

Modernizing Employee Management in Agriculture

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08.15.24

***Labor accounts for up to 60% of
apple production costs***



The "crop doesn't wait."

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\$ 16 . 2 8

Washington Minimum Wage
Highest in the country (excl. D.C.)



\$ 19 . 2 5

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Honeycrisp Per Bin
Prevailing Wage

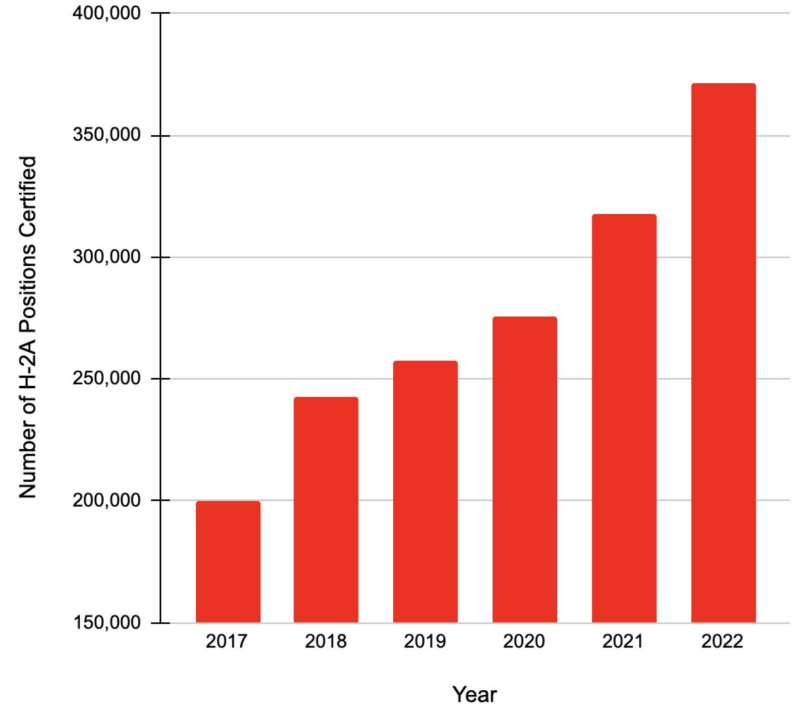
The domestic labor shortage continues



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H-2A Positions Certified Over the Last Five Years



How can AgTech help?



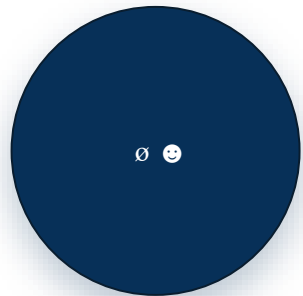
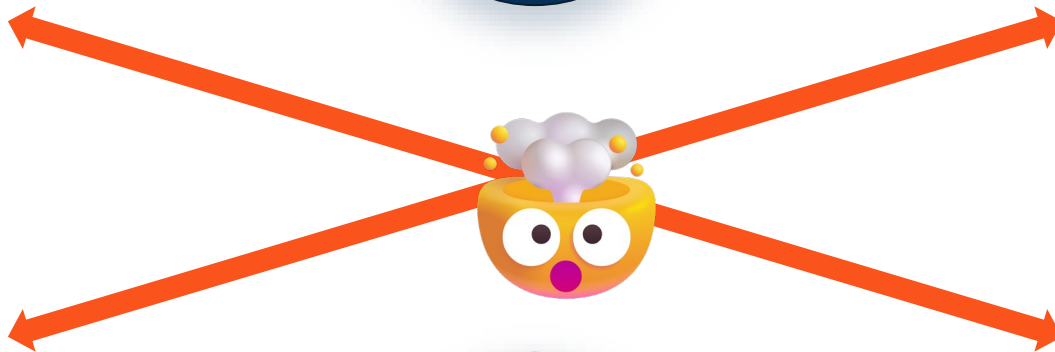
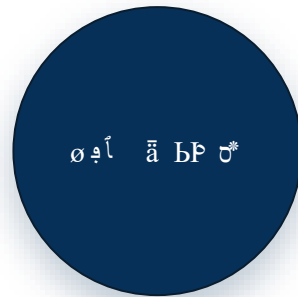
**Save time & money
managing back office**



**Ensure a happy,
reliable workforce**



**Get you back out
in the orchards!**



Why does this matter?

- **Compliance and Audit** -ready: scrambling to find files from disparate sources
- **Error reduction:** reduce “fat finger” errors
- **Reduce double entry:** imagine if after you onboarded a worker, you didn’t have to then set them up in systems
- **Workforce productivity & morale:** data in one place means payroll, HR, and H -2A administration working from the same source of truth
- **Reduce worker frustration & confusion:** Inefficient employee onboarding/offboarding and payroll process

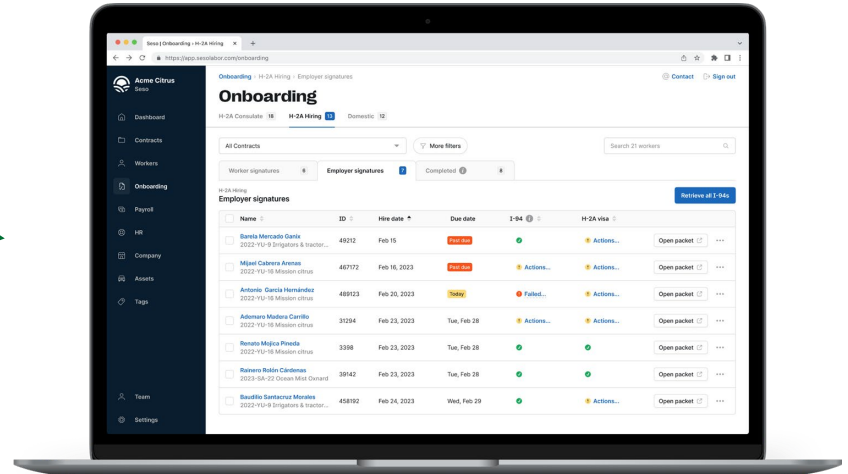
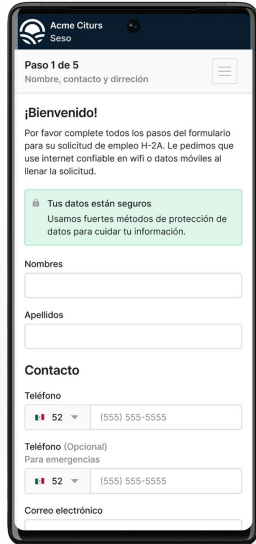
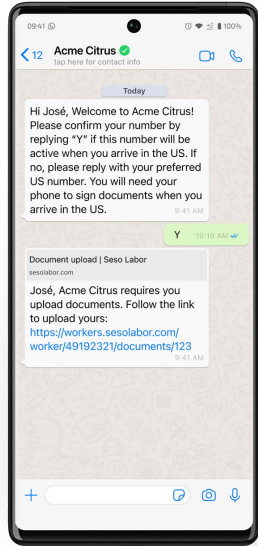
Vision:

Seso Employee Management System

Seso is the single system of employee data powering or propagating employee data to key back office workflows



HR & Digital Worker Onboarding = Save Time & Paper



Digital Audit File = Compliance Ease

Acme Citrus Contracts / Avocado Harvest 2021 / Timeline Contact Sign out

Avocado Harvest 2021

Audit file

Generating an audit file initiates a download of a zip folder containing all of the data selected below. Uncheck categories to exclude them from the report.

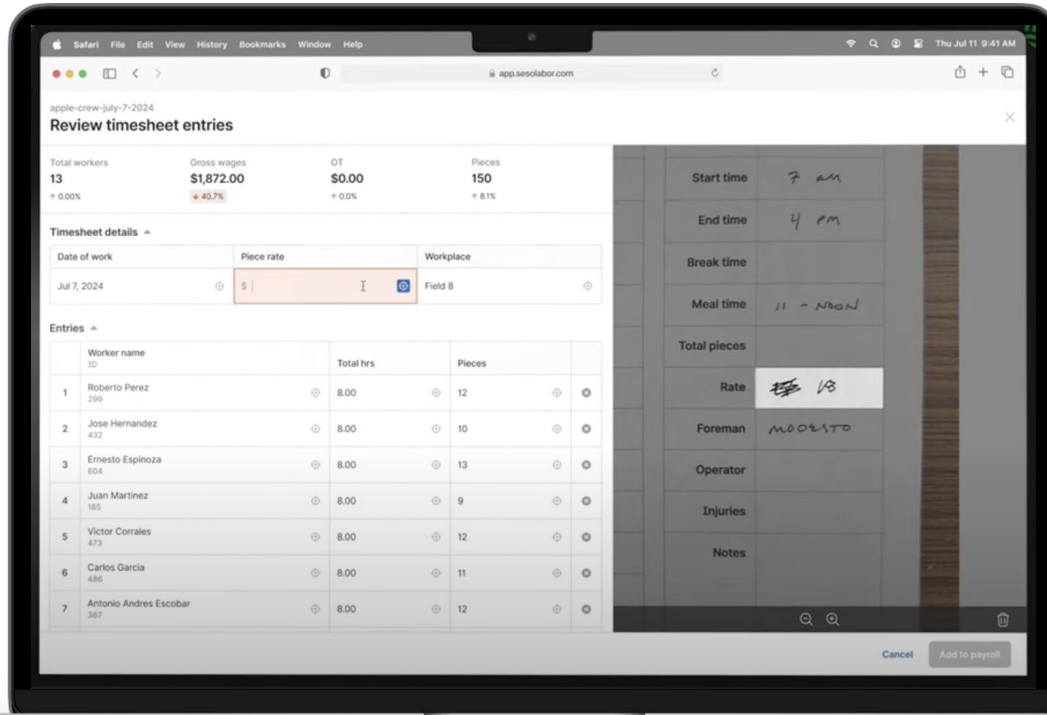
<input checked="" type="checkbox"/> H-2A visa approval documents <ul style="list-style-type: none"><input checked="" type="checkbox"/> 790<input checked="" type="checkbox"/> 9142<input checked="" type="checkbox"/> Labor certification<input type="checkbox"/> I-129 Missing<input checked="" type="checkbox"/> Worker facilitation agreement	<input checked="" type="checkbox"/> Housing (for each Housing location) <ul style="list-style-type: none"><input checked="" type="checkbox"/> Lease/rental agreement or proof of ownership<input checked="" type="checkbox"/> Inspection paperwork<input checked="" type="checkbox"/> Rooms<input checked="" type="checkbox"/> Room assignment	<input checked="" type="checkbox"/> Workers (for each Worker) <ul style="list-style-type: none"><input checked="" type="checkbox"/> Name<input checked="" type="checkbox"/> US Address and Room number<input checked="" type="checkbox"/> Phone number<input checked="" type="checkbox"/> Dates of employment<input checked="" type="checkbox"/> Completion status (completed, terminated, absconded etc.)<input checked="" type="checkbox"/> Social Security number<input checked="" type="checkbox"/> Visa issuance date<input checked="" type="checkbox"/> Border crossing date<input checked="" type="checkbox"/> Consular location<input checked="" type="checkbox"/> Worksite arrival
<input checked="" type="checkbox"/> H-2A Contract documents <ul style="list-style-type: none"><input checked="" type="checkbox"/> Workers' compensation insurance<input checked="" type="checkbox"/> Final recruitment report<input checked="" type="checkbox"/> H-2A job contract<input checked="" type="checkbox"/> FLC registration (Orange Card)<input checked="" type="checkbox"/> Fixed site agricultural agreement (for each unique fixed site agribusiness)<input checked="" type="checkbox"/> Surety bond	<input checked="" type="checkbox"/> Drivers (for each Driver) <ul style="list-style-type: none"><input checked="" type="checkbox"/> Driver license<input checked="" type="checkbox"/> Medical certificate<input checked="" type="checkbox"/> FLCE certificate	
	<input checked="" type="checkbox"/> Vehicles (for each Vehicle) <ul style="list-style-type: none"><input checked="" type="checkbox"/> Proof of insurance<input checked="" type="checkbox"/> Inspection certificate	
	<input type="checkbox"/> Miscellaneous documents <ul style="list-style-type: none"><input checked="" type="checkbox"/> {{ Document name }}<input type="checkbox"/> {{ Document name }}	

Cancel Generate

Settings

metrics, including sales reporting to any audit or inquiry by the US Department of Labor, any state Department of Labor, or any other governmental or regulatory body.

Paper Timesheet Reader = Cut the Tedious Work



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AgTech in the real world



**Top 20 FLC saved
\$50k a year on printer
paper alone!**



**Large NY FLC built
strong trust with
workers due to clean,
organized systems**



**Grower modernized
payroll, giving a key
office mgr 50% of her
time back!**



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Thank you!

Where the apple industry grows together

outlook USApple **24**