FLSP award will allow this operation to create an established H-2A department for administrative consistency, upgrade their worker training services, transportation fleets to support worker mobility, and improve their existing worker housing facilities.</p>	\$ 1,720,000

Southeastern Sea Products Inc.	Platinum	FL	Southeastern Seaproducts prioritizes hiring in the U.S., however due to shortage of labor, they must supplement with seasonal workers. Therefore, they will use their FLSP award to improve their ongoing recruitment efforts of both domestic and supplemental H-2A workers from North Central America, to ensure the security of their clam production. Additionally Southeastern Seaproducts is committed to providing good working conditions, and excellent accommodations for all of their workers including but not limited to policies and systems to prevent retaliation and overcome language barriers. The potential impact of recruiting more workers is vital as Southeastern Seaproducts is a key supplier of clams to smaller producers in the region and other rural coastal economies.	\$ 800,000
Star of the Sea Foundation	Platinum	FL	The Star of the Sea Foundation Inc (SOS) operates an urban farm and a 3,600-square-foot production kitchen in Key West, Florida providing nutritious meals to senior citizens and children each day. During summer, SOS's kitchen doubles its meal production to compensate for the absence of school meals for children, with 40% of local children qualifying for free or reduced school meals. Due to the temporary nature of these jobs and the region's high living costs, SOS struggles to find local American workers for these positions. The temporary staffing challenge is heightened by local workers' reluctance to leave permanent jobs for short-term contracts. Therefore, FLSP will help expand their domestic recruitment efforts and supplement their ability to hire both U.S. based workers and from NCA countries where they have hiring gaps. Their new workforce will benefit from improved on-site training including food preparation/handling certification and farm work.	\$ 200,000

DiMare Homestead Inc.	Silver	FL	DiMare Homestead, Inc. is a family-owned grower, packer, and shipper of fresh Florida tomatoes. The business currently employs a bilingual compliance officer, responsible for addressing all company employees' questions and concerns. The innovative external partnership shared between DiMare Homestead, Inc. and The Fair Food Program since 2011 ensures that workers benefit from improved working conditions (guaranteed protection around shade, water, bathrooms, pesticide exposure, excessive heat, and other health and safety issues). Weekly Housing Maintenance Plan allows the compliance officer to fill out a weekly checklist in both H-2A and domestic housing. DiMare Homestead, Inc. facilitates a collaborative working group as required by the Fair Food Program. This collaborative working group is part of DiMare Homestead, Inc.'s. "Health and Safety Committee". A Worker-Driven Social Responsibility Program requires DiMare Homestead, Inc. to be subject to a seasonal audit by The Fair Food Program that includes financial aspects and interviews with employees once per season.	\$ 600,000
A & L Payne Farms	Platinum	GA	A & L Payne Farms has newly developed orange groves and is implementing a large cattle operation expansion. FLSP activities include the hiring of key individuals to assist its citrus operation. FLSP will allow A & L Payne Farms to provide bonus payments at regular performance intervals; paid sick leave; and improve housing through the implementation of regular upkeep and maintenance, providing better living conditions based on weekly assessments.	\$ 200,000
Love is Love Cooperative Farm	Platinum	GA	Love is Love Cooperative Farm is a worker-owned produce operation that has struggled to hire full time, domestic skilled agricultural labor. They already use many of the practices encouraged by FLSP and will use their award to increase their workforce via domestic and H-2A recruitment. Additionally, Love is Love Cooperative Farm will advance their workforces policies to prevent retaliation and formalize their employee and manager training programs to include multiple languages. Their partnership with Georgia Organics will allow all of their employees, including H2-A workers, to obtain free health insurance through Kaiser Permanente. The potential impact from FLSP investment would be an increased 18 workers for an operation dedicated to playing a critical role in their regional food supply.	\$ 400,000

Nunez Pine Straw Inc.	Platinum	GA	Nunez Pine Straw Inc. will use their FLSP award to increase the wellbeing of their workers including wage increases, fringe benefits, safer housing, paid sick leave, and employer-employee partnerships. All of these wellness improvements will directly benefit the estimated 82 new hires they intend to recruit. In addition, NPS Inc., will develop key partnerships with health organizations to provide wellness screenings at least twice per season, episodic care for sickness and chronic health condition management. They will partner with the University of Georgia, Appling County Schools Migrant Education Program, Appling County Extension Office and Coastal Pines Technical College to provide health resources, pesticide training, food and nutrition, and English classes to all employees.	\$ 400,000
Fitzgerald Packing and Storage LLC	Silver	GA	Fitzgerald Fruit Farms LLC will make solid steps to improve the quality of home and work life for farm workers. They are committed to addressing health, safety, training, and housing concerns through the establishment of a Collaborative Working Group, with farm laborers holding the majority membership. They will also create a weekly housing maintenance plan and commit to addressing maintenance issues in a timely manner. Through the FLSP program, they will improve home life by adding televisions, creating a recreation area with sports equipment, and placing private seating areas around the farm. They will purchase bottled water as it is preferred to the large kegs, and they will use grant funds to create a paid sick leave policy. All of the detailed activities will benefit the additional 43 new hires that Fitzgerald Fruit Farms intends to hire. The potential impact of the FLSP grant is significant as it furthers labor stabilization on their farming operation and allows for increased agricultural productivity.	\$ 400,000
Local Lands Organically Grown Gardens	Silver	GA	Local Lands Organically Grown Gardens (LLOGG) will use their FLSP funding to supplement their ability to recruit and retain workers, thereby increase the productivity of their small family farm. In doing so, they will commit to providing overtime pay as well as a weekly housing maintenance plan that will significantly increase their working and living conditions. Participating in the FLSP will have a direct impact by allowing them to find consistent, skilled, reliable and dedicated employees who are prepared and eager to work. Long-term, this investment will increase productivity, farm revenue and profit which will allow them to expand their business and agricultural production.	\$ 100,000

Rise N Shine Farm Inc.	Silver	GA	Rise N Shine Organic Farm is committed to prioritizing their employees' well-being and will use their FLSP award to bolster recruitment and retention of their farmworkers through well-being and working condition improvements. This farming operation plans to commit to the following improvements: a bonus payment plan, paid sick leave plan, establishing a weekly housing maintenance plan, and creating a collaborative working group. These hard investments will, in turn, make the farm more productive and resilient to farm labor shortages.	\$ 200,000
Hawaiian Queen Co., Inc.	Silver	HI	Hawaiian Queen produces queen bees for export to the U.S. mainland and Canada. Aided by Hawaii's tropical climate, their focus is early queen bee production. Their customers are beekeepers with hundreds or thousands of beehives that service pollination contracts for orchard growers and farms all over north America. Hawaii is unique and privileged location for producing queen bees, but it also presents some unique and challenging obstacles to finding an adequate supply of skilled beekeepers which is further exacerbated by our physical distance from the U.S. mainland and the nation's highest cost of living. Hawaiian Queen has participated in the H2A program for over a decade, creating relationships with foreign workers who come back season after season. Hawaiian Queen provides on-site housing for H2A workers and a host of other benefits such as a dedicated vehicle for H2A use, on-site laundry facilities at no cost, health insurance, paid holidays and a company bonus structure. Hawaiian Queen's goal is to bolster their current commitment to farm labor satisfaction by creating a role at our farm for an H2A liaison. This individual would be tasked in three specific areas: 1.) Provide H2A employees the ability to bring questions or concerns to company management; 2.) Educate farm workers on their rights as employees of Hawaiian Queen; and 3.) Guide H2A employees as they acclimate to a new country and provide them with the necessary tools, information, and resources to successfully navigate a new work environment.	\$ 200,000
Greg Smith Farms LLC	Platinum	IA	Greg Smith Farms is eager to use FLSP to implement the following to lift up employees, and ensure cattle and crops are cared for in the best way possible: implement new bonus and loyalty bonuses, create a paid sick leave policy and establish an employee working group to ensure ideas are heard from throughout the operation. Additionally, the FLSP will help bolster their recruitment strategy to employ additional 10 farmworkers.	\$ 200,000

Doty Nurseries LLC	Baseline	IL	<p>Doty Nurseries a family run, wholesale tree farm aims to grow consistently high-quality plant material while providing excellent customer service. They employ a combination of 25 year-round and seasonal employees and are working to position their operation for continued future growth in the region. The continued challenge of finding U.S. based workers causes increased use of the H2A program with additional recruiting and housing expenses. Grant funds will be used to offset these additional expenses. They value their employees and have current employments policies in place that cover workplace safety, continual employee training, procedures for handling grievances, and provide access to medical attention when necessary. They provide paid holidays, pay overtime, have an optional 401k plan, and allow employees to earn PTO based on years of service. They currently participate in USDA surveys and will expand that as needed to allow for FLSP research. They also commit to providing training as required.</p>	\$ 50,000
Three Rivers Community Farm	Baseline	IL	<p>Three Rivers Community Farm provides organic produce to customers in St. Louis and the Riverbend area through their CSA program, on-site farm stand and farmers' markets. The farm has operated since 2007 under the management of experienced farmers, and recently, started hiring H-2A visa workers to help with farm labor in a market when they experience the inability to hire enough U.S. workers. They have found these workers to be integral of their success. In addition, they will use their award to improve working conditions and the overall wellbeing of their employees.</p>	\$ 25,000

Big Creek Farms LLC	Platinum	IL	<p>For Big Creek Farms, the largest challenge to their farming operation has been finding U.S. based workers. This has negatively affected the productivity of their farm in numerous ways including planting and harvesting done at a lower rate than desired and tillage done in a less than timely manner. It has made the farm more susceptible to weather events and conditions, making it more difficult to assure optimum working conditions for workers, as well as reducing the amount of work completed prior to or after a weather event. Therefore, Big Creek Farms will bolster recruitment of farmworkers and increase the wellbeing of all employees. FLSP funding will supplement their ability to hire and retain workers due to a lack of U.S. based labor via the H-2A program and increase their labor stabilization and agricultural productivity. As a result, having more workers reduces the burden and stress on other employees, improving morale and overall productivity. In addition, they will use their FLSP funding to implement paid sick leave, bonus pay, and a commitment to neutrality, access, and voluntary recognition to improve workers' pay, incentives and overall working environment. FLSP will significantly improve the working environment of their existing employees and make their farming operation more resilient to labor shortages will improve the productivity and profitability of their farm.</p>	\$ 200,000
Effingham Equity	Silver	IL	<p>Effingham Equity, a farmer-owned cooperative, will use their FLSP award to address the critical U.S. based labor shortage in the agriculture service sector. Effingham Equity aims to use their FLSP award to increase their recruitment and retention of employees with the projected potential of 727 new hires. In addition, their FLSP award will help them expand their employee commitments to include paid leave for their workers.</p>	\$ 860,000

Grandview Farm Limited Partnership	Silver	IL	Grandview Farm is a privately owned grain and livestock farm located in Madison County, Illinois and part of the St. Louis metropolitan service district. Due to a severe shortage of farm labor within the last several years, Grandview Farm has had to get creative in terms of fulfilling their operations labor supply needs. The FLSP award to supplement their ability to hire and retain U.S. based workers via the H-2A program. As a result of their FLSP award, they will be able to hire 13 additional farmworkers, and offer them training to operate highly complex GPS controlled equipment and achieve a mastery of the operation of a complex grain and storage facility. Through the implementation of their FLSP award, Grandview Farm's will feel the immediate impact of additional farm labor support while also benefitting from the long-term potential impact of labor stabilization. Ultimately, their FLSP award will allow their operation to remain a financially viable farm and therefore contribute to meeting the nation's food needs.	\$ 200,000
McClure Custom Pumping, LLC	Silver	IL	McClure Custom Pumping (a manure application business) has always worked to hire and maintain a domestic staff, but when they have employee shortages, they supplement needs with H-2A employees. McClure Customs Pumping works closely with Golden Opportunities and the U.S Consulate in H-2A employee home countries; they start months in advance to prepare all proper paperwork and work visa for each employee. The business' returning H-2A employees have helped them successfully recruit additional employees.	\$ 200,000
Spring Grove Nursery Inc.	Silver	IL	Spring Grove Nursery will use FLSP to support employee benefits, housing maintenance, and more by bringing wellbeing and economic benefits to their community. SGN has existing benefits in place that align with the goals of the FLSP like overtime pay, bonuses, and paid sick leave. The FLSP Grant will help formalize a housing agreement for preventative maintenance; expand the benefits currently offered and help cover the cost of housing and the salaries for employees.	\$ 100,000

SVF LLC	Silver	IL	<p>SVF LLC will use their FLSP funding to boost their recruitment efforts in the U.S., and when necessary, via the H-2A program. In addition, the FLSP will allow SVF LLC to increase their worker's well-being and working conditions with increases to their bonus payments, paid sick leave plans, and with the establishment of weekly housing maintenance plan. With FLSP's technical assistance and funding commitment, they will be able to expand their business both in terms acres under cultivation and volume of crop raised without worrying as much about where they will find the labor to get the jobs done in a timely fashion. The potential impact of having reliable workers and good working conditions in place will be that SVF LLC will have more time to spend on financing, risk management/marketing, and investigating and pursuing new value-added market opportunities, all of which will be the result of the FLSP.</p>	\$ 100,000
Mainstay Farming Partnership	Silver	IN	<p>Mainstay Farming Partnership has found it difficult to find enough qualified agricultural labor, especially in rural and remote areas that are in competition with other industries for blue collar workers. In addition, the seasonality of the work and variable weather changes labor needs throughout the year. FLSP funding will help cover expenses to improve the performance and quality of life for their employees. This will include improvement of domestic hiring and recruiting, because supporting their rural community and employees is very important to them; the costs of new benefits to H-2A employees such as paid sick leave; improved maintenance; proactively improved living conditions; and safety platform and training costs with external partnerships.</p>	\$ 100,000

Vulgamore Land & Cattle Inc.	Platinum	KS	<p>Vulgamore Land & Cattle will use their FLSP award to support their ongoing efforts to further develop a more resilient and sustainable ranching operation. FLSP support will enable them to establish a dedicated Human Relations department within their organization, which will be a pivotal hub for streamlining various operational aspects, including payroll management, recruitment, retention efforts, and employee satisfaction. This initiative, supported by FLSP, allows them to diversify their labor pool and meet immediate staffing needs. Vulgamore Land & Cattle's commitment to long-term labor improvements involves enhancing employee satisfaction through various means, such as professional development partnerships, paid sick leave, benefits, improved training, and onboarding processes. These initiatives aim to create a more engaged and satisfied workforce, ultimately improving retention rates. Additionally, their FLSP award will enable them to enhance living conditions, benefiting their workforce and positively impacting the local community.</p>	\$ 800,000
Andrew Winsor	Silver	KS	<p>For several years, Andrew Windsor's operation had faced difficulty in securing employees for their farm. Through the H-2A program, they have been able to secure foreign employees who have the skills to meet their needs. The unexpected benefit of hiring focused employees is additional management time which has allowed them to set and reach sustainability goals. It is critically important their employees to work in a safe manner, and they are committed to providing equipment and training that helps keep them.</p>	\$ 100,000
D&A Farms	Silver	KS	<p>D&A Farms operates in a county with a population below 2,000 residents. Finding and retaining good workers is an ongoing challenge. FLSP provides a good vehicle to standardize, organize, document, and fund efforts. The following initiatives will provide future stability to their work force, allowing them to produce the best products year after year with no disruption to the food supply chain. Planned initiatives include paid sick leave; an electronic log for housing deficiencies and required maintenance; a Collaborative Working Group to determine areas of improvement for employees, workplace safety, etc. D&A Farms will commit to Neutrality, Access, and Voluntary Recognition when it comes to its employees and their desire to pursue a work force union.</p>	\$ 100,000

Hineman Land & Cattle Inc.	Silver	KS	Hineman Land & Cattle grows winter wheat, corn, sorghum, and fallow, and operate in a county with less than 2,000 residents. FLSP provides a good vehicle to standardize, organize, document, and fund their efforts to initiate future hiring stability allowing them to produce the best products year after year with no disruption to the food supply chain. Employees will receive an annual bonus at the completion of the work contract; paid sick leave; and Hineman staff will create an electronic log to document and address any housing deficiencies or maintenance needed. Hineman Land & Cattle will commit to Neutrality, Access, and Voluntary Recognition.	\$ 100,000
Kansas Bull Development LLC	Silver	KS	Kansas Bull Development LLC strives to produce agriculture products via a humane, environmentally sustainable, and safe way for both their employees and the animals with whom they interact. FLSP will help; them to stay on track with the ongoing needs and concerns within the industry. The FLSP funding would allow Kansas Bull Development LLC to expand their ability to provide the following benefits to increase the wellbeing of their employees: bonus payments, a weekly housing maintenance plan, a collaborative working group, overtime pay, and paid sick leave. The potential impact from their FLSP investment would contribute to their operation's labor stabilization and agriculture productivity.	\$ 100,000
EcoHaven Conservancy Farm	Platinum	KY	EcoHaven Conservancy Farm has struggled for several years with U.S. labor shortages which has led to decreases in production. By participating FLSP, EcoHaven Conservancy Farm will address key workforce challenges by expanding their recruitment and retention of U.S. workers and when necessary, employ recruitment through the H-2A program to stabilize their labor force. Their farming operation prioritizes extensive training in safety, skill development, and employee welfare, emphasizing their commitment to an inclusive supportive work environment. Additionally, their FLSP award will improve the farm operations ability to offer health and safety programs and cultural sensitivity training, contributing to the wellbeing of their employees and the local community.	\$ 200,000

Fraser Farms	Platinum	KY	<p>Fraser Farm's greatest challenge as a new farming operation is U.S. agriculture labor shortages. Their FLSP award will allow them to reduce recruitment costs in the short term and secure a strong workforce that will benefit their farming operation in the long-term. They plan to use the FLSP award to supplement their ability to hire and retain up to 77 new employees. This will help them diversify their supply of workers, while also providing a regular migration pathway for workers in Northern Central America. Fraser Farm's expects to offer bonuses, paid sick leave, improved worker housing, and a collaborative working group to create a formal forum to discuss employee concerns. They will also strengthen their partnership with Hutson School of Agriculture at Murray State University as they will present multiple safety trainings for employees. These commitments will allow Fraser Farms to improve working conditions, recruit a strong workforce, and retain them for years to come.</p>	\$ 1,200,000
Futrell Farms Inc.	Platinum	KY	<p>Futrell Farms is excited by the potential to improve their domestic recruitment and retention ventures while also exploring how to supplement any unfilled positions via the H-2A program from NCA Ministries. The FLSP will help them address their current labor shortages by hiring up to 227 farmworkers. As a part of their commitments, Futrell Farms is implementing bonus payments on a monthly basis, paid sick leave accrued bi-weekly, a weekly housing maintenance plan, a Neutrality, Access, and Voluntary Recognition policy to ensure fair and free choice to join a union, and a collaborative working group that will address worker concerns in the workplace.</p>	\$ 1,440,000

Rootbound Farm LLC	Platinum	KY	Rootbound Farms will use FLSP funds to retain and expand their workforce, including potentially recruiting from Guatemala, increase employee well-being, and setting a new standard for what is possible in their regional agricultural industry. The funding will allow them the flexibility to expand existing employee benefits, implement new benefits, establish policies for worker protection, and expand recruitment opportunities for U.S. farmworkers and when unable to fulfill labor needs expand to Central North American labor supplies via the H-2A program. Commitments include bonus payments and providing paid sick leave; implementing a weekly housing maintenance plan to ensure employees with provided housing have well taken care of living quarters with adequate amenities; establishing a Collaborative Working Group to ensure a safe and healthy work environment; committing to Neutrality, Access, and Voluntary Recognition in case employees explore joining or creating a union and bargaining a Collective Bargaining Agreement in that scenario.	\$ 400,000
Stephen Marc Burnett II	Platinum	KY	Burnett Agriculture will use their FLSP award to supplement worker recruitment via the H-2A program. The impact of this investment is significant in that it will help maintain and improve agricultural supply chain resiliency and address the labor shortage while also helping curb irregular migration.	\$ 100,000
Barr Farms Organic Produce LLC	Silver	KY	Barr Farms Organic Produce is committed to producing healthy food, healthy people, and ultimately a healthier community. They will use their FLSP award to improve the wellbeing and working conditions of their employees. They plan to do this by developing a worker's handbook that will include a description of worker rights and expectations as well as, 1) Paid Sick Leave Policy, 2) Bonus policy, 3) Worker Safety and 4) Food Safety. Additionally, the farm will formalize a work schedule in the Employee Handbook that accounts for mid-summer heat waves and will also institute more health/weather related trainings for workers, including clear protocol for accessing medical care. It is their intention as well to utilize their FLSP funding to supplement their ability to hire and retain workers due to a lack of U.S. based labor supply and will recruit farm labor in North Central America via the H-2A program. The potential impact from this investment is notable in that improving the quality of life for all their farmworkers will help them develop a resilience to U.S. based labor shortages all the while allowing their operation to increase production to meet the high demand of organic produce.	\$ 100,000

<p>CSA Info Sustainable Harvest Farm</p>	<p>Silver</p>	<p>KY</p>	<p>Sustainable Harvest Farm (SHF) in Kentucky produces a wide variety of certified organic, high-quality produce grown in an environmentally sensitive manner using agricultural best practices that are annually certified by a 3rd party. SHF will use their FLSP award to hire 30 new farmworkers. Additionally, they plan to increase the well-being and working conditions of their employees by partnering with the Fair Food Standards Council. In doing so, SHF will increase the care for their workers physical, mental, social, and spiritual health. SHF is excited to provide each employee with paid sick leave. The potential impact of these 30 new hires will allow this family-owned operation to keep good on their promise to continue servicing their communities with "a wide variety of certified organic, high-quality produce".</p>	<p>\$ 200,000</p>
<p>We Grow Microgreens LLC</p>	<p>Platinum</p>	<p>MA</p>	<p>We Grow Microgreens a small urban farm in Massachusetts will use the FLSP Program to hire staffing necessary to increase crop production, expand growing practices, attract more customers, and offer more produce for many foods insecure families. Currently, We Grow Microgreens provides employees with a manual outlining all business practices and policies. We Grow Microgreens will now be able to offer overtime pay, paid sick days, and a weekly housing maintenance plan. The job will be posted publicly for domestic workers first and the business will recruit H-2A workers though NCA Ministries if they don't find enough U.S. workers. We Grow Microgreens will comply with WSR, CBA, and Neutrality, Access, and Voluntary Recognition.</p>	<p>\$ 200,000</p>

Moon Valley Farm Inc.	Platinum	MD	<p>Moon Valley Farms has been a model of resilient year-round organic vegetable farming in the Mid-Atlantic since 2012. However, labor shortages and high employee turnover have been two of their most significant obstacles in achieving their goals while maintaining profitability. Due to an increasing demand of their produce, Moon Valley is growing from 25 to 70 acres in production in 2024. To grow their production, Moon Valley Farms will use their FLSP award to increase their labor force by 16 new farmworkers. They will also increase their current employee benefits by instituting a bonus paid to all agricultural employees at eight-week intervals, a revised paid sick leave plan, a housing maintenance plan, a collaborative working group, and a commitment to neutrality, access, and voluntary recognition. The FLSP's potential impact on Valley Farms will allow them the opportunity to become more resilient by expanding to greater acreage, adding more sustainable farming practices, and growing all sales channels from wholesale to restaurants to Community-Supported Agriculture.</p>	\$ 400,000
Flying Plow Farm	Silver	MD	<p>The Flying Plow Farm will use their FLSP award to further recruitment efforts for farm labor and to enhance the wellbeing and working conditions of its employees. They will do this by formalizing a housing maintenance plan and a working group that engages employees in a broader discussion about work, social, and housing issues. Additionally, they will use external resources to either help facilitate this working group and/or give the farm owners the technical support to encourage worker contribution. As a small first-generation farming operation, the Flying Plow Farm has had to rely on the H-2A program to supplement their ability to hire and retain U.S. based workers, and the program has been vital to the success and resiliency of their farm. FLSP will allow this farming operation to pursue ways to improve their worker housing and engage workers more directly in the future success of the farm.</p>	\$ 100,000

Native Concepts LLC	Silver	MD	<p>Trueman Vineyards and Winery (TVW) faces persistent local labor challenges, relying solely on owner labor and occasional part-time workers is no longer enough for their growing business. Funding from the FLSP will help support this family-owned small business two-fold. Short term, it will enable them to bolster their recruitment efforts of hiring additional qualified farm workers and guarantees enhanced worker protections. Long term, it will allow them to enhance working conditions to secure ongoing seasonal labor. An enduring partnership with the Fair Food Program secures the safety of their workers, delivers access to new markets, while fostering agriculture diversity and resilience against market fluctuations. Through FLSP funding, TVW will be able to elevate worker well-being via on-farm housing, a 24/7 confidential assistance hotline, native-language training, and a monthly Collaborative Working Group. Additionally, they will purchase timekeeping software for accurate employee-led record-keeping.</p>	\$ 100,000
Richardson's Chicken Farm Inc.	Silver	MD	<p>Richardson's Chicken Farm grows a variety of vegetables and melons. There is workforce competition in their area, and working conditions make it difficult to recruit employees. Each year, Farm discussions center around limiting production due to the challenges of finding enough US employees and the expense associated with the H2A program. This grant opportunity will help with production continuity and improve employee housing. This grant improves worker benefits such as paid sick leave and implementation of housing inspections.</p>	\$ 400,000
Rock Hill Orchard LLC	Silver	MD	<p>Rock Hill Orchard LLC has had to alter their hiring practices to supplement a lack of U.S. based labor, which has led them to rely on H-2A workers since 2016. Rock Hill Orchard LLC will use its FLSP award to bolster its U.S. based and H-2A recruitment offers, and continued efforts to improve the wellbeing of all of their workers by continuing their paid leave benefits, expanding external engagement by setting up a Collaborative Working Group meeting monthly focused on workplace safety, health, and living conditions, and implementing an Innovative External Partnership with the University of Maryland Extension focusing on providing monthly worker training on the farm in areas related to worker safety and professional development. Finally, they commit to Neutrality, Access, and Voluntary Recognition.</p>	\$ 100,000

Circle B Farms LLC	Silver	ME	Circle B Farms LLC (CBF) is a small, family-owned, and operated farm in Northern Maine growing vegetables, blueberries, and apples. The H-2A program has been essential to their operations to supplement a labor shortage of U.S. workers. FLSP will enable CBF to grow their workforce by 30 and will allow them to create the necessary administrative systems and structures so that with this growth, all employees will have continued and improved protections and benefits. With FLSP's support, CBF will improve working conditions through transparent policies and worker engagement including a bonus payment, an improved weekly housing maintenance plan, innovative partnerships, and a worker driven social responsibility program. Grant activities will focus on infrastructure, including a heat stress relief van and field sanitation units, as well as policies and administrative support including a translated employee handbook. FLSP support and technical assistance will ultimately provide CBF with a pathway to manage a larger workforce while ensuring worker safety and engagement.	\$ 200,000
Valley Farms LLC	Baseline	MI	Valley Farms employs 63 FTEs. High supply prices since the pandemic, the drought in 2022 and flood in 2023 yielded 75% less in harvested vegetables, significantly reducing their financial ability to recruit and improve worker conditions. Valley Farms empowers their workforce, with a clear vision to enhance job satisfaction, curtail turnover rates, and significantly boost overall productivity. Central to their mission is the improvement of working conditions and the cultivation of a positive workplace ambiance. Their commitment extends to improving housing conditions and introducing a new sick leave policy, all aimed at elevating the overall living standards for their employees. They will also offer weekly housing maintenance checks to address maintenance issues. Staff will be trained on heat hazards for prevention and first aid. Translation services will be provided for training and staff will use translation apps and two full time bilingual employees for daily communication. A key partner, Great Lakes Bay Health Centers, will provide mobile medical, dental and substance abuse counseling to workers.	\$ 100,000
Overlook Orchards LLC	Platinum	MI	FLSP will help Overlook Orchards bridge their employment gap to help with day-to-day operations required during the season, while providing the best and most comfortable working environment both on the job sites and in housing. FLSP's impact will help stabilize their workforce and facilitate operations.	\$ 400,000

B. Monrroy LLC	Silver	MI	B Monrroy LLC assists farmers with farm labor needs and every year experiences the challenges of recruiting and enticing workers to return the following season. Through the FLSP grant, B Monrroy LLC is committing to pay overtime where not already required by law and to a weekly housing maintenance plan. Overtime pay and improved living conditions will attract workers and entice them to come back the following season. In addition, B Monrroy LLC will participate in the research and trainings provided through the grant and incorporate them to its current training and resources. The FLSP grant will help B Monrroy LLC improve the wellbeing of workers and establish good relationships with a larger pool of workers which will help them address labor shortages for farmers and improve working conditions for its U.S. and H2A workers.	\$ 400,000
Lakeview Hills Organic Farm	Silver	MI	Lakeview Hill Farm, an organic vegetable farm, has been unable to hire seasonal domestic workers to operate its farm. Due to a lack of U.S. based labor they will use their FLSP funding to help supplement their ability to hire and retain workers via the H-2A program. These boosts in recruitment efforts will be accompanied by an investment in worker housing, new paid bonuses, the development of a weekly housing maintenance plan, and the creation of a Collaborative Working Group to discuss concerns regarding workplace safety and health, employee well-being, and increasing the viability of the farm.	\$ 100,000
Schilling Family Farms LLC	Silver	MI	Schilling Family Farms plans to use FLSP funds to continue and expand existing responsible recruitment efforts and improve working conditions for over 140 employees. Schilling Family Farms, and its sub-awardee, Hawkeye Farms DBA Mick Klug Farm will expand external partnerships to provide an innovative, holistic well-being program from which workers can choose how to participate. The well-being program will provide physical, mental, spiritual, and social health options, including medical training and services, access to recreational and spiritual programs, and multi-lingual counselling and conversation. They will implement comprehensive and robust housing maintenance programs, including weekly inspections, maintenance, reporting, improvements, and a feedback system allowing workers to report issues promptly, easily and anonymously, without fear of retaliation.	\$ 600,000

Bolton Bees LLC	Platinum	MN	<p>Bolton Bees LLC, a family-owned beekeeping business, hopes to grow their operation to produce and sell more local USA honey, send more hives for almond pollination, and to sell more bee colonies and queen cells. They plan to use the FLSP award to do the following: 1) Increase U.S. labor recruitment efforts and when necessary, supplement any additional labor needs via the H-2A program 2) Increase farmworker wellbeing via additional worker benefits including participation in FLSP research/reporting, KYRR access and training, paid bonus', and paid sick leave 3) Increase work conditions via improved work housing conditions. The potential impact on Bolton Bee's would go as far as helping them create a stable and resilient food (honey) and agriculture (pollination, queen cells, and bee hives) sector which would directly benefit the Midwestern Region's food supply and output.</p>	\$ 200,000
Fitzgerald Organics LLC	Platinum	MN	<p>Fitzgerald Organics LLC specializes in the production of organic row crops in McLeod County, Minnesota. As a leader in organic farming in the area, they also offer coaching and consulting for new operations. Recently, McLeod County has experienced one of the worst worker shortages in the county's history, with only .4 workers available for every job vacancy and by 2030, expects to have 1,300 open positions in the agriculture sector due to inability to find local U.S. based workers. To combat this challenge, Fitzgerald Organics LLC intends to use their FLSP award to supplement their ability to hire and retain workers due to a lack of labor supply recruitment found domestically via the H-2A program in North Central America and South Africa. Fitzgerald Organics is committed to improving the wellbeing of their workers and plans to increase participation in Know Your Rights and Resources Training, FLSP research and reporting, overtime pay, paid sick leave, a weekly housing maintenance plan and a commitment to Neutrality, Access and Voluntary Recognition.</p>	\$ 200,000

Featherstone Fruit and Vegetables LLC	Silver	MN	<p>Featherstone Fruits and Vegetables, LLC (dba Featherstone Farm) is committed to being a fair, transparent, and accountable agricultural employer, and to making farmwork a safe, respected, and personally sustainable profession. In alignment with the commitments of the FLSP, Featherstone Farm looks forward to expanding their operations and improving the well-being and work conditions of their employees. In partnership with the Fair Food Project, they are implementing a formal working group that meets on a regular basis to help identify issues that affect employee health, safety, and other concerns. The FLSP award will help supplement their ability to hire and retain workers due to a lack of U.S. based labor supply via the H-2A program. Featherstone Farm will be able to grow their operation with an additional 44 new farmworkers. The FLSP will enable them to further develop programs compliant with a code of conduct which includes but is not limited to: 1) maintaining a complaint resolution and remediation process and correct action process; 2) Developing with FFP a Worker Health and Safety Process through the implementation of our collaborative working group around worker health, safety, concerns; 3) implementation of worker education around workers' rights; and 4) distribution of the Fair Food Program Premium bonuses to qualifying workers.</p>	\$ 400,000
Olsen Custom Farms LLC	Silver	MN	<p>Olsen Custom Farms (OCF) is a custom farming operation providing crop harvesting services for farmland owners across the United States. OCF prioritizes open communication and safe working conditions as key employer practices. Supplemental employee commitments include bonus payments, a weekly housing maintenance plan, and establishing a Collaborative Working Group that will serve as a platform for employees to lead discussions about workplace conditions and practices. These initiatives are expected to create a more supportive and engaging work environment, thereby attracting, and retaining a skilled workforce. By addressing critical challenges such as labor shortages, supply chain disruptions, and the complexities of the H-2A program, OCF aims to increase its workforce to access new business opportunities. OCF will be able to leverage their FLSP funding to impact their 130 new farm worker hires.</p>	\$ 600,000

Twin Organics LLC	Silver	MN	<p>Twin Organics aims to use their FLSP award to implement a Collaborative Working Group consisting of farmworkers and employers to create a Housing Maintenance Plan that will ensure the following: high quality housing conditions throughout the season, increased paid sick leave, bilingual language access, and a commitment to Neutrality, Access, and Voluntary Recognition of employee union efforts. This work offers the potential impact of ensuring the critical reliability of a highly trained and reliable workforce during peak farming seasons. This will stabilize their operations during peak harvest season and from year to year, unlocking future growth and promoting additional access to sustainable, organic produce for community members in the Twin Cities Minnesota region. For workers, high quality working conditions and living arrangements, and proactive, accessible, and transparent measures to provide feedback and see improvements, will promote a positive working experience and long-term working relationship.</p>	\$ 100,000
Palindromes Inc.	Platinum	MO	<p>Palindromes Inc. will use FLSP funding to increase both U.S. based, and when necessary to meet staffing needs, H-2A workers. Through this project, Palindromes Inc. is planning to enter new markets and help address supply chain needs locally, by creating a farm that produces regenerative, organic, bio-dynamic and bio-diverse products, including but not limited to beef, chicken, pork, grains, and vegetables. This expansion requires an increase in specialized agricultural labor that cannot be completely fulfilled by the domestic workers in Putnam County, and so participation in the FLSP program will help supplement their ability to hire 22 total new people. Additional FLSP funded activities include the development of universal benefits and protections for all workers, Know Your Rights Training, overtime pay, bonus pay, paid sick leave, creating a weekly housing maintenance plan and committing to neutrality, access and voluntary recognition.</p>	\$ 400,000

Happy Hollow Farm LLC	Silver	MO	<p>Happy Hollow Farm, LLC is a women-owned farm in central Missouri that employs U.S. and H2-A workers to sustain the labor demands of their certified-Organic produce operation. After 13 years, management has the experience and market traction to expand their operations. Happy Hollow Farm has been approached by three state-wide distributors seeking produce. Through these and other retail markets in the area (including expanding into the Kansas City market), the farm has the potential to increase the market for their products by 45%, increasing profitability and sustainability on the farm. The market expansion potential would support an increase in hiring up to 5 additional employees in the next five years and provide quality, organic produce to consumers, including rural communities in the region with limited access to food.</p>	\$ 100,000
Ozark Fisheries Inc.	Silver	MO	<p>Ozark Fisheries works with their state workforce development agencies to recruit and use domestic workers when possible. They have turned to the H-2A program to fill in the gap, and it has been essential for their business to succeed for the past few years. Ozark Fisheries is committed to providing safe and pleasant work and living environments for all their employees. They have many existing practices to make sure their employees feel confident in their employment duties, living environment and overall life on the farm. Employees are encouraged to check in and give feedback to team managers. Ozark Fisheries strives to have great communication between all workers and encourages communication in both English and Spanish. Ozark Fisheries will continue to provide overtime pay to all employees for any time worked over 40 hours per week. They also will commit to implementing and carrying out a weekly housing maintenance plan to address any housing issues.</p>	\$ 200,000

The Warrior Rendezvous Farm Stay LLC	Platinum	MS	Warrior Rendezvous Farm Stay (WRFS) -- which produces honey, eggs, chickens, beef, fruits, and vegetables -- seeks to address key challenges in the agricultural sector and promote sustainable practices. WRFS directly addresses the urgent need for stable agricultural labor, promoting fair working conditions, and supporting international collaboration for regular migration pathways. Their comprehensive approach includes a commitment to utilizing the H-2A Temporary Agriculture Workers program responsibly to address any labor shortages; and a worker-driven social responsibility plan that goes beyond baseline requirements, offering paid sick leave, production-based bonuses, and a weekly housing maintenance plan. WRFS anticipates building a resilient workforce to mitigate challenges associated with labor shortages; supporting regular migration pathways contributes to economic development in sending communities and fostering a skilled and stable agricultural workforce.	\$ 400,000
Vilicus Farms	Silver	MT	Vilicus Farms will use their FLSP award to stabilize labor and support further improvement in working conditions for all employees. Efforts include creating a bonus payment program, expanding sick leave benefits to hourly employees, establishing a worker housing maintenance plan, and chartering an employee working group. These activities, along with other existing practices and policies will be compiled into an employee handbook. This grant will help close the current labor gap on the farm and invest in the future by expanding the seasonal workforce. Additional labor will enable the farm to be timelier in seeding and harvest operations which is a critical strategy to be resilient to climate change. It will also enable the farm to access new markets by achieving the farmer and farmworker fairness standards required as part of a Regenerative Organic Alliance certification.	\$ 100,000

Panoramic Farm Inc.	Platinum	NC	<p>Panoramic Farm inc. is an agriculture operation committed to addressing labor shortages, promoting sustainable practices, and improving worker conditions. Panoramic Farm will use their FLSP award to attain Sustainability Certification, advance transparent workforce expansion of 34 farmworkers via domestic and Northern Central American recruitment and enhancing the well-being of all of their farmworkers. The funding will directly contribute to increased sustainable agricultural production through the propagation and growing of edible ornamental perennials such as blueberries, raspberries, and blackberries. Simultaneously, their efforts will reduce irregular migration by providing legal pathways for foreign labor as a means to supplement U.S. labor supply shortages. Their commitment to improve farmworker conditions will elevate the livelihoods of their employees and improve labor retention. All of which will support their efforts to be critical actors in ensuring America's food supply system.</p>	\$ 800,000
Appalachian Mountain Farms LLC	Silver	NC	<p>Appalachian Mountain Farms, located in North Carolina, will use their FLSP award to address significant challenges in farm labor within their region, emphasizing improved working and living conditions. As a result of their FLSP award, Appalachian Mountain Farms will be able to supplement any additional farm labor needs that were not already met with the H-2A program. Additionally, they will use their FLSP award to further the wellbeing and working conditions of all of their employees by committing to the following: 1) improved comprehensive safety training that includes heat stroke prevention, first aid response, and well-structured break schedules with necessary facilities like shaded areas and cool water; 2) improved benefits including paid sick leave; 3) improved grievance mechanisms in collaboration with the Fair Food Program; and 4) improved worker housing with the introduction of a weekly housing maintenance program. The potential impact from the FLSP grant is significant as it allows Appalachian Mountain Farms to create a work environment that prioritizes employee safety, health, and satisfaction, thereby promoting labor force stabilization and increased agricultural productivity.</p>	\$ 100,000

Frank Howey Family Farms	Silver	NC	Frank Howey Family Farms employs both U.S. based workers and H-2A resources from South Africa and Costa Rica. Through the FLSP program, they will not only enhance the existing talent pool but will be able to better support future workforces. Today, they have informal programs for bonuses, performance reviews, complaints management and housing maintenance. Their FLSP grant will allow them to further this work and establish more formalized coaching/mentorship programs, implement rigid trainings, and introduce new technology to help compete in what has become a global industry, while prioritizing their employees.	\$ 400,000
Hart-T-Tree Farms LLC	Silver	NC	Hart-T-Tree Farms is a medium-sized Christmas tree farm in the mountains of North Carolina that values employees and recognizes they are the reason for the success of the farm. Hart-T-Tree Farms plans to honor employees' hard work via their FLSP award by increasing financial rewards, incentives, and access to preventative healthcare via an innovative partnership with a local direct primary care provider. They also plan to formalize good employer practices through an employee handbook that spells out values, policies, and procedures to create a more transparent, communicative, and healthy work environment. After experiencing financial strain due to low production/inventory, increases in wage rates and other farm expenses, Hart-T-Tree Farms would like to expand opportunities for employees and make improvements to the workplace. The FLSP grant would allow Hart-T-Tree farms to pursue innovative workplace opportunities, programs, and practices that could serve as a model for neighbors and throughout the state's agriculture industry.	\$ 400,000

Black Gold Farms	Silver	ND	<p>Black Gold Farms is dedicated to continuing to be a reliable source of potatoes. To ensure their operations production, they have used alternative employment to supplement their ability to hire and retain workers due to a lack of U.S. based labor via the H-2A program. Black Gold Farms is grateful for the opportunity to use the FLSP to attain hundreds of new workers and provide them with additional training on safety and position specific skills that will increase their knowledge/experience and create a positive work environment for all employees. In addition, FLSP funding will be used to help the employer provide housing and transportation that better meets the needs of its employees. Black Gold Farms is also committed to ensuring their employees remain safe and healthy. The FLSP will support them in ensuring employee's receive superior safety training and that any personal medical needs are tended to properly. The potential impact of the FLSP on Black Gold Farms is significant as it will allow their business to remain cost competitive and maintain timely delivery of crops to their customers.</p>	\$ 720,000
Chad Allen Lawler	Silver	ND	<p>The continuing trend of workforce shortages, obtaining and retaining qualified workers, and the uniqueness of the elk ranching industry accentuates the high need for targeted strategies to meet current and future demand. Chad Allen Lawler's proposal tackles the industry needs by promoting, employing, hosting, housing, managing, and financing workers. It provides expanded safe pathways for workers to acquire unique agricultural skillsets from an experienced elk rancher and achieve economic benefits for workers and their families. Key employer plans and practices include providing a safe and healthy work environment, housing, and access to care and communication. As practices evolve during the performance period, continual improvement throughout the program will be realized. Impacts will result in continuation of the food supply, attraction of employees, the sharing of unique skills, and ability for workers to use train-the-trainer capabilities.</p>	\$ 100,000

Daniels Produce LLC	Platinum	NE	Daniels Produce, a 900-acre vegetable farm, currently has 180 farmworkers. They are a proactive agent in providing for their farmworkers, having signed agreements with worker-driven social responsibilities programs that aim to enhance the mental and wellbeing of their employees. The FLSP award will enable Daniels Produce to continue their hiring and retention efforts in the U.S. and when necessary, recruit H-2A workers in Guatemala and Honduras. Additionally, the award will also ensure that once their farmworkers arrive to their operation, they too will have a respectful standard of living quarters and working conditions. The impact of the FLSP award will be to improve the reliability and quality of their workforce, so that they can continue to play an active role in providing quality produce for their local and regional communities.	\$ 1,200,000
DCN Farms Joint Venture	Silver	NE	DCN Farms plans to use their FLSP award to support the well-being and overall working conditions for their employees. Additionally, the FLSP will bolster the ongoing costs associated with hiring workers such as recruitment, application fees, and attorney fees. The grant will allow them to offer bonuses to those who show commitment to their operation. They plan to implement a Weekly Housing Maintenance Plan that will improve worker housing conditions. Lastly, their FLSP award will create a Collaborative Working Group to allow workers to voice any needs or concerns. The potential impact from the FLSP is substantial as it will help alleviate immediate labor supply needs while also offering DCN Farms the opportunity to grow their operation through resiliency to labor shortages.	\$ 100,000

Moonshot Farm LLC	Platinum	NJ	<p>Moonshot Farm, a New Jersey family owned and small farm, aims to use the FLSP program to support their recruitment and retention of their existing domestic agricultural workforce and any additional workforce they may need via the H-2A program. With the FLSP funding and technical support, they aim to continue their existing worker-friendly practices such as Overtime Pay, Bonus Pay, and Paid Sick Time. They also plan to implement a Weekly Housing Maintenance Plan and Collaborative Working Group, as well as a policy of Neutrality, Access, and Voluntary Recognition. Moonshot Farm has always aimed to provide fair and safe conditions for their employees, with Key Practices including shade structures, paid breaks, fair wages, thunderstorm/air quality policies, employee-managed timekeeping, paid overtime, and paid sick leave. The FLSP award will enable them to improve and formalize many of these programs. Like many small farms in the U.S., they struggle with employee retention and finding reliable US-based workers, especially during their high season. FLSP will have the potential impact to help supplement their ability to hire and retain U.S.-based workers via H-2A visa program. The FLSP will enable them the financial opportunity to navigate requirements, seek expert advice, and implement worker-friendly policies to support both their entire workforce.</p>	\$ 200,000
Alstede Farms LLC	Silver	NJ	<p>Alstede Farms has a long-standing history with using the H-2A farmworker program. Alstede Farms will use the FLSP award to improve existing administrative systems that will support the addition of nearly 50 new farmworkers, including but not limited to a Sick Leave program that exceeds the minimum requirements of the NJ sick leave program, weather and heat related protections, improved worker housing, medical resources for farmworkers on site and assistance for offsite care. Additionally, the projected impact of the FLSP funds will further advance Alstede Farm's ongoing efforts with other actors to advance farmworker voices in other operations which ultimately will lead to these employers having a more sustainable and reliant workforce to further critical food supply in their region and nationally.</p>	\$ 400,000

C&C Livestock Corporation	Silver	NM	C&C Livestock Corporation aims to address their local agricultural labor shortages and improve the working conditions of their ranch via the FLSP. Through their award, C&C Livestock plans to hire a total of 18 workers through local recruitment efforts and supplement any additional labor supply through the H-2A program. Faced with the challenges of an aging workforce, reduced interest in agriculture among younger workers, and disruptions caused by the pandemic, C&C Livestock has a critical need to complete property improvements such as restoring a collapsed hay barn and clearing safer roads, aimed at improving working conditions and making C&C Livestock a more attractive employer.	\$ 200,000
Garden of Eve LLC	Platinum	NY	Garden of Eve LLC (Garden of Eve Organic Farm) is an agricultural employer attentive to creating a healthy, safe, and supportive work environment for its employees. The greatest challenge has been finding and retaining properly skilled, efficient, trained agricultural labor who stay through the whole season. In the past, many of their U.S. workers would voluntarily leave employment after 2-3 months due to lack of familiarity with agriculture, often at the peak of the workload. The H-2A program will allow them to retain labor through the whole season and multiple years to fill gaps. Their FLSP award will allow them to pay additional overtime, pay for additional sick leave, improve housing conditions, and hold weekly housing meetings, meet all WSR and Fair Food standards, as well as provide additional trainings and capacity skills development of workers.	\$ 200,000
Jangsoo Farm Inc.	Platinum	NY	The Jangsoo farm operation, dedicated to the cultivation of specialty Asian vegetables, faces pivotal challenges ranging from limited housing and workforce retention to the complexities of the H-2A program and the inherent vulnerabilities of a small labor force. The FLSP grant funding will be used to subsidize housing costs, facilitate the acquisition of suitable accommodations for an expanded workforce. The commitment to recruiting and retaining skilled workers, leveraging financial incentives and safety measures positions Jangsoo farm as an employer of choice in a competitive market. As pioneers in cultivating diverse specialty crops, they anticipate scaling their operation's size and scope. The program's impact is not limited to addressing current challenges; it positions them to confidently explore new markets, collaborate with potential buyers, and build a resilient foundation against disruptions in the supply chain and adverse weather conditions.	\$ 200,000

Shanie Fruit Farms Inc.	Silver	NY	<p>Shanie Fruit Farms will use their FLSP award to elevate their workers' living and working conditions through focused Employer Plans and Practices. This framework supports initiatives to safeguard worker wellbeing, while promoting an environment of respect and transparent communication. Challenges they plan to address include improving living conditions, ensuring timely issue resolution, and safeguarding against potential workplace retaliation, all while enhancing employer-employee trust and operational resilience in the face of labor market and climate-related uncertainties. With FLSP support they will remain steadfast in implementing the follow Supplemental Employee Commitments: 1) Guaranteeing timely and equitable overtime pay; 2) Providing production-based seasonal bonuses, with details communicated upon employee onboarding; 3) Enhancing the New York State Paid Sick Leave policy for all employees, aligning with FLSP standards; and 4) Conducting diligent weekly inspections to ensure high-quality employee housing.</p>	\$ 100,000
Eagle Creek Wholesale LLC	Baseline	OH	<p>Eagle Creek Wholesale has struggled to find employees willing to grow, harvest and process the products in their operation. Having hired H-2A workers the past 2 years, Eagle Creek will use their FLSP funding to develop labor stabilization through 44 new hires. With FLSP funding support and technical assistance, they are confident that they can continue to improve upon working conditions for all their employees while helping reduce irregular migration pathways. With the help of FLSP, Eagle Creek can promote and grow their company benefits and protections for workers (updating breakroom facilities, transportation equipment in the greenhouse, installing dust collectors and more employee lockers), with greater transparency of the recruitment process and ensure employees fully understand their rights and resources available to them. By doing so, Eagle Creek hopes employees will return year after year.</p>	\$ 100,000

Maple Drive Farms Inc.	Silver	OH	<p>Maple Drive Farms has long been committed to improving farmworker conditions. Challenges faced include access to services in our rural location, adapting to changing markets, uncertain labor availability, and increasing heat related stress. Participation in FLSP activities will allow Maple Drive Farms to address these challenges. Through current strong partnerships with organizations, they will connect their employees with local services that are often hard to access. A more formal process for evaluating housing need will allow the business to address maintenance needs and requests more quickly. The collaborative working group will give employees an opportunity to address concerns in a consistent and open environment. Finally, more resources will be used to combat increasing heat related injuries. In combination, all these activities will continue to make Maple Drive Farms a workplace that employees are excited to work.</p>	\$ 200,000
Thorsen's Greenhouse LLC	Silver	OH	<p>FLSP award will help Thorsen's Greenhouse support the addition of new employees. Their FLSP commitments include overtime pay, bonus pay, a weekly housing maintenance plan and a collaborative working group. Thorsen's Greenhouse recognizes that overtime is not required in Ohio but has been previously used and will continue to remain for all employees as a part of their commitment to supporting their employees. The weekly housing maintenance plan is new and will ensure housing is in good order and prevent retaliation due to anonymous work order forms. The collaborative working group is a new commitment made to ensure that farmworkers have a structure for group advocacy.</p>	\$ 400,000

Uncle John's Plant Farm Inc.	Silver	OH	<p>Uncle John’s Plant Farm will use their FLSP funding to promote safe and healthy work environments for all of their employees by enhancing safety measures to increase employee retention, and ultimately result in a higher quality of life for their employees. In doing so, they aim to increase employee benefits including overtime pay, performance-based employee bonuses, as well as ancillary benefits such as dental and vision coverage for full-time employees. They will also focus on infrastructure, including a heat stress relief van and field sanitation units, as well as policies and administrative support including a translated employee handbook. These activities will be bolstered by support from the Maine Mobile Health Program which will offer medical and behavioral health services to workers as well as improved access to healthcare. Employees will benefit from these initiatives, along with the high wages required by the AEWB posted by the U.S. DOL annually. As a result of FLSP's investment in Uncle John's Plant Farm, their farming operation will benefit from the short- and long-term potential impact of increasing their workforce by over 20 new hires and growing resilient to long term labor shortages.</p>	\$ 200,000
Littlefield Ranch LLC	Platinum	OK	<p>Littlefield Ranch follows regenerative farming practices that help undo the damage caused by years of pesticide and chemical use. They value their workers and treat them like family. Over the past decade, the farm has nearly tripled in size, requiring a stable workforce to keep up with its operations. However, like many small family farms, Littlefield Ranch has faced challenges recruiting and retaining qualified, hard-working employees. The farm is participating in FLSP to help Littlefield Ranch grow its workforce and meet increasing production demands. Employee safety is a top priority. Workers receive job safety training, flexible break, time-off, paid sick leave, and employees receive two yearly bonuses - end-of-the-harvest and holiday. Littlefield Ranch is implementing a Neutrality, Access, and Voluntary Recognition policy. In partnership with the First Baptist Church Cherokee, they provide opportunities for farm workers to be a part of the community. This includes events like the annual Men’s Retreat and cookouts, which help to reduce feelings of isolation, which is especially important for workers who spend ten months away from their families.</p>	\$ 200,000

Morale Orchards LLC	Platinum	OR	Morale Orchard's is a black/female owned and operated 40-acre orchard. The orchard now has over 30 workers. The FLSP award will further Morale Orchard's efforts to enhancing sustainable agriculture practices and support the wellbeing of her farmworker's. The potential impact from their investments towards prioritizing worker well-being is the enhancement of employee satisfaction, loyalty, and overall productivity. The commitment to skill development and inclusivity fosters a positive workplace culture, positioning Morale Orchards as an employer of choice.	\$ 800,000
Prescott Honey Farms	Silver	OR	Prescott Honey Farm is committed to improving employee working conditions. They will their FLSP award for bonus pay; paid sick leave plan; housing maintenance plans; and collaborative working groups to facilitate discussion of employee concerns and operation changes for efficiency. Prescott Honey Farms commits to remain neutral if employees signal interest in forming union and allow on-site access to union members. Employees will go through workplace safety training and optional language classes. These activities will create a safer work environment and improve communication pathways between workers and management. Prescott Honey Farms takes pride in providing an excellent workplace and outstanding housing facilities.	\$ 400,000
Lady Moon Farms Inc.	Platinum	PA	Lady Moon Farms (LMF) will use the FLSP to address workforce challenges by supplementing their ability to hire and retain workers, investing in new software for employee tracking, reinstating an employee bonus program in addition to standard piece rate payments, formalizing multiple channels of communication between LMF and employees, reviewing and refining current and new organizational documents, facilitating replacement of support infrastructure, identifying and engaging medical support partners, increasing housing maintenance, exploring expansion of holiday and vacation pay to long-term employees, and expanding collaborative working group participation to two new sites. LMF has a long history of investing in employee health and wellbeing and sees the potential impact of FLSP as an opportunity to overcome the cost-barrier to implementing new practices. Addressing these issues will improve LMF's ability to attract and retain high-quality labor across multiple growing seasons to the benefit of both Lady Moon Farms and employees.	\$ 1,440,000

Blooming Glen Farm LLC	Silver	PA	Blooming Glen Farm, LLC grows fruits, vegetables, flowers and herbs. They will improve food and agricultural supply chain resiliency by directly addressing the issues around labor shortages and instability. After experiencing years of increasing local labor shortages, frequent turnovers, and peak season labor losses, they are excited to invest in improving working conditions for both H2A and domestic farmworkers. Blooming Glen Farm will focus on four major initiatives to improve the pay, benefits and working conditions for agricultural employees: establish a paid sick leave, formalize a bonus payment structure, design a worker housing maintenance plan, and partner with a local organization, Keystone Health's Agricultural Worker Program, to improve health care access and education.	\$ 100,000
Cedar Meadow Farm	Silver	PA	Cedar Meadow Farm grows tomatoes, pumpkins, and squash. FLSP activities will include two new employee benefits: provide a weekly housing maintenance service and sick pay. FLSP technical assistance will assist the Farm in learning better ways to manage their workforce in areas of recruitment; discrimination; misleading or fraudulent information and prohibition on charging recruitment fees. The financial assistance will also be used to provide higher quality rain gear for those days we need to work in inclement weather.	\$ 100,000
Quaker Valley Orchards LLC	Silver	PA	FLSP will improve Quaker Valley Orchards' farmworker living and working conditions. By creating a collaborative working group, utilizing a weekly housing maintenance plan, and offering paid sick leave, their farmworkers will be more comfortable in their shared seasonal housing and working environment. The FLSP grant will reduce rising farm costs and make their farm an appealing place of employment to return to for many growing seasons to come.	\$ 100,000

Roots to River Farm LLC	Silver	PA	<p>Roots to River Farm will use their FLSP award to sustain their business and expand their operations to ensure the future of their CSA program. To meet their growing needs to increase production FLSP funding will make it possible to expand recruitment efforts in the U.S. and when necessary, expand recruitment to the H-2A program. In addition, Roots to River Farm will provide support to the creation of translator services, new orientation programming, and additional farmer housing. Further, FLSP resources will fund investments in farm infrastructure for all employees – dedicated breakroom, upgraded timecard system, etc. – and help pay for contractual and quality-of-life changes – including paid sick leave, bonuses, and conflict resolution training – which they hope will promote skilled worker retention and provide a framework that can sustain farm growth for years to come.</p>	\$ 100,000
Spiral Path Farm LLC	Silver	PA	<p>Since 2017, Spiral Path Farm has participated in the H-2A program, and they will use their FLSP award to expand their Personal Time Off policy to better help with recruitment and retention of new employees. By implementing a housing maintenance plan, their employees will see improved living conditions. Keystone Health Agricultural Workers Program, a partner organization, will continue to provide both physical and mental health care, including annual health screenings, for their employees.</p>	\$ 400,000
Taproot Farm LLC	Silver	PA	<p>Pennsylvania based Taproot Farm plans to use their FLSP award to implement universal employee benefits and protections for all of their workers. These benefits and protections include, but are not limited to, Know Your Rights Training, a bonus pay structure, and an expanded paid sick leave. The farm has agreed to Neutrality, Access, and Voluntary Recognition and will participate in research and reporting as part of the FLSP. Taproot Farm will also recruit H2-A workers from Guatemala to help supplement hiring if they are unable to find enough U. S. workers.</p>	\$ 200,000

William Penn Corporation dbaPenns Woods Winery	Silver	PA	Penns Woods Winery will use their FLSP award to address critical challenges that impede the sustainable future of their farm and the broader U.S. Agricultural Supply Chain. They intend to focus on alleviating labor shortages during peak seasons by bolstering their workforce populations. Simultaneously, they aim to enhance existing employee safety and protection programs by enhancing employee welfare including a bonus program, paid sick leave, and weekly housing maintenance plans. The potential impact from these changes is expected to help stabilize and build resilience in the US supply chain by increasing local production and reducing reliance on globally sourced fruit while offering a safe and legal migration for foreign farmhands.	\$ 100,000
Coqui Global Enterprises LLC	Platinum	PR	Coqui Global Enterprises LLC is an organic agriculture producer founded by a team of agriculture specialists and entrepreneurs with extensive experience in the organic agriculture sub-sector. Coqui Global has faced major challenges with securing labor to meet its operational needs and has been unsuccessful in recruiting domestic farm workers due to increased labor shortages in Puerto Rico and the continental United States. FLSP funds will assist in hiring 20 farm workers, laying the foundation for the company to demonstrate and disseminate its transformative practices to other local farmers by carrying out critical field preparation, planting, crop management and harvesting. Coqui Global will provide new housing facilities, transportation, and monthly performance bonuses in addition to base compensation. Workers will also have opportunities to learn regenerative farming techniques including soil health and organic fertilizers. Training will be conducted in collaboration with the 2020 Farmers Cooperative of Black, Indigenous, People of Color (BIPOC) farmers, and local nonprofit PROCAFE. Similarly, it is expected that workers will share valuable knowledge of and their expertise in indigenous farming practices that enhance and safeguard the production of high-quality, organic produce.	\$ 400,000
Jempl Vetiver LLC	Platinum	PR	JEMPL Vetiver will use FLSP to use a mobile app to track schedules, for timekeeping, and to communicate with employees live. FLSP funding will also assist with travel allowances, pay scale, bonuses, a transparent complaint reporting system, access to cold and filtered water, worker shaded area, work/rest plan development, medical evacuation plan development, daily meals, drafting a no-retaliation policy, an annual uniform stipend, and routine After Action Reviews to empower employees to be part of the solution, of the desired outcome.	\$ 200,000

MS Produce LLC	Silver	PR	MS Produce LLC will use their FLSP award to achieve a long worker tenure by granting them benefits such as production bonus, payment of sick days, responsible hiring, committing themselves to neutrality in case they decide to partner and strengthen alliances with organizations that protect their rights. Ultimately, MS Produce is attempting to address the difficult challenges of hiring agricultural employees in Puerto Rico, and with the support of their FLSP award will be able to bring on 22 new hires.	\$ 200,000
Pat's Pastured	Silver	RI	Pat's Pastures will use their FLSP funds to prioritize worker well-being and boost operational efficiency across their farm. They will use a multi-faceted approach that combines robust training modules, notably emphasizing food safety practices and HACCP training, and the implementation of lean principles to enhance profitability, productivity, and competitiveness while ensuring a safer work environment. Moreover, their commitment extends to improving housing conditions and introducing a new sick leave policy, all aimed at elevating the overall living standards for their valued workers. Their strategy heavily emphasizes skill development and stringent safety protocols to cultivate a work environment conducive to growth and security. Collaborations with local entities further fortify their efforts, providing essential resources to support their initiatives. At the heart of their proposal lies the empowerment of their workforce, with a clear vision to enhance job satisfaction, curtail turnover rates, and significantly boost overall productivity. Central to their mission is the improvement of working conditions and the cultivation of a positive workplace ambiance. With an acute awareness of the challenges prevailing in the agricultural sector, their plan is designed to tackle these obstacles head-on through upgraded facilities and comprehensive skill-building initiatives. Their FLSP activities are dedicated to effecting transformation within their farm, with a relentless focus on improving worker conditions and driving operational efficiency.	\$ 100,000

Eagle Pass Ranch	Silver	SD	Eagle Pass Ranch located in South Dakota has faced a persistent labor shortfall, which has significantly hampered its production capabilities and threatens its stability and long-term viability. FLSP will bolster the Ranch's recruitment and retention of farmworkers via the H-2A program. Commitments include a structured weekly housing maintenance plan, bonus payments, paid sick leave, and rigorous safety and employee rights training, along with adopting a new employment policy establishing its commitment to neutrality, access, and voluntary recognition of guest workers' right to organize.	\$ 200,000
Healthy Flavors Inc.	Platinum	TN	Healthy Flavors is family-owned business in Tennessee that aims to build an increasingly safe and healthy workplace, where health implies providing employees with the best physical, mental, financial and relationship-oriented environment possible within their means. Their foremost recruitment goal is to seek employees domestically in the U.S. who desire work to commensurate with farming and agriculture lifestyles, and when unable to recruit U.S. based labor turn to the H-2A program, based out of North Central America. As a result of their participation in the FLSP, Healthy Flavors will codify and socialize their bonus programs for all employees, design and implement a weekly housing maintenance plan for farmworker living facilities and formalize team building and conflict resolution efforts into a collaborative working group approach for employee engagement and empowerment. All of these enhancements will ensure an increased well-being and working conditions for the 34 new workers that their FLSP award will help recruit. They will secure an ombudsman to ensure that the most sensitive of issues and topics are voiced by employees. They anticipate these practices can, over time, generate a more positive perception of agricultural work in the labor marketplace.	\$ 800,000

Mountain Meadows Farm	Platinum	TN	<p>Mountain Meadows Farms will bolster their recruitment and worker benefits using their FLSP award by providing employees with paid sick leave, a paid bonus, and a weekly housing maintenance plan allowing employees to voice any concerns or problems over the season. In addition, they have formed a non-profit that specializes in aiding farmers and farm workers with measured goals, and the tools to attain these goals, through training, monitoring services, data collection, resources, and tool development. Farm worker training will include worker rights, safety, and expectations. Mountain Meadows Farm will be a part of the Elevated Housing pilot program to monitor clean and safe living conditions and bi-lingual services. The potential impact of the FLSP on Mountain Meadows farm will allow them to build resilience to labor shortages while making them an employer of choice via enhancements in their worker benefits.</p>	\$ 200,000
Natchez Tree Company LLC	Silver	TN	<p>Natchez Tree Company, LLC focuses on the maintenance and growth of various types of trees. Challenged with employee retention, wage hikes, and growing competition, Natchez Tree Company, LLC seeks to improve its current conditions while remaining committed to the values of community, integrity, responsibility, and respect. The company provides various benefits to its employees, including improvements in its current worker collaborations and housing maintenance plan. The award will generate opportunities for Natchez Tree Company, LLC to stimulate the local economy, expand its operations to meet client demands, and maintain lasting relationships with its employees.</p>	\$ 100,000
Ronald Thomas Yeargin	Silver	TN	<p>Ronald Yeargin's farming operation will use their FLSP award to improve pay and working conditions to improve the recruitment and retention of employees. The FLSP will enable Mr. Yeargin to provide bonus pay and paid sick leave to his employees. Additionally, Mr. Yeargin plans to utilize the FLSP to improve housing that he provides workers by upgrading the heating and cooling system and upgrading his existing transportation equipment. The FLSP would enable this small family-owned farming operation the financial support to immediately bolster a U.S. based labor shortage while increasing the working/living conditions of their operations employees. The potential impact would be substantial as it would allow for labor stabilization and an increase in agricultural productivity.</p>	\$ 100,000

2JM Produce LLC	Platinum	TX	<p>Since beginning operation in 2016, 2JM Produce LLC has provided a safe and satisfactory working environment for all their employees. As a part of their ongoing work, 2JM Produce created The Harvest Heroes Initiative, which aims to fortify the food and agricultural supply chain by directly confronting the pervasive labor shortage in agriculture. Through targeted measures, 2JM Produce LLC aims to use their FLSP award to improve working conditions and build resilience to labor shortages by hiring 230 new farmworkers. The direct impact from FLSP on 2JM Produce LLC is significant as they aspire to create an environment that fosters growth, and also values and supports the individuals who form the backbone of their agricultural operations.</p>	\$ 600,000
Padilla Farm LLC	Platinum	TX	<p>Yahweh's Farm will use their FLSP grant to increase their labor supply and help their farm expand production and access to new markets. For the first time, Yahweh's Farm will be hiring 15 new farm workers to help take advantage of the increasing demand for local food. Additionally, the FLSP grant will allow them to boost their farm workers' benefits by allowing them to provide universal protections and benefits including paid sick leave, overtime pay, options to unionize, paid KYRR training sessions, and improved worker housing supply.</p>	\$ 400,000
Slide Ridge Honey LLC	Silver	UT	<p>Slide Ridge Honey (SRH) will benefit from FLSP funding by positioning their operation to improve and safeguard honeybee populations, honey supply, and bee pollination resiliency by addressing consistent agricultural labor shortages. This funding will allow SRH to improve working conditions for their farmworkers and provide clear and explicit policies that are respectful and fair. SRH has enhanced current practices to provide more open sharing of information, increased training opportunities, and enriched policies that promote job stability and enjoyment. These include weekly housing maintenance plans, enhanced weather safety options, and improved first aid and quick action to alleviate allergic responses. They are taking steps to enhance their policies and practices based on the Fair Food Program Guidelines.</p>	\$ 100,000

Ballard Fish & Oyster Co. LLC	Silver	VA	Ballard Fish & Oyster Company has struggled with recruiting a stable agricultural labor force post-pandemic. They have mitigated some of the hiring challenges by offering competitive hourly wage rates; however, it hasn't been enough to stabilize their labor force. The expense incurred by paying higher wages and overtime pay are becoming harder to overcome. Therefore, they aim to use their FLSP grant funds to provide immediate funding relief and continue paying high wage rates, overtime pay, a new benefit of paid sick leave to all workers, training in first aid and safety, and improved communication by hiring additional bilingual staff. Ballard is planning to use the H-2A program in the 2024 season; FLSP support will offset associated legal expenses. The FLSP has the potential impact to help this farming operation regain its post-pandemic workforce by recruiting over 180 new hires, making them more resilient to future labor shortages and increasing their overall agricultural productivity.	\$ 600,000
Bellair Produce LLC	Silver	VA	Bellair Farm will use grant funds to off-set labor costs and allow managers to focus on setting the balance for long-term stability and production increases without the risk of losing their customer base due to rising labor costs. Starting wage will be raised by \$2/hour, an overtime policy will be initiated, and sick leave policy will be expanded. These changes will be impactful within a resilient and proven farm business and will have positive ripple effects throughout the entire business and farm community, improving their ability to provide quality agricultural products in volume to the greater Charlottesville, Virginia Area. Bellair Farm has consistently stood out as an enterprise committed to production agriculture within a safe and ethical working environment.	\$ 100,000

Bloomia USA	Silver	VA	<p>Bloomia USA cultivates and harvests tulip and peony crops. Despite its best efforts as a small farm operation to recruit domestic farmworkers through an array of employee benefits, online job placements, local job fairs, and word-of-mouth from existing employees, Bloomia has faced challenges to fill its farm positions via U.S. based labor supply. As a result, Bloomia USA took other steps and incurred significant expenses to meet its seasonal employment needs. As a result, they will use their FLSP award to supplement their ability to hire and retain workers. Bloomia USA is projected hire an additional 124 farmworkers which allow them as a smaller farming operation to not only decrease the loss of institutional knowledge but avoid staffing shortages during peak periods. The potential impact of the FLSP award on Bloomia USA is significant in that it offers a creative solution to smaller farming operations, find creative solutions to support their recruitment efforts, and ensure that they can meet the need of demand for their crops market.</p>	\$ 600,000
George Ferguson	Silver	VA	<p>Amy's Garden, a small USDA Certified Organic farm, will improve and grow worker driven approaches to employee responsibility and empowerment. Implementation of valuable employee benefits such as paid sick leave, bonus pay, worker rights education and worker led monitoring of housing conditions will improve working conditions for all employees. The FLSP funds will strengthen their existing practices by increasing engagement with farm workers, bolstering transparency in all areas of employer/employee relations and assist their farm in becoming an employer of choice. Maintaining a returning, seasonal workforce, in a physically demanding industry such as farming, is an increasing challenge for their small farm. Amy's Garden works diligently to grow and reliably provide food to the local community and a dependable workforce is critical to safeguarding our local and domestic food supply. The FLSP funds will give their small farm the tools to make meaningful progress in building a positive work culture by increasing awareness of resources and worker rights; thus, improving conditions for all their farm workers.</p>	\$ 100,000

Puckett Green Houses LLC	Silver	VA	<p>Puckett Greenhouses will use their FLSP award to create positive change in the labor chain at their operation. They plan to do this by implementing a new seasonal bonus, creating a weekly housing maintenance plan, and forming a collaborative working group that will consist of a rotation of employees to ensure that the needs, concerns, and safety of every employee at their operation is consistently met. Puckett Greenhouses' potential impact from their involvement with the FLSP is significant as it will meet their immediate need of farm labor, with 21 new farm labor hires, and as for the long-term impact, this funding will support their ongoing efforts to meet a standard labor force stabilization, ultimately increasing agricultural productivity.</p>	\$ 200,000
Kerwin Hill Farm LLC DBA Sweetland Farm	Platinum	VT	<p>The Sweetland Farm is leveraging their FLSP award to stabilize their farm's workforce, provide opportunities for workers, and improve working conditions, making Sweetland a model employer for U.S. and H-2A workers. In doing so, they will further improve their robust commitments to worker health and safety, provide high quality worker housing, and take substantial measures to improve worker training and communication. They will align recruiting policies with the national need to expand legal migration pathways from Northern Central America by recruiting for any positions that they were unable to fill with U.S. workers. Additional FLSP resources will permit them to recruit workers responsibly, pay bonuses, provide additional sick leave, have a weekly worker housing maintenance plan, continue to improve top-quality employee housing, hold paid collaborative worker-led health, safety, and housing improvement meetings and act on the recommendations of these meetings to improve safety protocols and conduct improved trainings, and participate in a Worker-driven Social Responsibility Program (WSR). Additionally, the program's resources will allow them to develop the translated resources needed to assure training in appropriate language(s) for Northern Central America recruits, assist them with access to medical care/insurance, and help them understand their rights to a safe workplace.</p>	\$ 200,000

Maple Wind Farm Inc.	Silver	VT	<p>Since 1999, The Maple Wind Farm has been serving their community with nutrient dense food through regenerative farming. Maple Wind Farm will use their FLSP grant to improve benefits, working conditions, housing supply and communication for all workers. Through commitments to increased sick pay benefits, weekly housing maintenance (along with timely communication and resolution of problems), and a commitment to business neutrality regarding worker's decision on unions, they aim to improve employee recruitment and retention. FLSP funding will allow them to provide and maintain high quality housing, and increase worker rights and benefits communication for all staff, including an additional 20 new hires.</p>	\$ 100,000
Frenchman Orchards LLC	Platinum	WA	<p>Frenchman Orchards is positioned to benefit from their FLSP award by creating a more resilient and consistent workforce of up to 75 farmworkers. They plan to do this by using their award to help supplement their ability to hire and retain domestic workers and by creating pathways for workers from North Central America to engage in tree fruit harvesting in the Pacific Northwest. At the heart of their initiative lies the provision of onsite training aimed at elevating essential job skills, ultimately enhancing worker efficiency in the demanding landscape of tree fruit harvesting. A focal point of Frenchman Orchards is their approach to establishing a work environment that is committed to prioritizing the physical and mental well-being of their workers.</p>	\$ 800,000

Highland Harvest	Platinum	WA	<p>Highland Harvest is a Washington State based operation who is eager to use the Farm Labor Stabilization Program award to supplement their ability to hire and retain workers. With their FLSP award they aim to hire 75 new farmworkers via recruitment in the U.S. and will supplement any additional farm labor recruitment via the H-2A program, utilizing respective government ministries in Northern Central America. At the core of Highland Harvest's initiative is to provide onsite training to enhance key job skills, ultimately optimizing worker efficiency in the challenging context of tree fruit harvesting. Prioritizing both physical and mental well-being, they aim to cultivate a workplace that encourages commitment and ensures the overall welfare of their workers. The potential impact of this investment helps curb irregular migration patterns, provides onsite job training opportunities, and fosters a safe work environment. This project not only meets the immediate needs of their operations but also contributes to the broader goal of sustainable agricultural practices. Highland Harvest is a critical supplier to the apple, pears and cherries industry in their region, and add on of 75 new farmworkers will help support their ongoing operations.</p>	\$ 800,000
Stormy Mountain Labor Association	Platinum	WA	<p>Stormy Mountain Labor Association is a non-profit organization dedicated to establishing and providing a farmworker workforce to their community members. In doing so, they're committed to utilizing their FLSP award towards advancing a centralized and sustainable pathway for H-2A workers from Northern Central America, to supplement existing labor shortage of U.S. workers to the Pacific Northwest fruit tree industry. By establishing a legal migration pathway, offering essential training, and fostering a safe work environment, this project will contribute to the broader goal of sustainable agricultural practices. Stormy Mountain Labor Association is dedicated to ethical labor practices, international collaboration, and the cultivation of a workforce prepared for long-term success.</p>	\$ 1,200,000

Woodcock Farm LLC	Platinum	WA	Woodcock Farm has been looking for creative ways to improve the supply of labor and the wellbeing of their farmworkers. Through the FLSP, Woodcock Farm's will be able to hire 15 new farmworkers, including workers from Guatemala if they cannot find enough U.S. workers. They will improve quality of life for their workers through employee bonuses, increased paid sick time policy, enhanced labor housing conditions, collaboration with local immigrant rights group, and a Collective Working Group that will manage the farm operations as well as address any topics that are important to their staff. Their farm operation will also commit to a Neutrality, Access, and Voluntary Recognition agreement. In addition to improving the lives of their workers, these investments will have a significant impact on the longevity of the farm operation, making them more resilient to labor shortages and employee turnover, thus ensuring that they can continue producing food for their community and contributing to the local economy.	\$ 400,000
4-PAC LLC	Silver	WA	4-PAC Orchard initiative is addressing significant challenges in apple harvesting. Through the establishment of a legal migration pathway, the provision of essential training, and the creation of a secure work environment, their application not only addresses the immediate operation requirements but also aligns with the broader objective of promoting sustainable agricultural practices. The Orchard will provide onsite training aimed at enhancing crucial job skills, ultimately maximizing worker efficiency in the demanding field of tree fruit harvesting. This commitment to skill advancement not only boosts the efficiency of their workforce but also contributes to the enduring success of operations. 4-PAC Orchard is committed to ethical labor practices, fostering international cooperation, and nurturing a workforce ready for prolonged success. Through this initiative, their goal is not only to sustainably address labor shortages but also to offer meaningful opportunities for individuals seeking employment in Pacific Northwest agriculture.	\$ 400,000

Dovex	Silver	WA	<p>DNS Farm Services, LLC is a tree fruit grower in Central Washington State that like many other agricultural employers has been faced with labor shortages and instability in the workforce. The business plans to hire H-2A workers to help fill the gaps to provide a reliable and stable workforce during the season. DNS Farm Services will use their FLSP award to help supplement their ability to hire and retain workers due to a lack of U.S. based labor supply. In addition, they will apply their award to help improve the safety and health of their workers and assist with wages related to overtime.</p>	\$ 720,000
Panorama Orchard	Silver	WA	<p>Panorama Orchard grows apples and cherries in Washington state. By establishing a legal migration pathway, offering essential training, and fostering a safe work environment, their project not only meets the immediate operational needs but also contributes to the broader goal of sustainable agricultural practices. Panorama Orchard will provide onsite training to enhance key job skills, to optimize worker efficiency in the challenging context of tree fruit harvesting. This commitment to skill development not only enhances the productivity of their workforce but also contributes to the long-term success of operations. Central to their approach is the creation of a safe and supportive work environment prioritizing both physical and mental well-being, for the overall welfare of our workers. Through this initiative, they seek to not only sustainably address labor shortages but also provide meaningful opportunities for workers seeking employment in Pacific Northwest agriculture.</p>	\$ 400,000

Leffel Roots LLC	Baseline	WI	<p>Since 2015, family owned, Leffel Roots Apple Orchard has been cultivating a wide variety of apples and other community favorites. For this small farming operation, hiring farm labor has been the single most difficult aspect of owning an apple orchard. Lack of workers has routinely led to ineffective harvests with wasted produce, reduced income, strained relationships with buyers, and stress. Due to a lack of U.S. based farm labor supply, Leffel Roots Apple Orchard will use the H-2A program and technical support to help supplement their much-needed farm labor. Additionally, Leffel Roots Apple Orchard will make commitments to improve worker conditions by partnering with the Fair Food Program. The short-term potential impact of the grant will help reduce produce waste, ensure we can provide a steady flow of apples to local grocery stores, and maximize our income. The long-term potential impact of the FLSP will give Leffel Roots Apple Orchard the experience and knowledge necessary to use the H-2A program in the future as their labor requirements increase if U.S. based labor fails to meet their needs.</p>	\$ 25,000
Olden Produce LLC	Platinum	WI	<p>Olden Produce has turned to the H-2A program to help fill the labor gap. Their FLSP award will enable them to address their skilled labor shortage needs by expanding their U.S. recruitment efforts and when needed, using the H-2A program to recruit workers from North Central America. Additionally, this investment will allow Olden Produce to improve working conditions for all of their farmworkers through better benefits, protections, and communications including but not limited to paid sick leave, a weekly housing maintenance plan, collaborative working groups and participation in the Fair Food Program (a WSR program). The FLSP will enable them to employ more than a dozen new farmworkers, that will benefit from their investment in farmworker benefits.</p>	\$ 400,000
Steiner Farms LLC	Silver	WI	<p>Steiner Farms will use FLSP to assist with the costs and fees associated with pre-employment hiring of a qualified and skilled workforce; offer incentives to help attract and retain workers; and assist with work and life skill training and development. Funding will also help improve, provide, and maintain comfortable and clean housing conditions, transportation, and safe working environments for employees.</p>	\$ 100,000

Sunset Berry Farm and Produce LLC	Silver	WV	Sunset Berry Farm has every resource and capability to expand their operation except for the farm labor to help harvest everything grown, leaving quality fruit to waste in the field. Therefore, Sunset Berry Farm will use their FLSP award to bolster recruitment of more reliable labor which will reduce waste and create a consistent supply of produce. In addition, Sunset Berry Farm will also use their award to expand their benefits for their workers including monetary bonuses and paid sick leave. FLSP's potential impact on this small farming operation will open the opportunity to increase their income and develop labor stabilization for the long-term.	\$ 100,000
				\$ 49,580,000