

<p>1. To: Puerto Rico North Carolina South Carolina Georgia Florida</p>	<p>2. Job Order Number: <i>355860</i></p>	
<p>4. From:  Rural Services Manager Virginia Employment Commission P O Box 1358 Richmond, VA 23219</p>	<p>3. Employer Name: <i>Samuel Giles</i></p> <p>5. OES Job Code, Title and Number of Positions Available <i>45-2092.02</i> <i>FARMWORKER, TOBACCO</i> <i>7 positions</i></p>	
<p>6. Please note the following concerning the above job order:</p> <p>The attached H-2A job order has been accepted by U.S. DOL for Interstate Clearance</p>		
<p>7. By: (ES Agency Representative) <i>Jason Padgett</i></p>	<p>Title: <i>Rural Services Manager</i></p>	<p>Telephone Number: <i>804-786-8714</i></p>
<p>8. Receiving State Office: ("X" one)  <input type="checkbox"/> Accepted (If accepted, list local offices extended to)              <input type="checkbox"/> Rejected (If rejected, provide reasons)</p>		
<p>Comments:</p>		
<p>9. By: ES Agency Representative</p>	<p>Telephone Number:</p>	<p>Date Signed:</p>

Agricultural and Food Processing Clearance Order  
 Pedido de Empleados para Agricultura y Procesamiento de Alimentos

U.S. Department of Labor  
 Employment and Training Administration

OMB Approval No. 1205-0134, Expires 11/30/2012

<p>1. Employer's Name and Address (Number, Street, City, State, Zip Code, and telephone number)/ Nombre y Dirección del Empleador (Numero, calle, ciudad, código postal y telefono)          Samuel M. Giles, Owner          673 W. Giles Road, Chatham, VA 24531          Phone: (434) 432-8347</p>	<p>Numbers 4, 5, 6, 7 and 8 for State use only.</p>	
<p>2. Location and Direction to Work Site/ Dirección del lugar de trabajo           673 W. Giles Road, Chatham, VA 24531; Rt 29 N from Danville, VA; 10 miles, take left on road 703 for approx 3 miles right on road 823 for approx 1/2 mile; left on road 824 (W Giles Road) go 1 mile. Work site on right.           (If additional space is needed, use separate sheet of paper)</p>	<p>4. Industry Code/Código de Industria          111910</p>	<p>5. Job Order #/No. Orden de Empleo          355840</p>
<p>3. Location and Description of Housing / Dirección y Descripción de la Vivienda          Block building with concrete floor located at 624 Green Rock Road, Chatham, VA 24531. Housing has propane heat &amp; space for 12 persons. Housing will be clean and in compliance with ETA 20 CFR 654 Housing Standards. Has complete furnishings with appliances. Worker will be responsible for maintaining housing in a neat &amp; clean manner. Reasonable repair cost of damage, other than that caused by normal wear &amp; tear, will be charged to the worker who is found to be responsible for damage to housing and/or furnishings. Housing &amp; utilities are provided at no cost to workers who are unable to return to their place of residence the same day. See Attachment 1, Item 3          (If additional space is needed, use separate sheet of paper). / Si necesita más espacio, utilice documento adicional.)</p>	<p>6. Occupational Title and Code / Título Ocupacional y Código          45-2092.02 FARM WORKER, TOBACCO</p>	<p>7. Clearance Order Issue Date / Fecha de Tramite          3/28/13</p>
<p>13. Board Arrangements / Arreglo de Alojamiento          Workers will purchase ingredients and prepare own meals. Employer will furnish free &amp; convenient cooking &amp; kitchen facilities so that worker may prepare own meals. Employer will provide cooking, food preparation, &amp; serving utensils at no cost to the workers. Employer will provide transportation to assure worker access to stores where one can purchase groceries if the employer is providing cooking &amp; kitchen facilities. Housing &amp; utilities are provided at no cost to workers who are unable to return to their place of residence the same day. See Attachment 1, Item 13</p> <p>14. Referral Instructions / Instrucciones para el Referimiento de Candidatos          The referral under this job order is to be made to the Danville local office of the VA Employment Commission Workforce Center; 211 Nor Dan Drive, Danville, VA 24540; Telephone: (434) 549-8220. See Attachment 1, Item 14</p> <p>15. Job Specifications / Descripción del Trabajo          To perform various duties associated with the production of tobacco such as greenhouse preparation, cultivating, preparing rows for planting, planting, fertilizing, harvesting, spraying, loading &amp; unloading of tobacco bales. Job involves stooping, lifting and working outside in inclement weather &amp; outdoor temps in excess of 100 degrees. Must have legal authority to work in the US. Must have one month prior experience. See Attachment 1, Item 15          Para realizar varios deberes asociados con la producción de tabaco como cultivar, preparar filas para plantar, plantar, fertilizar, cosechar, rociar, larga &amp; descargando de balas de tabaco. El trabajo implica rebajar, levantar y trabajar afuera en tiempo inclemente &amp; temporeros al aire libre por encima de 100 grados. Debe tener autorización legal para trabajar en los US. Debe tener tres meses de experiencia previa. Debe tener una mese de experiencia previa. Véase el Anexo 1, punto 15</p>	<p>8. Job Order Expiration Date / Fecha de vencimiento          8/23/13</p> 	<p>9. Anticipated Period of Employment / Periodo Anticipado de Empleo          From/ Desde: 06/01/2013 To/Hasta: 11/15/2013</p>
<p>1</p>	<p>10. No. of Worker's Requested / No. de Trabajadores Pedidos          7</p>	<p>11. Anticipated Hours of Work per Week / Horas Anticipadas de Trabajo por Semana. Total: 40          Sunday / Domingo varies Monday / Lunes 7          Tuesday / Martes 7 Wednesday / Miércoles 7          Thursday / Jueves 7 Friday / Viernes 7          Saturday / Sábado 5</p>
<p>12. Collect Calls Accepted from/Se Aceptan Llamadas a Cobrar de:</p> <p>Employer / El Empleador Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>          Local Office / La Oficina Local Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p>	<p>12. Collect Calls Accepted from/Se Aceptan Llamadas a Cobrar de:</p> <p>Employer / El Empleador Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>          Local Office / La Oficina Local Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p>	<p>12. Collect Calls Accepted from/Se Aceptan Llamadas a Cobrar de:</p> <p>Employer / El Empleador Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>          Local Office / La Oficina Local Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p>

(If more space is needed, summary of Material Job Specifications in ENGLISH can be included in separate documentation, and may also be included in SPANISH)

16. Wage Rates, Special Pay Information and Deductions / Tarifa de Pago, Información Sobre Pagos Especiales y Deducciones (Rebajas)

Crop Activities / Cultivos	Hourly Wage	Piece Rate / Unit(s)	Special Pay (bonus, etc.)	Deductions /	YES / SI	NO	Pay Period / Período de Pago
	Salario por Hora	Pago por Pieza Unidad(es)	Pagos Especiales (Bono, etc.)	Deducciones			
General Farm work	\$ <u>9.68</u> hourly	\$		Social Security / Seguro Social	x		Weekly / Semanal X
Agriculture- Tobacco	\$ <u>9.68</u> hourly	\$		Federal Tax Impuestos Federales	x		
Agriculture- Soy Beans, wheat, rye	\$ <u>9.68</u> hourly	\$		State Tax Impuestos Estatales	X		Bi-weekly / cada 2 semanas
	\$	\$		Meals / Comidas		X	
	\$	\$		Other (specify)/ Otro		X	Other / Otro

More Details About the Pay / Mas Detalles Sobre el Pago

See Attachment 1, Item 16

(If additional space is needed, use separate sheet of paper. / Si necesita mas espacio, utilice document adicional.)

17. Transportation Arrangements / Arreglos de Transportación

Transportation and daily travel subsistence provided according to regulations. See Attachment 1, Item 17

(If additional space is needed, use separate sheet of paper. / Si necesita más espacio, utilice document adicional.)

18. Is it the prevailing practice to use Farm Labor Contractors (FLC) to recruit, supervise, transport, house, or pay workers for this (these) crop activity(ies)? Es la costumbre en el área de usar Contratistas Agrícolas para reclutar, supervisor, transportar, dar vivienda, o pagarle a los trabajadores en estos tipos de cosecha(s)? Yes / Si  No

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

19. Unemployment Insurance provided? Seguro de Desempleo?

Yes  No

20. Workers' compensation insurance provided? Indemnización por accidente trabajo:

Yes  No

21. Are tools provided at no charge to the workers? Se le proveen las herramientas de trabajo a los trabajadores sin cargo alguno?

Yes  No

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

none/ninguno

23. List any strike, work stoppage, slowdown, or interruption of operation by the employees at the place where the workers will be employed.

(If there are no such incidents, enter "None") /

Enumere toda huelga, paro o interrupción de las operaciones por parte de los empleados en el lugar de empleo. (Si no hay, indique "Ninguno")

none/ninguno

24. Address of Order Holding Office (include Telephone number)/Dirección de la Oficina donde se Radica la Oferta (incluya numero de teléfono)

VA Employment Commission Workforce Ctr  
211 Nor Dan Drive, Danville, VA 24540

25. Name of Local Representative (include direct dial telephone number) / Nombre del Representante de la Oficina Local (Incluya numero de teléfono)

Farm Placement Specialist, Danville, VA  
434-549-8220

26. Employer's Certification: This job order describes the actual terms and conditions of the employment being offered by me and contains all the material terms and conditions of this job.

Certificación del Empleador: Esta orden de trabajo describe los términos y condiciones de trabajo, y contiene todos los materiales, términos, y condiciones ofrecidos.

Employer's Signature & Title/ Firma y Título del Empleador

Samuel M. Giles, Owner

*Samuel M. Giles, Owner*

Date

3-9-13

**READ CAREFULLY:** In view of the statutorily established basic function of the Employment Service as a no-fee labor exchange, that is, as a forum for bringing together employees and job seekers, neither the ETA nor the State agencies are guarantors of the accuracy or truthfulness of information contained on job orders submitted by employers. Nor does any job order accepted or recruited upon by the One-Stop Career Center constitute a contractual job offer to which the One-Stop Career Center, ETA or a State agency is in any way a party.

**Public Burden Statement**

Public reporting burden for the ETA Form 790 is estimated to be approximately 60 minutes per response, including time for reviewing instructions, searching existing data sources gathering and reviewing the collection. Respondents' obligation to reply to these requirements is obligatory by 20 CFR 653.500 and 44 U.S.C. 3501. Persons are not required to respond to this collection of information unless it displays a currently valid OMB Control Number. Public reporting burden for this collection is estimated to average 8 minutes per response, including the time to review instructions, search existing data sources, gather and maintain the data needed, and complete and review the collection of information. Send comments regarding this burden estimate or any other aspect of this collection, including suggestions for reducing this burden, to the U.S. Department of Labor, Migrant and Seasonal Farmworker Program, Room S4209, 200 Constitution Avenue, NW, Washington, DC 20210.

ETA 790 (Revised July 2009)

## ATTACHMENT 1 for Samuel M. Giles

(Used for further detail of ETA 790; Item numbers below correlate to item numbers on ETA 790)

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### Item 3 – Location & Description of Housing

Housing is a block building with concrete floors located at 624 Green Rock Road, Chatham, VA approximately 1.5 miles from the farm operation at 673 W. Giles Road, Chatham, VA 24531.

### Item 11 – Anticipated Hours of Work

Eight hours per day is normal. The worker may be requested but not required to work 12-14 hours per day and/or on the Sabbath or Federal holidays depending upon the conditions in the fields, weather, and maturity of the crop. The employer will designate time for lunch and breaks. Worker may be requested to work Saturday and Sunday during peak times and special needs but not required. This requirement pertains to both alien and US workers.

### Item 13 – Board Arrangements

All housing is group housing in which all workers will share kitchens and common areas without regard to gender. Female workers, however, will be provided with sleeping facilities shared only with other family members or with other females. Sex-segregated toilet facilities will be provided. Housing & utilities are provided at no cost to workers who are unable to return to their place of residence the same day.

### Item 14 – Referral Instructions

All local and intrastate (in state) applicants and interstate (out of state) applicants are to contact the local Virginia Employment Commission (VEC) office in order to ascertain current employment, crop, or housing information and to enable proper arrangements to be made. It will be the responsibility of the VEC office to inform job seekers of the terms and conditions of this clearance order. The VEC office will contact the agent directly and advise the agent of the referral during the hours of 10:00 a.m. to 3:00 p.m. Monday - Friday.

Agent for contact: Labor Services International, LLC  
(252) 492-2543

Applicants who arrive at the place of employment, referred to as walk-ins or gate hires, will be accepted until 50% of the contract period has elapsed from the application start date.

Workers hired pursuant to the job offer from within normal commuting distance will not be provided housing, subsistence, or transportation.

### Item 15 – Job Specifications

Workers will perform various duties related to production of tobacco & general farm work to include the preparation of greenhouses for growing of tobacco seeds which includes replacing plastic flooring, cleaning & seeding of plant trays, applying fertilizer and pesticides, maintaining proper greenhouse environmental conditions to include monitoring of house temperatures to promote plant growth. Workers will cultivate fields, prepare rows for planting, plant tobacco, apply fertilizer and spray pesticides as necessary. Workers will remove tops and suckers by hand. Once plants reach maturity, leaves will be pulled from plants and then transported to the barn site. At the barn site, leaves will be placed in tobacco barns.

Once tobacco has been properly cured, it will be removed from barns, and baled into containers that hold up to 800lbs of cured tobacco. These bales are then lifted by electric hoist & placed on truck for transport to a warehouse.

General Conditions Applicable to All Crops: Work begins at an assigned time shortly after daylight. Work is performed under various weather conditions. Workers will work and perform repetitive tasks on their feet in bent and stooped positions for long periods of time pulling mature leaves from the tobacco plants that are from two(2) to ten(10) inches from the ground. Workers will use muscles to lift, push, pull, or carry heavy objects in loading and unloading trucks. All of the tasks in this job description constitute one (1) job; the employer may assign workers to different tasks on any day or to multiple tasks during the same day in the sole judgment of the employer. Workers may be required to perform work on the farm that is incidental to producing the crops such as performing hand weeding or hoeing, greenhouse cleaning and repairing buildings, maintaining grounds, operate tractor/farm equipment, incidental crop setup when needed and movement of irrigation systems and equipment, gardening, etc. Cover crops of soy beans, rye, or wheat are sewn after tobacco harvest to prepare the soil for next year's production of tobacco. This is a very demanding and competitive business in which quality specifications must be rigorously adhered to. Sloppy work cannot and will not be tolerated.

Employer will provide tools and equipment at no cost for workers to perform the above tasks. Workers who are found to be responsible will be charged for any willful damage to or loss of such tools and equipment; however, the employer will not deduct for such willful destruction of property.

Full Crop Commitment: This is regular work seven hours per day, Monday – Friday, and five hours on Saturday for the full remainder of the period of employment. The worker agrees to work for assigned employer whenever work is available during the full remaining period of employment even though work may be slack at times. The worker understands that if he quits or is terminated for cause prior to the end of the period of the employment, he will not receive the  $\frac{3}{4}$  guarantees discussed below and will not receive certain transportation reimbursements discussed below.

#### Item 16 – Wage Rates, Special Pay Information and Deductions

The current Adverse Effect Wage Rate (AEWR) of \$9.68 per hour or the AEWR in effect at the time work is performed, the prevailing hourly rate, the agreed upon collective bargaining wage, or the legal Federal or State Minimum Wage Rate, whichever is highest, is guaranteed to all workers.

The employer agrees to guarantee all workers employed in the 2013 season a minimum of \$9.68, which is the adverse effect wage rate (AEWR). In the event the US Department of Labor (DOL) promulgates a new AEWR during the recruitment or work contract period that is lower than the current AEWR at the time of application, the employer will pay the newly established AEWR. If, however, there is an adjustment to the AEWR, the employer will pay the highest of the adjusted AEWR, prevailing hourly wage or piece rate, the agreed upon collective bargaining wage or the Federal or State minimum wage.

The employer guarantees to offer employment for a minimum of three-quarters (3/4) of the workdays of the total specified period during which the work contract and all extensions thereof are in effect beginning with the first work day after worker's arrival at the place of employment and ending on the expiration date specified in the work contract or extensions thereof. In Act of God terminations, the three-quarters (3/4) guarantee period ends on the date of termination. The worker is not required to work more than eight (8) hours per day except when otherwise stated in the job order or on the worker's Sabbath or federal holiday to meet the guarantee period. The employer guarantees the worker the amount the worker would have earned had the worker in fact worked for the guaranteed number of days.

Worker will be paid weekly.

The employer will abide by the regulations set forth at 20 CFR 653.501 (d)(2)(v)(A) & 20 CFR 653.501 (d)(2) (v)(D) which states that the employer will provide worker who is referred through the Interstate Clearance System forty (40) hours of work for the week beginning with the anticipated date of need unless the employer has amended the date of need by notifying the local office no later than ten (10) days before the date of need. If the employer fails to notify the order holding office, then the employer shall pay an

eligible worker who is referred through the Clearance System for the first week starting with the originally anticipated date of need. The employer will require the worker to perform alternative work if the guarantee cited in this section is involved. The alternative work will be related to farm maintenance activities required in operating an agricultural operation. If the worker who is referred fails to notify the order holding office of continued interest in the job at least five (5) days before the date of need, worker will be disqualified from the above mentioned assurance.

The employer will advise H-2A visa beneficiary/workers of their responsibility to return to their country of origin, or to subsequent employment-authorized work, at the end of the term of employment.

The employer will make the following deductions: FICA (X) Federal Taxes (X) State Taxes as applicable.

Seven (7) to eight (8) hours per day is normal. The worker may be requested but not required to work more hours per day and/or on the Sabbath depending upon conditions in the greenhouses and fields. The employer will designate time for lunch and breaks. Worker may be requested to work Saturday and Sunday during peak times and special needs but not required. This requirement pertains to both alien and US workers.

Item 17 – Transportation

The employer will reimburse the worker for costs incurred by the worker for visa application fees, border crossing fees, transportation costs and reasonable subsistence from the US Consulate from which the worker came to work for the employer to the place of employment to the extent that such worker-borne expenditures reduce the workers' FLSA earnings at the first pay period, or, no later than at the halfway point in the contract ("50% period"). Daily subsistence (not less than \$11.42 per day) or the current minimum subsistence amount as published in the Federal Register from the place from which the worker, without intervening employment will come to work for the employer, will be paid to workers who cannot provide receipts, and the maximum or the current maximum subsistence amount published in the Federal Register travel subsistence of \$46.00 per day will be paid to the workers with acceptable receipts. The transportation reimbursement will be calculated on the workers' actual cost but no more than the most economical and reasonable similar common carrier transportation charges for the distance involved.

If before the expiration date specified in the work contract, the services of the worker are no longer required for reasons beyond the control of the employer due to fire, weather, or other Act of God that makes the fulfillment of the contract impossible, the employer may terminate the work contract. Whether such an event constitutes a contract impossibility will be determined by the CO. In the event of such termination of contract, the employer must fulfill a three-fourths guarantee for the time that has elapsed from the start of the work contract to the time of its termination, as described in paragraph (i)(1) of 20 CFR 655.122. The employer must make efforts to transfer the worker to other comparable employment acceptable to the worker, consistent with the existing immigration law, as applicable. If such transfer is not affected, the employer must: (1) Return the worker, at the employers expense, to the place from which the worker (disregarding intervening employment) came to work for the employer, or transport the worker to the workers next certified H-2A employer, whichever the worker prefers; (2) reimburse the worker the full amount of any deductions made from the workers pay by the employer for transportation & subsistence expenses to the place of employment; & (3) pay the worker for any costs incurred by the worker for transportation & daily subsistence to that employers place of employment. Daily subsistence (not less than \$11.42 per day) or the current minimum subsistence amount as published in the Federal Register will be paid to the worker. The amount of the transportation payment must not be less (and is not required to be more) than the most economical & reasonable common carrier transportation charges for the distances involved.

If the worker completes his contract, meaning his "period of employment", the employer will provide or pay the cost of return transportation and subsistence enroute from the place of employment except when the

worker is not returning to the place of departure, and has subsequent employment with an employer who will bear transportation expenses.

If the worker voluntarily abandons his employment or is terminated for cause prior to completion of his contract, the employer will not be responsible for providing or paying the cost of return transportation and subsistence enroute from the place of employment to the place of departure. All transportation provided by the employer will be by common carrier or other transportation facilities that conform to applicable regulations of the Interstate Commerce Commission. The employer will provide worker transportation from the living quarters to the work site and back each day at no cost to the worker.

For the purposes of the above requirements the "period of employment" is defined as the period from the first workday the worker is at the employer's farm and is ready, willing, able, and eligible to work until the anticipated ending day of the employment in Item 9.

### Other Conditions of Employment

Termination: – The employer may terminate the worker with notification to the employment service local office if the worker (a) refuses without justified cause to perform work for which the worker was recruited and hired or (b) commits serious acts of misconduct.

In the event of termination resulting from an Act of God, the employer will provide or pay reasonable costs of return transportation and subsistence to the place of where worker departed to work for employer and reimburse worker for reasonable costs of transportation and subsistence incurred by the worker to the place of employment.

Training: - The only work standards required of any alien or US worker will be that after a three (3) day training period each worker possess the physical capabilities to work in produced crops.

Injuries: - Worker will be covered by Workers Compensation Insurance or equivalent employer provided insurance for injuries arising out of and in the course of employment. Employer's proof of insurance coverage will be provided to the Regional Administrator before certification is granted.

Tools, Supplies, & Equipment: Employer will provide without charge all tools, supplies, and equipment to the worker.

Employer Obligation if Employment is Extended: No extension of employment beyond the period of employment specified in the job order shall relieve the employer from paying the wages already earned, or if specified in the job order as a term of employment, providing transportation or paying return transportation expenses to the worker.

Employer Notification of Changes in Employment Terms and Conditions: - Employer will expeditiously notify the Order Holding Local Office or State Agency by telephone immediately upon learning that a crop is maturing earlier or later, or weather conditions, over recruitment or other factors have changed the terms and conditions of employment.

Outreach Workers: Outreach workers shall have reasonable access to the worker in the conduct of outreach activities. The employer agrees to comply by all assurances of 20 CFR 653.107, 20 CFR 653.501, and 20 CFR 655.135.

Work Agreement: - The employer will provide a copy of the contract or Job Clearance Order to the worker no later than on the day the work commences. In the case of an H-2A worker, the employer will provide a copy of the contract no later than the time at which the worker applies for the visa.

Pay Statements: - Employer will furnish the worker on or before each pay period written statement showing the hours actually worked by the worker, the worker's hourly rate of pay, the hours of employment offered including those above the guarantee and total earnings for the pay period along with hours actually worked. Any deductions will be itemized. If piece rates are used, the units produced daily, beginning & ending dates of the pay period, & the employers name, address, and FEIN.

hire: - Worker must have necessary documents to complete INS Form I-9 upon hiring but not prior to the interview. Workers will have up to three (3) days from date of hire to provide I-9 documents.

The employer's anticipated work force equals 7 workers of which 7 will be H-2A's.

Virginia Employment Commission Danville Local Office	Virginia Comision de Empleo La Oficina de Danville
Summary of Employment Conditions Specified on the Job Order	Sumario de las Condiciones de Empleo Que Son Especificadas en el Orden de Trabajo
1. Order Number: 355860	1. Numero de el Orden: 355860
2. Name of Employer: Samuel M. Giles	2. Nombre del Empleador: Samuel M. Giles
3. Location of Employer & Directions: (See ETA 338)	3. Lugar y Direccion del Empleador: (Mira el papel ETA 338)
4. Period of Employment: From 06/01/2013 to 11/15/2013	4. Periodo de Empleo: Del 06/01/2013 to 11/15/2013
5. Work Schedule: Minimum of 7 hrs per Day, 5 days per week & 5 on Saturday	5. Horario de trabajado: Horas por dia 7 De dias por semana 5 y 5 horas Sabado
6. Work to be performed: Horticultural Hourly Wage: \$ 9.68 per hour	6. El trabajo: Horticola Sueldo por Hora: \$ 9.68 a hora
7. Transportation provided: From labor camp to work site & return: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	7. Transportacion provista: del encampamento al la huerta y vuelta: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
8. Housing & Accommodations: 7 Individual 0 Family	8. Vivenda Disponible para: 7 Individuos 0 familias
9. Meals Provided: No Workers may do their own cooking: Yes	9. Comidas provistas: No Los trabajadores tienen que cocinar sus Comidas: Si
10. Deductions: Type & Amount: Social Security: XXXX Income Taxes: XXXX Transportation None Tools & Equipment: None Crewleader Charges: None	10. Deduccions: Clase & Cantidad Seguro Social XXXX Impuestos sobre ingresos: XXXX Transportacion: Nada Herramientas/maquinaria: Nada Cobrada por el contratista: Nada

<p>11. Notes to Workers: A copy of the full job order is available For inspection in this office.</p> <p>The employer has guaranteed your first week's wages unless he notifies this job service office of a later starting date by: <u>5/22/13</u></p> <p>In order for you to be eligible for this guarantee, you must contact the job service at: Virginia Employment Commission 211 Nor Dan Drive Danville, VA 24540 434-549-8220</p>	<p>11. Notas para los trabajadores: Una copia del orden completa esta disponible en la oficina par su inspeccion.</p> <p>El empleador ha garantizado el pago por su primera semana de empleo, a menos que este notifique al servicio de empleos que la fecha de comenzar a trabajar sera a trasda, y que tal notificacion sea a mas a tardar el <u>5/22/13</u></p> <p>Para que ud pueda tener a esta garantia de pago, tendra que ponerse en contacto con: Virginia Comision de Empleo 211 Nor Dan Drive Danville, VA 24540 434-549-8220</p>
<p>During the period of <u>5/23/13</u> to <u>5/27/13</u>, any job service will assist you in doing this.</p>	<p>Durante el periodo del <u>5/23/13</u> al <u>5/27/13</u>, cualquier oficina del servicio de empleos le asistira.</p>