

1. To: Puerto Rico North Carolina South Carolina Georgia Florida	2. Job Order Number: <p style="text-align: right;">708886</p>	
4. From: Agriculture & Foreign Labor Program Manager Virginia Employment Commission 2211 Hydraulic Rd Charlottesville, VA 22901	3. Employer Name: <p style="text-align: center;"><i>Abernethy + Spencer Greenhouse</i></p> 5. OES Job Code, Title and Number of Positions Available <p style="text-align: center;">45-2092.01</p> <p style="text-align: right;">18 positions</p> <p style="text-align: center;"><i>Farmworker, Nursery</i></p>	
6. Please note the following concerning the above job order: The attached H-2A job order has been accepted by U.S. DOL for Interstate Clearance		
7. By: (ES Agency Representative) <p style="text-align: center;">Kendal Shaver</p>	Title: Agriculture & Foreign Labor Program Manager	Telephone Number: 434-984-7640
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)		
Comments:		
9. By: ES Agency Representative	Telephone Number:	Date Signed:



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

OMB Control No. 1205-0134
Expiration Date: October 31, 2016

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

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

<p>1. Employer's and/or Agent's Name and Address (Number, Street, City, State and Zip Code / Nombre y Dirección del Empleador/Patrón y/o Agente (Número, Calle, Ciudad, Estado y Código Postal): Abernethy & Spencer Green Houses 18035 Lincoln Rd. Purcellville, VA 20132</p> <p>a) Federal Employer Identification Number (FEIN) / Número federal de Identificación del Empleador: 54-1913454</p> <p>b) Telephone Number / Número de Teléfono: 540-338-9118</p> <p>c) Fax Number / Número de Fax:</p> <p>d) E-mail Address / Dirección de Correo Electrónico: Infor@abernathyspencer.com</p>	<p>Nos. 4 through 8 for STATE USE ONLY Números 4 a 8 para USO ESTATAL</p>
<p>2. Address and Directions to Work Site / Domicilio y Direcciones al lugar de trabajo: 36625 Shoemaker School Road Purcellville, VA 20132 18035 Lincoln Road, Purcellville, VA 20132</p> <p>Work sites solely owned and operated by employer.</p>	<p>4. SOC (O*NET/OES) Occupational Code / Código Industrial: 45-2092-01</p> <p>5. Job Order No. / Num. de Orden de Empleo: 708886</p> <p>a. SOC (ONET/OES) Occupational Title / Título Ocupacional: Nursery Workers</p>
<p>3. Address and Directions to Housing / Domicilio y Direcciones al lugar de vivienda: 36625 Shoemaker School Road 18035 Lincoln Road, Purcellville, VA 20132 2 dormitory style housing</p> <p>a) Description of Housing / Descripción de la vivienda: 36625 Shoemaker School Road 18035 Lincoln Road, Purcellville, VA 20132 2 dormitory style housing One person per bed. Free and convenient cooking facilities for worker(s) to provide own meals. Housing and utilities are provided at no cost to H-2A workers and those workers in corresponding employment who are unable to return to their place of residence the same day. Housing beds, bedding and mattresses will be furnished at no cost to the workers. Housing will be clean and meet the applicable federal and State housing standards. Workers will be responsible for maintaining housing and surrounding areas in a</p>	<p>6. Address of Order Holding Office (include Telephone number) / Dirección de la Oficina donde se radica la oferta (Incluya el número de teléfono): VEC- 100 Premier Pl. 540-535-2862 Winchester VA 22602</p> <p>a. Name of Local Office Representative (include direct dial telephone number) / Nombre del Representante de la Oficina Local (Incluya el número de teléfono de su línea directa): Cindy Webb 540-431-9296</p>
<p>7. Clearance Order Issue Date / Fecha de Emisión de la Orden de Empleo: 12/15/15</p> <p>8. Job Order Expiration Date / Fecha de Vencimiento o Expiración de la Orden de Empleo: 7-9-2016</p>	<p>9. Anticipated Period of Employment / Periodo anticipado o previsto de Empleo: From / Desde: 02/15/2016 To / Hasta: 12/01/2016</p>
<p>10. Number of Workers Requested / Número de Trabajadores Solicitados: 18</p>	<p>11. Anticipated Hours of Work per Week / Horas Anticipadas? Previstas de Trabajo por Semana. Total: 35</p> <p>Sunday / Domingo _____ Thursday / Jueves <u>7</u> Monday / Lunes <u>7</u> Friday / Viernes <u>7</u> Tuesday / Martes <u>7</u> Saturday / Sábado _____ Wednesday / Miércoles <u>7</u></p>
<p>12. Anticipated range of hours for different seasonal activities: / Rango previsto de horas par alas diferentes actividades de la temporada: Possible weekly/daily hours: 35-45+; 8:00am-6 00pm</p>	<p>13. Collect Calls Accepted from: / Aceptan Llamadas por Cobrar de:</p> <p>Employer / Empleador: Yes / SI <input checked="" type="checkbox"/> No <input type="checkbox"/></p>

14. Describe how the employer intends to provide either 3 meals a day to each worker or furnish free and convenient cooking and kitchen facilities for workers to prepare meals / Describa cómo el empleador tiene la intención de ofrecer, ya sea 3 comidas al día a cada trabajador, o proporcionar gratuitamente instalaciones para cocinar. The employer will furnish cooking facilities, utilities, and utensils for workers to prepare their own meals. Employer will provide transportation to grocery store at least once a week for workers who wish to shop for food.

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

Job Services offices or other organizations making referrals should insure that all applicants are thoroughly familiarized with the job specifications and terms and conditions of employment before a referral is made. Applicants should be directed to the Careerlink office at the address and telephone number listed in job order. Only workers meeting all the qualifications for employment who are able (with or without reasonable accommodations), willing and qualified to perform the work, who are eligible for employment in the United States, and who will be available at the time and placed needed, should contact or be referred to Abernethy & Spencer Green Houses Mon-Fri 9am-5pm. 18035 Lincoln Rd. Purcellville, VA 20132 -- 540-338-9118. Documentation of Identity and employment authorization sufficient to complete an I-9 form as required by the Immigration Reform and Control Act must be presented to the employer within 3 days of the day the worker reports to work

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

TEMPORARY SEASONAL NURSERY WORKER POSITION
 All applicants must be able willing, qualified to perform work described in this JO/Ad & must be available for entire period specified. Abernethy & Spencer Green Houses, 18035 Lincoln Rd, Purcellville VA 20132, Loudoun County. Possible Shift: BA-SP; possible weekly hrs: 35 possibly up to 45. May be a possibility of some weekend/holiday work. Duties: pull plastic, groundskeeping of facility, operate farm equipment, clean, unload harvested products, grade and sort products according to factors such as color, species, length, width, appearances, feel for quality to ensure correct processing and usage. Discard inferior or defective products and or foreign matter and place acceptable products in containers for further processing. Weigh/estimate product for weight visually or by feel, place product in containers according to grade and mark grades on containers. Measure weight and county products. Examine and inspect containers, materials to ensure specifications are met. clean and maintain work area & material other related activities per SOC/OES as per onetonline.org. Perform Extensive, repetitious walk, stand, stoop, bend, reaching & may need to load/unload up to 60lbs. Tools provided at no cost to worker. Manual, motorized tool usage all day. Employer guarantees 7/4 workdays of contract. Work outdoors, exposed to weather, hot or cold; hrs may fluctuate (+/-); possible downtimes and/or extended hrs. Dependable: fulfill obligations. Attn. to Detail: complete work tasks. Self Control: maintain composure, keep emotions in check, control anger, avoid aggressive behavior, display a good-natured, cooperative attitude. Employer provided housing available to any worker who cannot reasonably return to residence daily. Proper work attire is required-long sleeve shirts, long pants, no shorts, hard sole shoes(preferably boots), no tennis shoes. If workers is unable or unfit to perform the duties listed after the 14 day the workers contract may be terminated. An orientation will explain the "overview of warnings" and give the workers a copy of this form. Drug, alcohol, tobacco-free work zone. Required to show proof of legal authorization to work in United States. Must be able to obtain a VA drivers license. No cell phone use during work hours.

1. Is previous work experience preferred? / Se prefiere previa experiencia? Yes / Si No If yes, number of months preferred: / Si es así, numero de meses de experiencia: ---0---

2. Check all requirements that apply:

- | | |
|--|---|
| <input type="checkbox"/> Certification/License Requirements / Certificación/Licencia Requisitos | <input type="checkbox"/> Criminal Background Check / Verificación de antecedentes penales |
| <input type="checkbox"/> Driver Requirements / Requisitos del conductor | <input type="checkbox"/> Drug Screen / Detección de Drogas |
| <input type="checkbox"/> Employer Will Train / Empleador entrenará o adiestrará | <input checked="" type="checkbox"/> Extensive Pushing and Pulling / Empujar y Jalar Extensamente |
| <input type="checkbox"/> Extensive Sitting / Estar sentado largos ratos | <input checked="" type="checkbox"/> Extensive Walking / Caminar por largos ratos |
| <input checked="" type="checkbox"/> Exposure to Extreme Temp. / Expuesto a Temperaturas Extremas | <input checked="" type="checkbox"/> Frequent Stooping / Inclínándose o agachándose con frecuencia |
| <input checked="" type="checkbox"/> Lifting requirement / Levantar o Cargar <u>60</u> lbs/libras | <input type="checkbox"/> OT/Holiday is not mandatory / Horas Extras (sobre tiempo) / Dias Feriados no obligatorio |
| <input checked="" type="checkbox"/> Repetitive Movements / Movimientos repetitivos | |

17. Wage Rates, Special Pay Information and Deductions / Tarifa de Pago, Información Sobre Pagos Especiales y Deducciones (Rebajas)							
Crop Activities	Hourly Wage	Piece Rate / Unit(s)	Special Pay (bonus, etc.)	Deductions*	Yes/SI	No	Pay Period / Periodo de Pago
Cultivos	Salario por Hora	Pago por Pieza / Unidad(es)	Pagos Especiales (Bono, etc.)	Deducciones			/ /
Perennials	\$ 10.32	\$		Social Security / Seguro Social	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Weekly / Semanal
Annuals	\$ 10.32	\$		Federal Tax Impuestos Federales	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> Thursday
Trees/shrubs	\$ 10.32	\$		State Tax Impuestos Estatales	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Bi-weekly / Quincenal
Foliage	\$ 10.32	\$		Meals / Comidas	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Greenery	\$ 10.32	\$		Other (specify)/ Otro (especifica)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Monthly/Mensual
							Other / Otro
							<input type="checkbox"/>

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

Employer will comply w/applicable Federal, State, local laws pertaining to OT. DOE. Reasonable repair cost of intentional damage deducted from workers pay. Employer will furnish worker on/ before each payday worker's hrs & earnings statements meeting regulatory requirements: 20 CFR 655.122(k). Earnings records & statements will be available upon request of worker or worker representative as defined: 20 CFR 655.122(j)(2). Workers who voluntarily abandon employment or are terminated for cause & where employer provides timely notification to NPC & DHS, will relieve employer for subsequent transport & subsistence costs & the 3/4 guarantee as defined: 20 CFR 655.122(n). Employer may terminate the work contract where services are no longer required for weather, or other Acts of GOD w/approval of C/O; & assurance the 3/4 guarantee will be provided between start & termination dates, make efforts to transfer worker to other comparable work acceptable to worker, & if transfer is not viable, provide outbound transport & subsistence in accordance 20 CFR 655.122(o). Worker will be provided a copy of the work contract, including modifications, on the day work commences or as soon as practically possible defined in 20CFR 655.122(q). Variable weather/crop conditions may apply; hours may fluctuate (+/-), possible downtime and/or extended hours. Employer will comply with applicable Federal, State, and local laws pertaining to OT hours. DOE. Base AEWR hourly rate: \$ 10.32 1st week wage guarantee: \$361.20

19. Transportation Arrangements / Arreglos de Transportación

For workers who complete 50 percent of the period of employment, the employer will reimburse the worker for costs incurred by the worker for the most reasonable carrier of transportation & reasonable subsistence from the place from which the worker came to work for employer to the place of employment. Subsistence will be \$11.86 per day without documentation & in accordance with the current Federal Register notice for workers with receipts; maximum meal component \$46.00 per day with receipts. The amount of the reimbursement for transportation shall be worker's actual cost, but no more than the most economical & reasonable similar common carrier transportation charges for distance involved. If worker completes the period of employment, employer will provide or pay for the worker's transportation/ reasonable subsistence from place of employment to place from which worker came to work. For the purposes of the above reimbursement, the 'period of employment' shall be the period from the first workday worker is at the employer's farm & is ready, willing, able, eligible to work until the anticipated ending day of employment shown in above. Workers who voluntarily abandon employment or are terminated for cause & where employer provides timely notification to NPC & DHS, will relieve employer for subsequent transport & subsistence costs & the 3/4 guarantee as defined: 20 CFR 655.122(n). Transportation between housing and work site will be provided daily at no cost to worker.

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

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

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

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

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

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

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

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

Yes/SI No

27. Employer's Certification: This job order describes the actual terms and conditions of the employment being offered by me and contains all the material terms and conditions of the job. / Certificación del Empleador: Esta orden de trabajo describe los términos y condiciones del empleo que se le ofrece, y contiene todos los términos y condiciones materiales ofrecidos.

David Lohmann

General Manager

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



12/02/2015

Employer's Signature / Firma y Título del Empleador

Date / Fecha

READ CAREFULLY, In view of the statutorily established basic function of the Employment Service as a no fee labor exchange, that is, as a forum for bringing together employers and job seekers, neither the Employment and Training Administration (ETA) nor the State agencies are guarantors of the accuracy for truthfulness of information contained on job orders submitted by employers. Nor does any job order accepted or recruited upon by the American Job Center constitute a contractual job offer to which the American Job Center, ETA or a State agency is in any way a party.
LEA CON CUIDADO, En vista de la función básica del Servicio de Empleo establecida por ley, como una entidad de intercambio laboral sin comisiones, es decir, como un foro para reunir a los empleadores y los solicitantes de empleo, ni ETA ni las agencias del estado pueden garantizar la exactitud o veracidad de la información contenida en las órdenes de trabajo sometidas por los empleadores. Ni ninguna orden de trabajo aceptado o contratado en el Centro de Carreras (American Job Center) constituyen una oferta de trabajo contractual a las que el American Job Center, ETA o un organismo estatal es de ninguna manera una de las partes.

PUBLIC BURDEN STATEMENT

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

DECLARACIÓN DE CARGA PÚBLICA

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

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

TEMPORARY SEASONAL NURSERY WORKER POSITION

All applicants must be able willing, qualified to perform work described in this JO/Ad & must be available for entire period specified. Abernethy & Spencer Green Houses, 18035 Lincoln Rd, Purcellville VA 20132, Loudoun County. Possible Shift: 8A-5P; possible weekly hrs: 35 possibly up to 45. May be a possibility of some weekend/holiday work. Duties: pull plastic, groundskeeping of facility, operate farm equipment, clean unload harvested products, grade and sort products according to factors such as color, species, length, width, appearances, feel for quality to ensure correct processing and usage. Discard interior or defective products and or foreign matter and place acceptable products in containers for further processing. Weigh/estimate product for weight visually or by feel, place product in containers according to grade and mark grades on containers. Measure weight and county products. Examine and inspect containers, materials to ensure specifications are met. clean and maintain work area & material other related activities per SOC/OES as per onetonline.org. Perform Extensive, repetitious walk, stand, stoop, bend, reaching & may need to load/unload up to 60lbs. Tools provided at no cost to worker. Manual, motorized tool usage all day. Employer guarantees ¾ workdays of contract. Work outdoors, exposed to weather, hot or cold; hrs may fluctuate (+/-); possible downtimes and/or extended hrs. Dependable: fulfill obligations. Attn. to Detail: complete work tasks. Self Control: maintain composure, keep emotions in check, control anger, avoid aggressive behavior, display a good-natured, cooperative attitude. Employer provided housing available to any worker who cannot reasonably return to residence daily. Proper work attire is required-long sleeve shirts, long pants, no shorts, hard sole shoes(preferably boots), no tennis shoes. If workers is unable or unfit to perform the duties listed after the 14 day the workers contract may be terminated. An orientation will explain the "overview of warnings" and give the workers a copy of this form. Drug, alcohol, tobacco-free work zone. Required to show proof of legal authorization to work in United States. Must be able to obtain a VA drivers license. No cell phone use during work hours.

20 CFR 653.501
Assurances

INTRASTATE AND INTERSTATE CLEARANCE ORDER

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

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

The employer assures that all working conditions comply with applicable Federal and State minimum wage, child labor, social security, health and safety, farm labor contractor registration and other employment-related laws.

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

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

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

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

Employer's Name David Lohmann Date: 12/02/2015

Employer's Signature 

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

Attachment of Assurances to ETA 790 OMB Control No: 1205-0134

Item 2: LOCATION AND DIRECTION TO WORKSITE(s):

The worksite is located at 36625 Shoemaker School Road
Purcellville, VA 20132
18035 Lincoln Road, Purcellville, VA 20132

Work sites solely owned and operated by employer.
in the following County/Counties: Loudon

The directions to the worksite are:
Attached

Item 3: LOCATION(S) AND DESCRIPTION(S) OF ALL HOUSING (List total number of housing Unit(s) that will be utilized to house total capacity of workers requested on ETA 790, Item 10):

Housing is located at: 36625 Shoemaker School Road
18035 Lincoln Road, Purcellville, VA 20132

Directions to housing: Attached

Description of housing:

36625 Shoemaker School Road
18035 Lincoln Road, Purcellville, VA 20132. Dormitory style housing. One person per bed. Kitchen with free and convenient cooking facilities for workers to provide and prepare their own meals. Housing and utilities are provided at no cost to H-2A workers and those workers in corresponding employment who are unable to return to their place of residence the same day. Housing beds, bedding and mattresses will be furnished at no cost to the workers. Workers will be responsible for maintaining housing and surrounding areas in a neat, clean manner. Housing will be clean and meet applicable Federal Housing Standards. Workers will be responsible for maintaining housing in a neat, clean manner. Reasonable repair cost of damage, other than that caused by normal wear and tear, will be deducted from the earnings of workers found to have been responsible for damage to housing and furnishings.

Housing and utilities are provided at no cost to workers who are unable to return to their place of residence the same day. If both male and female workers are hires, separate toilet, shower facilities and sleeping rooms will be provided by the employer.

The employer requests permission for conditional entry into the Interstate and Intrastate Clearance System and assures that the worker housing will be available for inspection and in compliance with applicable Federal Standards not later than 30 days in advance of the date of need reflected on the attached ETA 790.

Item 11: ANTICIPATED HOURS OF WORK:

7_ Hours per day is normal. The worker may be requested but not required to work 8-10 hours per day and/or on the Sabbath or Federal holidays depending upon the conditions in the fields or orchards, weather or maturity of the crop.

Workers may be reached at the following address and phone number: 540-338-9118

18035 Lincoln Road, Purcellville, VA 20132

Item 13: BOARD ARRANGEMENTS: (Check appropriate item(s))

The employer will furnish free and convenient cooking and kitchen facilities so workers may prepare their own meals. Employer will provide (on a voluntarily basis) transportation to assure workers access to stores where they can purchase groceries and/or other incidentals.

The employer will provide workers three meals per day and will deduct \$ _____ per day from each worker for meals.

Item 14: REFERRAL INSTRUCTIONS: (Include here who an applicant or State Workforce Agency Representative should contact concerning employment and how that person may be reached)

Employer will accept referrals through the VA Department of Workforce Services. Contact Abernethy & Spencer Green Houses between the hours of 9 AM-5 PM Monday through Friday: Phone: 540-338-9118 or in person: 18035 Lincoln Rd. Purcellville, VA 20132

Applicants, Workforce Agency Personnel, Walk-ins, Gate Hires, etc. may:

Call for an interview during normal business hours at the number listed on the ETA 790 form.

Report to the farm office or worksite listed on the ETA 790.

Other: *Employer will accept referrals through the VA Department of Workforce Services. Contact Abernethy & Spencer Green Houses between the hours of 9 AM-5 PM Monday through Friday: Phone: 540-338-9118 or in person: 18035 Lincoln Rd. Purcellville, VA 20132*

Item 16: WAGE RATE, SPECIAL PAY INFORMATION AND DEDUCTIONS

HOURLY WAGE RATE:

(a) The Adverse Effect Wage Rate (AEWR) of 10.32 per hour. Pay the wage that is the highest of the AEWR, the prevailing hourly wage or piece rate, the agreed-upon collective bargaining wage, or the Federal or State minimum wage, except where a special procedure is approved for an occupation or specific class of agricultural employment. The employer assures that if a change in the AEWR requires an increase in the guaranteed minimum, such increase will be paid as of the effective date of the increase. If the worker's piece rate earnings for a pay period results in average hourly earnings of less than the guaranteed minimum, the worker will be provided make-up pay to the guaranteed minimum rate.

Include all crops and activities not listed on the ETA 790, Item 16) Perennials, Annuals, Trees/shrubs, Foliage, Greenery

TEMPORARY SEASONAL NURSERY WORKER POSITION
TEMPORARY SEASONAL NURSERY WORKER POSITION

All applicants must be able willing, qualified to perform work described in this JO/Ad & must be available for entire period specified. Abernethy & Spencer Green Houses, 18035 Lincoln Rd, Purcellville VA 20132, Loudoun County. Possible Shift: 8A-5P; possible weekly hrs: 35 possibly up to 45. May be a possibility of some weekend/holiday work. Duties: pull plastic, groundskeeping of facility, operate farm equipment, clean unload harvested products, grade and sort products according to factors such as color, species, length, width, appearances, feel for quality to ensure correct processing and usage. Discard interior or defective products and or foreign matter and place acceptable products in containers for further processing. Weigh/estimate product for weight visually or by feel. place product in containers according to grade and mark grades on containers. Measure weight and county products. Examine and inspect containers, materials to ensure specifications are met. clean and maintain work area & material other related activities per SOC/OES as per onetonline.org. Perform Extensive, repetitious walk, stand, stoop, bend, reaching & may need to load/unload up to 60lbs. Tools provided at no cost to worker. Manual, motorized tool usage all day. Employer guarantees ¾ workdays of contract. Work outdoors, exposed to weather, hot or cold; hrs may fluctuate (+/-); possible downtimes and/or extended hrs. Dependable: fulfill obligations. Attn. to Detail: complete work tasks. Self Control: maintain composure, keep emotions in check, control anger, avoid aggressive behavior, display a good-natured, cooperative attitude. Employer provided housing available to any worker who cannot reasonably return to residence daily. Proper work attire is required-long sleeve shirts, long pants, no shorts, hard sole shoes(preferably boots), no tennis shoes. If workers is unable or unfit to perform the duties listed after the 14 day the workers contract may be terminated. An orientation will explain the "overview of warnings" and give the workers a copy of this form. Drug, alcohol, tobacco-free work zone. Required to show proof of legal authorization to work in United States. Must be able to obtain a VA drivers license. No cell phone use during work hours.

(b) The following deductions will be made:

Taxes, if applicable under Federal, State, and local law form U.S. Workers;

FICA Taxes FUTA Taxes Federal Income Tax Withholding

Advances

Micals

Willful destruction of property;

Other (Specify) Reasonable repair cost of intentional damage will be deducted from workers' pay. No deductions will be made which would bring the employee's hourly wage below the Federal Minimum Wage.

(c) The employer will not _____ pay the worker a bonus of \$ N/A _____

Based on Quality Picking _____

End of Season _____ Other _____

Anticipated date by which payments will be made: _____

(d)The employer guarantees to offer the worker employment for a total number of work hours equal to at least three-fourths (¾) of the work days of the total period beginning with the first workday after the arrival of the worker at the place of employment or the advertised contractual first date of need, whichever is later, and ending on the expiration

date specified in the work contract or in its extensions, if any. NOTE: In Act of God terminations, the $\frac{1}{2}$ guarantee period ends on the date of termination.

(e) Payroll periods will be: weekly: Workers will be paid on Friday each payroll period and will be provided with an earnings statement which contains at a minimum, the hours actually worked, total earnings, (piece rates/number of units (if piece rates are used) and all deductions. The statement will comply with 20 CFR 655.122(j)-(m)

(f) Employer will provide a worker referred through the interstate clearance system ___35 hours of work for the week beginning with the anticipated date of need, unless employer has amended the date of need by notifying the order holding office no later than 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 referred through the clearance system \$361.20 for the first week starting with the originally anticipated date of need.

Employer ___ will not require worker to perform alternative work if the guarantee cited in this section is invoked. The alternate work and pay will be ___ N/A ___

The workers (will not) ___ be engaged in work defined by the U.S. Environmental Protection Agency and/or as requiring pesticide safety training. If "will" - employer must provide proof of Arkansas Department of Agriculture training authorization/certificate marked ___ N/A ___

Item 17: Transportation and subsistence

Pursuant to DOL regulations 20 CFR 655.122(h) (1) If the employer has not previously advanced such transportation and subsistence costs to the worker or otherwise provided transportation or subsistence directly to the worker by other means and if the worker completed 50% of the work contract period, the employer must pay the worker for reasonable costs incurred by the worker for transportation and subsistence from the place from which the worker has come to work for the employer, whether in the U.S. or abroad to the place of employment.

If prevailing practice of non H-2A agricultural employers in the occupation in the area to do so, or when the employer extends such benefits to similarly situated H-2A workers, the employer must advance the required transportation and subsistence costs to workers in corresponding employment who are traveling to the employer's worksite. The amount of the transportation payment must be no less than the most economical and reasonable common carrier transportation charges for the distance involved. The amount of the daily subsistence payment must be at least as much as the employer would charge the worker for providing three meals a day but no less than the amount permitted under 655.173 (a). which is presently \$11.86 per day with CONUS maximum meal component \$46.00 per day with receipts according to the current DOL Federal Register.

Note: the FLSA applies independently of the H-2A requirements and imposes obligations on employers regarding payments of wages.

655.122(h) (2) If the worker completes the work contract period, or if the employee is terminated without cause, and the worker has no immediate subsequent H-2A employment, the employer must provide or pay for the worker's transportation and daily subsistence from the place of employment to the place which the worker, disregarding intervening employment, departed to work for the employer.

- If the worker has contracted with a subsequent employer has not agreed in such work contract to provide or pay for the worker's transportation and daily subsistence expenses from the employer worksite to subsequent employer worksite, the employer must provide or pay for such expenses.

- The employer is not relieved of providing or paying for return transportation or subsistence if an H-2A worker is displaced as a result of employer compliance under 50% rule, per 655.135(d).

655.122(h) (3) The employer must provide transportation between the housing provided or secured by the employer and the employer's worksite at no cost to the worker.

655.122 (h) (4) All employer-provided transportation must comply with all applicable Federal, State or local laws and regulations and must provide at a minimum the same transportation safety standards, driver licensure and vehicle insurance as required under 29 USC 1841, and 29 CFR 500.105 and 29 CFR 500.120 to 500.128.

OTHER CLARIFICATIONS AND ASSURANCES:

TERMINATIONS: The employer may terminate the worker with notification to the Employment Service if the worker: (a) refuses without justified cause to perform work for which the worker was recruited and hired; (b) commits serious acts of misconduct; or (c) fails, after completing any training or break-in period, to reach production standards when production standards are applicable.

In the event of termination for medical reasons occurring after arrival on the job, or occurring as a result of employment, or in the event of termination resulting from an Act of God, the employer will pay or provide reasonable costs of return transportation and subsistence to the place of recruitment. Additionally, the employer will reimburse worker for reasonable costs of transportation and subsistence incurred by the worker to get to the place of employment.

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

EMPLOYER FURNISHED TOOLS AND EQUIPMENT: The employer will furnish without cost, all tools, supplies, or equipment required in the performance of work.

TRAINING: An orientation will explain the "overview of warnings" and give the workers a copy of this form.

PRODUCTION STANDARDS: Worker will be expected to meet the following production standards after completion of training or break-in period, if applicable: (List the production standards for each activity if

production standards are applicable:

N/A

INJURIES: The employer will provide Workers Compensation or equivalent employer provided insurance, at no cost to the worker, covering injury and disease arising out of, and in the course of, the worker's employment. Employer's proof of insurance coverage will be provided to the ETA office before certification is granted.

EMPLOYER OBLIGATION IF EMPLOYMENT IS EXTENDED: No extension of employment beyond the period of employment specified in the job order will relieve the employer from paying the wages already earned, or, if specified in the job order as a term of employment providing return transportation or paying return transportation expenses to the worker.

TERMS AND CONDITION CHANGES: The employer will expeditiously notify the order holding office or State agency by telephone/writing immediately upon learning that a crop is maturing earlier or later, or that weather conditions, over-recruitment, or other factors have changed the terms and conditions of employment.

OUTREACH WORKERS: Outreach workers shall have reasonable access to the worker(s) in the conduct of outreach activities pursuant to 20 CFR 653.107 and 20 CFR 653.501.

CONTRACT IMPOSSIBILITY: In accordance with Departmental regulations 20 CFR sec. 655.122(o), "if, before the expiration date specified in the work contract, the services of the worker are no longer required for reasons beyond the control of the employer due to fire, weather, or other Act of God that makes the fulfillment of the contract impossible, the employer may terminate the work contract. Whether such an event constitutes a contract impossibility will be determined by the CO. In the event of such termination of a contract, the employer must fulfill a three-fourths guarantee for the time that has elapsed from the start of the work contract to the time of its termination, as described in paragraph (l)(1) of this section. The employer must make efforts to transfer the worker to other comparable employment acceptable to the worker, consistent with existing immigration law, as applicable. If such transfer is not affected, the employer must: (1) Return the worker, at the employer's expense, to the place from which the worker (disregarding intervening employment) came to work for the employer, or transport the worker to the worker's next certified H-2A employer, whichever the worker prefers; (2) Reimburse the worker the full amount of any deductions made from the worker's pay by the employer for transportation and subsistence expenses to the place of employment; and (3) Pay the worker for any costs incurred by the worker for transportation and daily subsistence to that employer's place of employment. Daily subsistence must be computed as set forth in paragraph (h) of this section. The amount of the transportation payment must not be less (and is not required to be more) than the most economical and reasonable common carrier transportation charges for the distances involved."

PROOF OF RIGHT TO WORK: All workers under this order will be required to provide documentation attesting to U.S. citizenship or legal status to work in the U.S.

AGRICULTURAL WORK AGREEMENT (ETA 790/ATTACHMENTS): A copy of the agricultural work agreement contract or the ETA 790 and attachments will be provided to the worker by the employer no later than on the day the work commences.

NUMBER OF WORKERS: The employer expects the total number of workers to be used in this occupation to be 19-20 of which 18 will be H-2A workers for which certification is requested, and the balance will be domestic

workers. These numbers are estimates as total workforce needs are dependent upon weather, crop conditions and worker availability.

FIFTY PERCENT RULE: From the time the foreign workers depart for the employer's place of employment, the employer must provide employment to any qualified, eligible U.S. worker who applies to the employer until 50 percent of the period of the work contract has elapsed. Start of the work contract timeline is calculated from the first date of need stated on the application for temporary employment certification under which the foreign workers who is in the job was hired. UNLESS the employer has requested a small business exemption to the 50 percent rule and the waiver was granted by the DOL Certifying Officer.

OTHER: The employer agrees to abide by the regulations at 20 CFR 655.135 Assurances and 20 CFR.653.501.

20 CFR 655.135(e) The employer must comply with all applicable Federal, State and local laws and regulations, including health and safety laws.

The working conditions will comply with applicable Federal and State minimum wage, child labor, social security, health, and safety, farm labor contractor registration and other employment-related laws. The employer is an Equal Employment Opportunity employer and will offer U.S. workers at least the same opportunities, wages, benefits and working conditions as those which the employer offers or intends to offer to non-immigrant workers.



CERTIFICATE OF LIABILITY INSURANCE

ABERN-1 OP ID: VW

DATE (MM/DD/YYYY)
10/18/2015

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER
Hottle and Associates
P.O. Box 3473
Warrenton, VA 20188
Virginia Ward

CONTACT NAME: Priscilla G. Hottle
PHONE (A/C, H, Ext): 540-351-0862
FAX (A/C, H, Ext): 540-216-3789

INSURER(S) AFFORDING COVERAGE		NAIC #
INSURER A:	Erio Insurance Exchange	28271
INSURER B:		
INSURER C:		
INSURER D:		
INSURER E:		
INSURER F:		

INSURED Abernathy & Spencer, LLC
18036 Lincoln Road
Purcellville, VA 20132

COVERAGES**CERTIFICATE NUMBER:****REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

TYPE OF INSURANCE	ADDL. INSR. (INSR) / W/O	POLICY NUMBER	POLICY EFF. (MM/DD/YYYY)	POLICY EXP. (MM/DD/YYYY)	LIMITS
<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS MADE <input checked="" type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input type="checkbox"/> PROJECT <input type="checkbox"/> LOC OTHER:		Q41-3160853	05/31/2015	05/31/2016	EACH OCCURRENCE \$ 1,000,000 DAMAGE TO RENTED PREMISES (EA occurrence) \$ 1,000,000 MED EXP (Any one person) \$ 6,000 PERSONAL & ADV INJURY \$ 1,000,000 GENERAL AGGREGATE \$ 2,000,000 PRODUCTS - COMP/OP AGG \$ 2,000,000 \$
AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO <input type="checkbox"/> ALL OWNED AUTOS <input type="checkbox"/> SCHEDULED AUTOS <input type="checkbox"/> HIREN AUTOS <input type="checkbox"/> NON-OWNED AUTOS		Q05-3140064	05/31/2015	05/31/2016	COMBINED SINGLE LIMIT (EA accident) \$ 1,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ \$
<input checked="" type="checkbox"/> UMBRELLA LIAB <input type="checkbox"/> EXCESS LIAB <input type="checkbox"/> OCCUR <input type="checkbox"/> CLAIMS MADE <input type="checkbox"/> DED <input type="checkbox"/> RETENTION \$		Q28-3170298	05/31/2015	05/31/2016	EACH OCCURRENCE \$ 3,000,000 AGGREGATE \$ \$ <input type="checkbox"/> PER FAMILIE <input type="checkbox"/> OPT-ET
WORKERS COMPENSATION AND EMPLOYERS' LIABILITY <input type="checkbox"/> ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICERS/WHEN EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	<input type="checkbox"/> Y/N <input type="checkbox"/> N/A	Q09-3100644	05/31/2015	05/31/2016	EL EACH ACCIDENT \$ 500,000 EL DISEASE - EA EMPLOYEE \$ 500,000 EL DISEASE - POLICY LIMIT \$ 500,000
Property Station		Q41-3160853	05/31/2015	05/31/2016	

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

CERTIFICATE HOLDER

Labor Consultants Intern'l
1137 North 3rd Street
Coeur d'Alene, ID 83814

CANCELLATION

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE
Virginia Ward

Virginia Ward

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Google Maps
18035 Lincoln Rd.
Purcellville, VA 20132

4/17/15 2:24 PM



36625 Shoemaker School Rd.
Purcellville, VA 20132

VIRGINIA EMPLOYMENT COMMISSION

LA COMISION DE EMPLEOS DE VIRGINIA

SUMMARY OF EMPLOYMENT CONDITIONS SPECIFIED ON JOB ORDER

RESUMEN DE LAS CONDICIONES DE EMPLEO QUE SON ESPECIFICADAS EN LA ORDEN DE TRABAJO

1. ORDER NUMBER: 708886

1. NUMERO DE LA ORDEN: 708886

2. NAME OF EMPLOYER: Abernethy & Spencer Greenhouses LLC

2. NOMBRE DEL EMPLEADOR: Abernethy & Spencer Greenhouses LLC

3. LOCATION OF EMPLOYER AND DIRECTIONS:
18035 Lincoln Rd. Purcellville, VA 20132
From Leesburg - 7 West to State Hwy 287, exit Purcellville, keep left at fork, left at Berlin Tpke/VA 287, right at E. Main St./VA-7, left at 10th St./Maple Ave/VA-722, continue to job site location on the right

3. DIRECCION DEL EMPLEADOR:
18035 Lincoln Rd. Purcellville, VA 20132
De Leesburg - 7 oeste a la ruta estatal 287, salida de Purcellville, doble a la izquierda al semáforo en Berlin Tpke/VA 287, derecha al E. Main St./VA-7, izquierda a 10th St./Maple Ave/VA-722, sigue derecho hasta el vivero en la mano derecha

4. PERIOD OF EMPLOYMENT:
FROM 2-15-16 to 12-01-16

4. PERIODO DE EMPLEO:
DEL Feb-15-16 al Dic-01-16

5. WORK SCHEDULE:
HOURS PER DAY 7
DAYS PER WEEK 5

5. HORARIO DE TRABAJO:
HORAS POR DIA 7
NUMERO DE DIAS POR SEMANA 5

6. CROP AND PAY:
CROP: nursery
HOURLY WAGE \$10.32
PIECE RATE: SN/A

6. COSECHA Y PAGO:
COSECHA vivero
SUELDO POR HORA \$10.32
PAGA POR UNIDAD: \$no aplica

7. WORK TASKS TO BE PERFORMED:
Pull plastic mulch, groundskeeping of facility, operate farm equipment, clean/unload harvested products, grade and sort nursery stock, pot and transplant product.

7. LABORES A DESEMPEÑAR EN EL TRABAJO:
Quitar el mantillo plástico del campo, mantenimiento del terreno, manejar equipo agrícola, limpiar y descargar productos cultivados, clasificar y ordenar productos, plantar y transplantar.

8. TRANSPORTATION PROVIDED:
FROM LABOR CAMP TO WORK SITE AND RETURN
Yes

8. TRANSPORTE PROPORCIONADO: DESDE EL ENCAMPAMENTO HASTA EL SITIO DEL TRABAJO Y LA VUELTA: SI

9. HOUSING CAN ACCOMODATE 18 PERSONS
18 INDIVIDUAL
0 FAMILY

9. VIVIENDA DISPONIBLE PARA 18 PERSONAS:
18 INDIVIDUOS
0 FAMILIAS

10. MEALS:

PROVIDED: NO

IF YES: COST PER DAY _____
(See item 14 in Job Order)

WORKERS MAY DO THEIR OWN COOKING:
YES

10. COMIDAS:

PROPORCIONADAS: NO

EN CASO DE SI: EL COSTO POR DIA SERA _____ (Vea Num. 14 en la Orden de Trabajo)

LOS TRABAJADORES TIENEN QUE COCINAR SUS COMIDAS: SI

11. DEDUCTIONS:

TYPE	AMOUNT
SOCIAL SECURITY	XXXXXX
INCOME TAX	XXXXXX

11. DEDUCCIONES:

CLASE	CANTIDAD
SEGURO SOCIAL	XXXXXX

TRANSPORTATION NONE
TOOLS & EQUIPMENT NONE
CREWLEADER CHARGES NONE

IMPUESTOS SOBRE INGRESOS XXXXXX
TRANSPORTE NINGUNO
HERRAMIENTOS Y EQUIPO NINGUNO
SUMA COBRADA POR EL
CONTRATISTA DE TRABAJO
AGRICOLA NINGUNO

12. NOTES TO WORKERS:

A copy of the full job order is available for inspection in this office.

The employer has guaranteed your first week's wages unless he/she notifies this job service of a later starting date by 2/1/16.

In order for you to be eligible for this guarantee, you must contact the job service at:

VIRGINIA EMPLOYMENT COMMISSION
100 Premier Place
Winchester, Va 22602

During the period of 2/2/16 to 2/8/16.
Any Job Service office will assist you in doing this.

12. NOTAS PARA EL TRABAJADOR:

La copia de la orden completa está disponible en la oficina para su inspección:

El pago por la primera semana de empleo es garantizado a menos que el empleador notifique al Servicio de Empleos de que la fecha de comienzo será atrasada, y que tal notificación sea antes de la fecha Feb-1-2016.

Para que Ud tenga derecho a esta garantía de pago, es necesario que se ponga en contacto con la siguiente Oficina del Servicio de Empleo:

VIRGINIA EMPLOYMENT COMMISSION
100 Premier Place
Winchester, Va 22602

Hay que contactar a la oficina durante el periodo del Feb-2-16 al Feb-8-16.
Cualquiera oficina del servicio de empleos le asistirá en hacer contacto.

Virginia Employment Commission

Community Services in Loudoun County *Servicios comunitarios en el condado de Loudoun*

HEALTHCARE SERVICES

SERVICIOS DE SALUD

Inova Loudoun Hospital
44045 Riverside Parkway
Leesburg, VA
703-858-6000

Inova Urgent Care Center
205 E. Hirst Rd. Suite 101
Purcellville, VA
540-338-4995

Loudoun Free Clinic
(for uninsured / para los
que no tengan seguro)
224B Cornwall St. NW
Leesburg, VA
703-779-5416

TEMPORARY HOUSING, FOOD, FINANCIAL ASSISTANCE *REFUGIO DE EMERGENCIA, COMIDA, AYUDA FINANCIERA*

Loudoun Interfaith Relief
750 Miller Dr, Suite A-1
Leesburg, VA
703-777-5911

Tree of Life Ministries
201 N. 21st St. Unit D
Purcellville, VA
703-554-3595

Catholic Charities
316 E Market St.
Leesburg, VA
703-443-2481

SCHOOL FOR CHILDREN

ESCUELA DE NIÑOS

Loudoun Public Schools
2100 Educational Court
Ashburn, VA
571-252-1000

LEGAL AID *AYUDA LEGAL*

Legal Services of
Northern VA
8A South St. SW
Leesburg, VA
703-778-6800

Legal Aid Justice Center
6400 Arlington Blvd. #600
Falls Church, VA
703-778-3450

Virginia Department of
Labor Wage & Hour
Division
400 N 8th St. #416
Richmond, VA
804-771-2488
1-866-4-USWAGE

GOVERNMENT BENEFITS OFFICE *OFICINA DE BENEFICIOS PUBLICOS*

Loudoun County
Department of Family
Services
102 Heritage Way NE
Suite 103
Leesburg, VA
703-777-0353

EMPLOYMENT AND TRAINING ASSISTANCE

AYUDA EN BUSCAR EMPLEO

Virginia Employment
Commission
100 Premier Place
Winchester, VA
540-722-3415

Workforce Resource
Center
102 Heritage Way, NE
First floor (primer piso)
Leesburg, VA
703-777-0150

ENGLISH CLASSES, GED PREPARATION AND COMPUTER LITERACY *CLASES DE INGLES Y COMPUTACION PREPARACION POR EL EXAMEN DE GED*

Loudoun Literacy Council
204 South King St.
Leesburg, VA
703-777-2205

Tree of Life Ministries
201 N. 21st St. Unit D
Purcellville, VA
703-554-3595