Request for Extension of Clearance Order

Virginia Employment Commission

1. To: Puerto Rico North Carolina ~~South Carolina~~ ~~Georgia~~ Florida	2. Job Order Number: 742580 3. Employer Name: VAGA
4. From: Agriculture & Foreign Labor Program Manager Virginia Employment Commission 2211 Hydraulic Rd Charlottesville, VA 22901	5. OES Job Code, Title and Number of Positions Available 45-2092.02 722 positions Farmworker, Tobacco

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) Kendal Shaver	Title: Agriculture & Foreign Labor Program Manager	Telephone Number: 434-984-7640

8. Receiving State Office: ("X" one)

☐ Accepted (If accepted, list local offices extended to) ☐ 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, 2015

Agricultural and Food Processing Clearance Order ETA Form 790
Orden de Empleo para Obreros/Trabajadores 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)

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):
Virginia Agricultural Growers Assn., Inc.
5037 Halifax Road, Halifax, VA 24558
Post Office Box 857
South Boston, VA 24592(Also see addendum)

a) Federal Employer Identification Number (FEIN) / Número federal de Identificación del Empleador:
54-1124816

b) Telephone Number / Número de Teléfono:
434-572-6871

c) Fax Number / Número de Fax:
434-572-3642

d) E-mail Address / Dirección de Correo Electrónico:
vaga5037@gmail.com

2. Address and Directions to Work Site / Domicilio y Direcciones al lugar de trabajo:
Various locations in Virginia, USA
(See addendum for addresses of each farm)

9821 Franklin Turnpike
Dry Fork, VA 24549
Mecklenburg County

3. Address and Directions to Housing / Domicilio y Direcciones al lugar de vivienda:
Please see attached 338's.
(Also, please see attachment 1, Item 3)

a) Description of Housing / Descripción de la vivienda:
Please see attached 338's.

FEB 2016 V.E.C. CHARLOTTESVILLE

Nos. 4 through 8 for STATE USE ONLY
Números 4 a 8 para USO ESTATAL

4. SOC (O*NET/OES) Occupational Code / Código Industrial:
45-2092.02
a. SOC (ONET/OES) Occupational Title / Título Ocupacional
Farmworker, Tobacco

5. Job Order No. / Num. de Orden de Empleo:
742580

6. Address of Order Holding Office (include Telephone number) / Dirección de la Oficina donde se radico la oferta (incluya el número de teléfono):
[illegible] (434) 774-6864
2506 Houghton Ave, S. Boston
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).
Eve Bagley (434) 774-6864

7. Clearance Order Issue Date / Fecha de Emisión de la Orden de Empleo:
2/17/2016

8. Job Order Expiration Date / Fecha de Vencimiento o Expiración de la Orden de Empleo:
8/8/2016

9. Anticipated Period of Employment / Periodo anticipado o previsto de Empleo:
From / Desde: 04-11-2016 To / Hasta: 12-06-2016

10. Number of Workers Requested / Número de Trabajadores Solicitados:
722

11. Anticipated Hours of Work per Week / Horas Anticipadas/Previstas de Trabajo por Semana. Total:

Sunday / Domingo	0	Thursday /Jueves	7
Monday / Lunes	7	Friday / Viernes	7
Tuesday / Martes	7	Saturday / Sábado	5
Wednesday / Miércoles	7		

12. Anticipated range of hours for different seasonal activities: / Rango previsto de horas par atas diferentes actividades de la temporada:

13. Collect Calls Accepted from: / Aceptan Llamadas por Cobrar de:

Employer / Empleador: Yes / Si ☐ No ☑

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 dia a cada trabajador, o proporcionar gratuitamente instalaciones para cocinar.

Employer will furnish free and convenient cooking and kitchen facilities for workers to prepare their own meals. Workers will purchase their own food. Lunch time will be designated by the employer.

Employer will provide free transportation to and from a store once a week for supplies. (For workers whom housing must be provided)

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.

Interviews will be conducted by the Employer's Agent during the hours of 10:00 A.M. to 3:00 P.M., Monday through Thursday and on Friday from 10:00 A.M. to 11:00 A.M. No other individual will be granted hiring authority.

(Also, please see Attachment 1, Item 4)

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

Plant, Cultivate and Harvest tobacco, produce and sod. Harvest Hay/Straw.
(Also please see attachment 1, Item 10 for additional information.)

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: _____

2. Check all requirements that apply: N/A

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

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

Crop Activities / Cultivos	Hourly Wage / Salario por Hora	Piece Rate / Unit(s) / Pago por Pieza / Unidad(es)	Special Pay (bonus, etc.) / Pagos Especiales (Bono, etc.)	Deductions* / Deducciones	Yes/Si	No	Pay Period / Periodo de Pago / /
Tobacco	$ 10.72	$		Social Security / Seguro Social	☑	☐	Weekly / Semanal ☑
Produce	$ 10.72	$		Federal Tax / Impuestos Federales	☑	☐	
Sod	$ 10.72	$		State Tax /Impuestos Estatales	☑	☐	Bi-weekly/ Quincenal ☐
Hay/Straw	$ 10.72	$		Meals / Comidas	☐	☑	
	$	$		Other (specify) / Otro (especifica)	☐	☑	Monthly/Mensual ☐
							Other/Otro ☐

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

For each pay period, all workers under this job order will be paid at the rate of $10.72 per hour which is the 2016 Adverse Effect Wage Rate, the minimum wage rate, or the applicable prevailing hourly wage rate, whichever is higher, or we offer to pay the highest rate that is in place at time the work is performed, whether it be the Adverse Effect Wage Rate, the Prevailing Wage Rate, the Federal or State minimum wage rate, or the agreed upon collective bargaining wage, or the prevailing piece rate.

(Please see Attachment 1, Item 11.)

19. Transportation Arrangements / Arreglos de Transportación

Reimbursement for transportation and daily subsistence of $11.86 per day or rate applicable at time of travel, from place of recruitment to job site will be made under the following conditions to workers for whom the employer is legally obligated to supply housing. It also applies to workers outside the reasonable driving distance, if the workers decline the housing offer. They will still be reimbursed for Inbound and Outbound transportation and subsistence from their place of recruitment.

a) Upon completion of 50% of the Job Contract period or sooner. In this case, the payment shall be due on a day no later than the first working day, subsequent to the completion of the minimum employment period. The amount of transportation payment will be equal to the most economical and reasonable common carrier transportation charges for the distance involved.

(see attachment #1, Item 12)

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 paga al Contratista de Trabajo Agrícola por cada actividad?

N/A

21. Are workers covered for Unemployment Insurance? / ¿Se le proporcionan Seguro de Desempleo a los trabajadores? 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 les 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 toda 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/Sí ☑ 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.

Virginia Agricultural Growers Assn., Inc.
by Eloise A. Wilder, Executive Secretary

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

Eloise A. Wilder

Employer's Signature / Firma y Título del Empleador

02/09/2016

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 or 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 contractuales 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.

DECLARACION 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 numero de la sección e incluya archivos adjuntos, si es necesario.

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 Virginia Agricultural Growers Assn., Inc. by Eloise A. Wilder, Executive Secretary Date: 02/09/2016

Employer's Signature Eloise A. Wilder

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.

Addendum 2 – ETA 790

1 Page

GROWERS REQUESTING WORKERS FOR Tobacco/Produce/Hay 04/11/16 to 12/07/16

	NAME	NO OF WORKERS
4	Adkerson, Ricky 9821 Franklin Turnnpike Dry Fork, VA 24549 Pittsylvania County 434-724-6364	5
5	Adkins, Stewart L. 465 Museville Rd. Penhook, VA 24137 Franklin County 540-576-4574	6
7	Adkins, Michael S. 4120 Burton Lake Rd. Chatham, VA 24531 Pittsylvania County 434-927-5757	2
10	Alderson, David T. 1273 Dr Milam Rd. Sutherlin, VA 24594 Halifax County 434-822-7895	4
573	Misty Acres LLC Allgood, Walter 534 Wooden Bridge Rd. Baskerville, VA 23915 Mecklenburg County 434-689-2931	2
14	Amos Farm Amos, John H. & Brian 236 Mountain Dr. Callands, VA 24531 Pittsylvania County 434-724-4136	3

	NAME	NO OF WORKERS
16	Amos, Taylor Ray 3247 Circle Creek Rd. Penhook, VA 24137 Pittsylvania County 540-576-2949	8
	A & F Farms	
11	Angell, Johnny & Sharon 976 Potters Creek Rd. Penhook, VA 24137 Franklin County 540-576-2113	6
739	Bacon, Wellington 2362 Bacon Fork Rd. Kenbridge, VA 23944 Lunenburg County 434-676-8600	6
19	Bacon, IV, John R. 774 Reedy Branch Rd. Kenbridge, VA 23944 Lunenburg County 434-676-8347	5
	Golden Leaf Farms	
21	Bailey, Malcolm L. 606 Bailey Rd. Keysville, VA 23947 Lunenburg County 434-736-8349	3
25	Barksdale, Stephen Eric 1185 Mt. Calvary Rd. Brookneal, VA 24528 Campbell County 434-376-3646	2
	Hoot Owl Hollow Farm Inc	
602	Barnard, K. F. 5130 Cedar Lane Amelia, VA 23002 Amelia County 804-561-3360	2

	NAME	NO OF WORKERS
30	Barnes Farms, LLC Barnes, Charles E. 19205 Bolsters Rd. Stony Creek, VA 23882 Dinwiddie County 804-478-4792	4
31	Barnes, James B. 23923 Courthouse Rd. Stoney Creek, VA 23882 Dinwiddie County 804-731-1922	1
29	Barts, Gregory S. 2550 Laurel Grove Rd. Sutherlin, VA 24594 Pittsylvania County 434-728-5049	4
32	Baskerville Farms, Inc. Baskerville, Edward E 21508 Baskerville Mill Rd. McKenney, VA 23872 Dinwiddie County 804-478-4657	5
34	Bass, Terry W. 732 Fall Creek Rd. Ringgold, VA 24586 Pittsylvania County 434-822-7600	5
35	Bass Farm Bass, Allen 10165 Bear Creek Rd. Gladys, VA 24554 Campbell County 434-283-4452	4
730	Bass Sod Farm, LLC Bass III, W. B. 2703 Pigeon Run Road Gladys, VA 24554 Campbell County 434-283-5174	0

	NAME	NO OF WORKERS
	Bing Farm	
401	Bing & Sons, J. F. 10365 Buggs Island Rd. Baskerville, VA 23915 Mecklenburg County	3
45	Blair III, Wade T. 2535 Hinesville Rd. Danville, VA 24541 Pittsylvania County 434-685-1371	3
46	Bledsoe, John C. 440 Tweedside Lane Blackstone, VA 23824 Nottoway County 434-292-6692	4
40	Boose, Thomas 5263 Hungreytown Rd. Blackstone, VA 23824 Nottoway County 434-292-7740	6
53	Bowen, Quentin D. 4175 Lowery Rd. Virgilina, VA 24598 Halifax County 434-585-3453	5
	Bowen Farms	
54	Bowen, Steven B. 2151 Bowen Rd. Virgilina, VA 24598 Halifax County 434-585-1478	5
	S. J. Brandon LLC	
57	Brandon, III, S. Jordan P. O. Box 64 Dundas, VA 23938 Brunswick County 434-676-2692	3

	NAME	NO OF WORKERS
58	Brankley Farms, Inc. Brankley, Keith 599 Brankley Rd. Skipwith, VA 23968 Mecklenburg County 434-372-3733	7
60	Brown Farm Brown, Patrick & Justin 6625 Blue Ridge Drive Hurt, VA 24563 Pittsylvania County 434-656-6737	3
63	Bryant, III, Clarence D. 200 Snakepath Rd. Blairs, VA 24527 Pittsylvania County 434-836-3737	3
66	Turkey Ridge Farms LLC Buchanan, Jr., David S. 2592 Brankley Rd. Chase City, VA 23924 Mecklenburg County 434-372-4976	2
64	Burnett, Dennis J. 2501 Dodson Rd. Blairs, VA 24527 Pittsylvania County 434-836-3981	3
62	Burnette, Caleb T. 2001 Snakeparth Rd Blairs, VA 24531 Pittsylvania County 434-713-5380	3
70	Two Rivers Farm Calhoun, Jr., J. E. 1461 Triangle School Rd. Callands, VA 24531 Pittsylvania County 434-688-1196	1

	NAME	NO OF WORKERS
	Opie Farms, Inc.	
71	Callahan, Eddie 3918 Skyline Rd. South Hill, VA 23970 Mecklenburg County 434-447-7407	3
75	Church, Craig 2059 Goodes Rd. Sutherlin, VA 24594 Halifax County 434-753-1136	4
79	Church, James 2059 Goodes Rd. Sutherlin, VA 24594 Halifax County	0
	Steve Clark Farms, Inc.	
78	Clark, Steve 712 Arbor Lane Clarksville, VA 23927 Mecklenburg County 434-374-2673	6
	C & C Farms, Inc.	
76	Clary, B. Carl 1815 Kress Rd. Rawlings, VA 23876 Brunswick County 434-917-2290	7
	Clary Farms Inc.	
77	Clary, Pam F. 6467 Union Level Rd South Hill, VA 23970 Mecklenburg County 434-447-7858	4
	Longview Farms	
80	Clowdis, Rob 5164 Hamilton Rd Saxe, VA 23967 Charlotte County	4

	NAME	NO OF WORKERS
74	Lazy C. Farms, Inc. Comer, Garland A. 2082 Ridge Rd. Vernon Hill, VA 24597 Halifax County 434-476-2135	5
88	Cook, Denton 2512 Old Mine Road Gretna, VA 24557 Pittsylvania County 434-656-6677	3
204	Motley, J. Kevin 246 Steele Rd. Gretna, Va. 24557 Pittsylvania County 434-656-9014	0
89	Cooper Hollow Farms Cooper, Harold Dean 1000 Fairlane Rd. Martinsville, VA 24112 Franklin County 276-666-6866	4
97	Crowder Farms Crowder, Scott 1065 Crowder Trail Halifax, VA 24558 Halifax County 434-476-4960	4
671	Weatherford, Jr., William 4028 Chatham Rd. Halifax, VA 24558 Halifax County 434-476-7661	0
102	Gary R. Dalton Farms Inc. Dalton, Gary R. 1528 Blue Stone Creek Rd. Red Oak, VA 23964 Mecklenburg County 434-372-0311	4

	NAME	NO OF WORKERS
378	Westview Farms Devin, William B. P. O. Box 40 Wyliesburg, VA 23976 Charlotte County 434-735-8725	8
625	Dianis Brothers Dianis, George B. 787 Deerfield Rd. Emporia, VA 23847 Greenville County 434-634-2531	5
113	Duncan, Jr., Richard E. 2241 Cody Rd. Nathalie, VA 24577 Halifax County 434-349-6764	4
557	Easley, W. Lanier 1949 Easley Rd. Chatham, VA 24531 Pittsylvania County 434-432-8545	4
647	Moore Farms Moore, Donald L. 595 Strawberry Rd. Chatham, Va. 24531 Pittsylvania County 434-432-3746	0
125	J & M Farms Edwards, Jr., M. Roach & James 2641 Climax Rd. Chatham, VA 24531 Pittsylvania County 434-432-7231	2
122	Banister Bottom Farms Easley, Benjamin 1000 Deep Run Rd. Chatham, VA 24531 Pittsylvania County 434-688-1374	0

	NAME	NO OF WORKERS
594	K & K Owen Farms, Inc. Owen, Kevin & Kent 4612 Climax Road Chatham, Va. 24531 Pittsylvania County 434-432-3716	0
124	Elliott, David R. 1285 Sunset Drive Dry Fork, VA 24549 Pittsylvania County 434-724-6108	2
134	Emerson Road Farms, Inc. Emerson, Clarence A. 333 Emerson Rd. Dry Fork, VA 24549 Pittsylvania County 434-724-4601	6
130	White Oak Mountain Farms Inc. Emerson, Jr., Ray 2348 Hopewell Rd. Dry Fork, VA 24549 Pittsylvania County 434-250-8163	5
129	Slab Town Farms LLC Eubank, Susan S. 14432 Hardiways Mill Rd. Dinwiddie, VA 23841 Dinwiddie County 804-469-3333	5
569	Old Hickory Farms Inc. Everett, L. Randy 26819 Courthouse Rd. Stony Creek, VA 23882 Dinwiddie County 804-586-7847	2
128	F & F Farms Fajna, Timothy D. 197 Grassy Pond Rd. Emporia, VA 23847 Greenville County 434-634-3737	2

	NAME	NO OF WORKERS
539	Farrar Sod Farms, Inc Farrar Sr., Wylie H. 996 Baskerville Rd. Baskerville, VA 23915 Mecklenburg County 434-689-2228	2
135	Farrar, Jr., Wylie 996 Baskerville Road Baskerville, VA 23915 Mecklenburg County 434-689-2228	0
622	Farson, Michael S. 1130 Waltman Trail Vernon Hill, VA 24597 Halifax County 434-476-6907	6
136	Felker III, Daniel G. 2970 Abilene Rd. Charlotte Ct.Hs., VA 23923 Charlotte County 434-223-1884	6
148	Francis, Randy T. 1755 Waddell Nelson Rd. Charlotte Ct.Hs., VA 23923 Charlotte County 434-547-7290	0
500	Francis, Roy Bruce 10744 County Line Rd. Charlotte Ct. Hs, VA 23923 Charlotte County 434-233-1804	0
133	F & F Farms Ferguson, Charlie W. 2015 Ridge Rd. Vernon Hill, VA 24697 Halifax County 434-222-4936	3

	NAME	NO OF WORKERS
139	Ferrell, Louis T. 7137 Mountain Rd. Halifax, VA 24558 Halifax County 434-476-7683	2
140	Ferrell, John T. 2256 Barnesville Hwy Wylliesburg, VA 23976 Charlotte County 434-735-8176	8
144	Fuller, J. C. 3501 Old Mine Rd. Gretna, VA 24557 Pittsylvania County 434-656-3917	2
146	Garter, Jr., A. G. 15511 Emerald Rd. Stoney Creek, VA 23882 Dinwiddie County 804-691-7231	2
90	Gibbs Farm, Inc. Gibbs, Jr., James N. 196 Gibbs Lane Dolphin, VA 23843 Brunswick County 434-949-7517	1
666	Three Cedars Farm Corum, A. Neil 11780 Old Stage Road Warfield, VA 23889 Brunswick County 434-949-7801	0
149	Giles Tobacco Farms Giles, Samuel 673 W. Giles Road Chatham, VA 24531 Pittsylvania County 434-432-8347	6

	NAME	NO OF WORKERS
150	Glasscock, Charles 26241 Bell Rd. Amelia, VA 23002 Amelia County 804-561-5958	1
156	Green, Bryant A. 6505 Hicksboro Rd. Oxford, NC 27565 Mecklenburg County 252-492-4460	3
157	Double G Farms Greene, Jr., Eugene R. 940 Sandy Fork Rd. Buffalo Junction, VA 24529 Mecklenburg County 434-374-2426	2
159	Gregory, Adam W. 2033 Henry's Mill Rd. Java, VA 24565 Pittsylvania County 434-432-8754	2
160	Spring Hollow Farms, LLC Gregory, Jr., James B. 789 Henrys Mill Rd. Java, VA 24565 Pittsylvania County 434-432-1511	3
162	Griffin Farms Griffin, Sam G. P. O. Box 36 Freeman, VA 23856 Brunswick County 434-594-4188	3
168	James C. Hall & Sons LLC Hall, Bruce & Bryant 2356 Hall Road La Crosse, VA 23950 Mecklenburg County 434-636-2215	6

	NAME	NO OF WORKERS
173	Hanks, Jonathan Shane 368 Brown Rd. Keysville, VA 23947 Lunenburg County 434- 736-8483	4
175	Spring Rock Farm Harrison, Douglas 2836 Piney Woods Rd. Dolphin, VA 23843 Brunswick County 434-848-3583	3
171	Haskins Farms, LLC Haskins, Chris K. 1589 Old Mine Rd. Chatham, VA 24531 Pittsylvania County 434-656-1156	3
180	Hightower, Jr., John D. 3502 Hutcheson Rd. Baskerville, VA 23915 Mecklenburg County 434-262-2100	3
184	Hite, Richard T. 745 E. 5th. Ave. Kenbridge, VA 23944 Lunenburg County 434-676-8569	7
186	Holley Brothers Inc. Holley, B. Monte 5809 Irish Rd. Chatham, VA 24531 Pittsylvania County 434-724-7503	4
530	Holloway, Audrey M 3257 Smokey Ord. Rd. Freeman, VA 23856 Brunswick County 434-848-3901	4

	NAME	NO OF WORKERS
197	Howerton, Billy 1240 Clifton Rd. Rawlings, VA 23876 Brunswick County 434-949-7666	4
195	Hudson, A. Scott 4187 Red Bank Rd. Virgilina, VA 24598 Halifax County 434-585-3138	4
196	Hudson, Thomas C. 1126 Richardson Lane Alton, VA 24520 Halifax County 434-753-1400	4
200	Hudson Farms Hudson, Steve R. 2240 Wade Pond Rd. Alton, VA 24520 Halifax County 434-753-9331	7
414	Hudson Farms Hudson, Jonathan E. 1008 White Lane Alton, VA 24520 Halifax County	4
202	Hutcherson, David R. 268 Hutcherson Rd. Gretna, VA 24557 Pittsylvania County 434-335-5134	2
206	Ingram, George S. 15901 Old Richmond Rd. Keeling, VA 24566 Pittsylvania County 434-797-9829	6

	NAME	NO OF WORKERS
207	Jackson, Darrell E. 443 Mt. Vernon Rd. Axton, VA 24054 Henry County 276-650-2303	1
208	Mountain Valley Organic Jackson, Keith M. 4166 North Fork Rd. Martinsville, VA 24112 Henry County 276-732-8976	4
211	JF Leaf, LTD. Jennings, James D. 8689 Old Cox Rd. Chase City, VA 23924 Mecklenburg County 434-372-3387	5
220	Big Fork Farms Jones, David 6874 Highway One Bracey, VA 23919 Mecklenburg County 434-689-2672	4
222	Jones, Joanne 2870 Mud St. Concord, VA 24538 Appomattox County 434-352-8120	2
450	Wooldridge, Jonathan D. P. O. Box 69 Red House, VA 23963 Campbell County 434-376-8202	0
223	Jones, Neil S. 437 Clifton Rd. Rawlings, VA 23876 Brunswick County 434-949-7018	3

	NAME	NO OF WORKERS
584	Keatts, Thomas 1259 Ed Hardy Road Danville, VA 24541 Pittsylvania County 434-685-7360	2
229	Kelley, III, J. Thomas 1885 Moons Rd. Long Island, Va. 24569 Pittsylvania County 434-324-8587	2
575	Moon, James W. 3937 Level Run Road Hurt, Va. 24563 Pittsylvania County 434-324-4121	0
226	Lacks, Douglas E. 303 Keilleysville Rd. Red Oak, Va. 23964 Charlotte County 434-735-8484	4
603	Lawrence, Eddie C. 101 Lawrence Rd. Spencer, Va. 24165 Patrick County 276-694-6839	2
619	Lewis, Danny W. 1436 Farmers Rd. Gretna, Va. 24557 Pittsylvania County 434-335-5458	4
239	Ligon, William Carl 3278 Brankley Rd. Chase City, Va. 23924 Mecklenburg County 434-372-5415	6

	NAME	NO OF WORKERS
707	Lenhart, Ronald 49 Bluestone Creek Rd. Red Oak, Va. 23964 Mecklenburg County 434-372-3624	0
241	Ligon Farms LLC Ligon, Terry 5175 Hwy 58 Buffalo Jct., Va. 24529 Mecklenburg County 434-738-7373	7
242	Walnut Winds Farm Livengood, Jr., Delmer H. 1050 Dodson Rd. Blairs, VA 24527 Pittsylvania County 434-334-4253	2
240	Ashbrook Farm Locke, Robert O. 200 Eureka School Rd. Keysville, VA 23947 Charlotte County 434-395-8528	9
301	Red Hill Farm Payne III, Charles Bruce 1001 Ash Camp Lane Keysville, VA 23947 Charlotte County	0
307	Powell, Jr., Thomas L. 2021 Wards Corner Rd. Keysville, VA 23947 Charlotte County 434-736-9329	0
243	W & A Farms, LLC Lynch, Wylie 8937 Dry Bread Rd. Lawrenceville, VA 23868 Brunswick County 434-577-9248	4

	NAME	NO OF WORKERS
252	Mayhew, Tony L. 1929 Climax Rd. Chatham, Va. 24531 Pittsylvania County	2
	Mc Bride Brothers Farms	
253	Mc Bride, Meredith L.(Sonny) 8818 Skipwith Rd. Skipwith, Va. 23968 Mecklenburg County 434-210-0061	3
260	Meadows, Leon C. 5049 Halifax Rd. Chatham, Va. 24531 Pittsylvania County 434-432-8447	4
	Dawsons Farm	
731	Dawson, Walter F. 2716 Slatesville Rd., Chatham, VA 24531 Pittsylvania County 434-432-3567	0
	Briar View Farms	
259	Mills, Jr., Robert J. 1101 Wynell Dr. Callands, Va. 24530 Pittsylvania County 434-724-3941	5
	4 M Farms	
261	Mitchell, James 3800 Coopers Mountain Road Martinsville, VA 24112 Franklin County 276-632-7286	2
116	Moore, Terry A. 2609 Callands Road Chatham, Va. 24531 Pittsylvania County 434-432-0594	1

	NAME	NO OF WORKERS
264	Seven Springs Farms, Inc. Moore, Daniel (Danny) G. 1949 Gigg Rd. Dundas, Va. 23938 Lunenburg County 434-676-1348	2
265	Three Moore Farm Moore, Ronnie 10349 South Hill Rd. Kenbridge, VA 23944 Lunenburg County 434-676-2007	4
268	Moser Farms Moser, Ricky 13221 Chatham Rd. Java, Va. 24565 Halifax County 434-349-6266	4
657	Moser Farms Moser, Garry 3960 Church Rd. Java, Va. 24565 Halifax County 434-349-6266	0
269	Motley, Archie Lee 6021 Strader Road Chatham, Va. 24531 Pittsylvania County 434-656-1360	3
577	Motley, A. Wayne 7393 Chalk Level Rd. Chatham, Va 24531 Pittsylvania County 434-656-6595	0
279	Roanoke Creek Farm Napier, Timothy C. 7980 George Washington Hwy. Keysville, VA 23947 Charlotte County 434-736-9717	8

	NAME	NO OF WORKERS
274	Nelson, John C. 3054 Nelson Church Rd. Nelson, Va. 24580 Mecklenburg County 434-374-8976	4
275	Nestor, James 1114 Rip Rap Rd. Virgilina, VA 24598 Halifax County 434-585-3698	3
203	Hudson, Michael D. 4082 Hudson Rd. Virgilina, VA 24598 Halifax County 434-585-1309	0
277	Nunn, Glenn P. 11091 Bill Tuck Hwy Virgilina, Va. 24598 Halifax County 434-575-7822	2
290	Owen Farms, Inc. Owen, Melvin 1261 Owen Road Blairs, Va. 24527 Pittsylvania County 434-836-2308	7
572	Owen, Stanley 240 Owen Rd. Blairs, Va. 24527 Pittsylvania County 434-836-3624	8
172	Harris, Robert C. (Bob) 4031 Marion Rd. Chatham, VA 24531 Pittsylvania County 434-432-0248	0

	NAME	NO OF WORKERS
43	Parham, Calvin 24811 Parham Lane Petersburg, Va. 23805 Dinwiddie County 804-861-5545	2
595	Tobacco Road Farms, Inc. Parrish, Joseph A. 809 Old Tobacco Drive Dolphin,, Va. 23843 Brunswick County 434-848-0578	4
296	Parrish Farms, Inc. Parrish, Jr., Charles H. 2968 Fairview Road Dundas, Va. 23958 Lunenburg County 434-676-3403	6
299	Parsons, David C. 2110 Weal Rd. Chatham, Va. 24531 Pittsylvania County 434-432-8590	3
291	Pittard Leaf & Beef Farms Pittard III, Andrew 999 Cow Road Buffalo Junction, Va. 24529 Mecklenburg County 434-374-5559	2
303	Powell, A. Layton 280 Powell Lane Keysville, Va. 23947 Lunenburg County 434-736-9600	3
305	Powell, Kenny 28407 Grizzard Rd. Emporia, Va. 23847 Greenville County 434-634-9199	7

	NAME	NO OF WORKERS
312	Power, Harry W. 6764 Deer View Drive Gretna, Va. 24557 Pittsylvania County 434-335-5877	4
313	Proffitt Farms LLC Proffitt, Robert 23272 Hwy 47 South Hill, Va. 23970 Mecklenburg County 434-447-8285	4
315	Puckette, Aaron S. P.O. Box 4 Naruna, VA 24576 Campbell County 434-665-3376	3
322	Puryear Brothers Puryear, Edward 578 Rocky Road Baskerville, Va. 23915 Mecklenburg County 434-372-5805	5
316	Pyron Farms Pyron, John A. 11904 Old Richmond Rd. Keeling, Va. 24566 Pittsylvania County 434-797-3928	5
318	Ragsdale, John N. 1669 Riceville Rd. Java, Va. 24565 Halifax County 434-432-8115	8
680	Ragsdale, Allen S. 1433 Yeatts Store Rd. Java, Va. 24565 Halifax County 434-432-0715	0

	NAME	NO OF WORKERS
326	Reese Farms, Inc. Reese, J. Hudson P. O. Box 57 Scottsburg, Va. 24589 Halifax County 434-454-6785	8
327	Reynolds, Gary L. 1821 Danbury Rd. Penhook, Va. 24137 Franklin County 540-576-3325	7
336	Roberts Farms, Inc. Roberts, Wallace A. 1187 Farmers Field Rd. Lawrenceville, Va. 23868 Brunswick County 434-848-4899	6
142	Robertson, Roger Lee 736 Moore's Drive Hurt, VA 24563 Pittsylvania County 434-324-8373	2
347	Robertson Organic Farms LLC Robertson, Edwin (Eddie) P. O. Box 651 Axton, Va. 24054 Henry County 276-650-8723	3
340	Robertson's Farm Robertson, Danny Keith P.O. Box 6 -1644 A.L.Philpott Hwy Axton, VA 24054 Henry County 276-650-2732	0
623	Mike Robinson Farms, Inc. Robinson, Mike 2498 Otterdam Rd. Emporia, Va. 23847 Greenville County 434-634-3500	3

	NAME	NO OF WORKERS
	R & R Farm	
191	Rogers, Anthony S. 5112 Lennie Road McKenney, Va. 23872 Dinwiddie County 434-955-7814	5
351	Rutledge, Warren J. 445 Rutledge Rd. Red Oak, Va. 23964 Charlotte County 434-735-8515	1
355	Shelton, Rodney F. 3840 Coleman Mt. Rd. Java, Va. 24565 Pittsylvania County 434-432-1639	5
555	Shelton, Timothy L. 3804 Dry Fork Rd. Dry Fork, VA 24549 Pittsylvania County 434-432-9284	8
386	Simpson, Jr., Averett R.(Russ) 1373 Pickaway Rd. Vernon Hill, Va. 24597 Pittsylvania County 434-432-2336	5
363	Smith, Shannon T. 3101 Burton Rd. Amelia, VA 23002 Amelia County 804-561-5264	5
	Snead Farms	
389	Snead, III, Harry H. (Trey) 849 Kingswood Rd. Buffalo Junction, VA 24529 Mecklenburg County 434-374-9253	1

	NAME	NO OF WORKERS
365	Spiers Farm LLC Spiers, Robert & Mark 21018 Dbl. Branch Rd. Stoney Creek, Va. 23882 Dinwiddie County 434-246-3322	6
374	Tackett, Mitch K. 887 Cedar Grove Rd. South Hill, Va. 23970 Mecklenburg County 434-689-2583	2
379	Golden Leaf Farms, Inc. Terry, III, Samuel C 2765 Loop Road Keeling, VA 24566 Pittsylvania County 434-799-1491	5
381	T & T Farm, LLC Thomas, Samuel O. 1935 Bright Leaf Rd. Lawrenceville, Va. 23868 Brunswick County 434-848-2519	1
387	Dusty Road Farms Inc Thompson, Michael 4891 Kentuck Road Ringgold, VA 24586 Pittsylvania County 434-822-5207	5
85	Cedar Crest Farm, LLC Townsend, Claude V. 18401 Old Cryors Rd. Mc Kenney, VA 23872 Dinwiddie County 804-478-5728	4
383	Tribble, George Wayne 6240 Stage Coach Rd. Nathalie, VA 24577 Halifax County 434-376-5748	2

	NAME	NO OF WORKERS
390	Turner Family Farms LLC Turner, Donald E. 21903 White Oak Road North Dinwiddie, VA 23803 Dinwiddie County 804-861-2743	5
692	Ren Hill Farms, LLC Butterworth, Jr., Ivan M. P. O. Box 126 Dinwiddie, VA 23841 Dinwiddie County 804-469-7194	0
395	Vaughan, Waylin T. 350 Lin Way Lane Saxe, VA 23967 Charlotte County 434-735-5568	6
396	Vaughan Farms LLC Vaughan, III, Charlie W. 18736 Kings Hwy. Wylliesburg, VA 23976 Charlotte County 434-735-8541	5
397	Vaughn Tobacco Farms Vaughn, Jeffrey W. 7436 Slatesville Rd. Keeling, VA 24566 Pittsylvania County 434-793-4075	6
408	Walker, J. Grey 2936 Carters Point Rd. Buffalo Junction, VA 24529 Mecklenburg County 434-374-8324	4
406	Wallace, Richard Edward 1212 Friendship Church Rd. Drakes Branch, VA 23937 Lunenburg County 434-736-8913	6

	NAME	NO OF WORKERS
407	Wallace, Sr., Spencer B. 4407 White Oak Rd. Blackstone, VA 23824 Dinwiddie County 804-478-4789	3
405	Waller Bros. Farm Waller, Ronnie L. 3098 Golden Leaf Rd. Nathalie, VA 24577 Halifax County 434-349-3694	4
449	Warren Farms Warren, Lindsey T. 24837 Highway 47 South Hill, VA 23970 Mecklenburg County	6
410	Washburn Farms Inc Washburn, Roger H. 87 Ferguson Drive South Hill, VA 23970 Mecklenburg County 434-447-8561	3
415	Watkins, Jr., Maxwell W. 16002 Namozine Rd. Sutherland, VA 23885 Dinwiddie County 804-265-8476	5
654	Wells, F. Michael 1838 Baskerville Rd. Baskerville, VA 23915 Mecklenburg County 434-689-2428	4
420	C and K Organic White, Chad W. 3812 North Fork Rd. Martinsville, VA 24112 Henry County 276-732-2071	3

	NAME	NO OF WORKERS
422	White, Kevin D. 6139 Slatesville Rd. Keeling, VA 24566 Pittsylvania County 434-792-2471	4
425	Wiles, Jr., Sanford Vann 345 Wiles Road Ringgold, VA 24586 Pittsylvania County 434-822-5707	2
765	Wiles, Sr., Sanford V. 225 Wiles Rd. Ringgold, VA 24586 Pittsylvania County 434-822-7779	0
426	Twin Oak Farm Wilkerson, Carroll 1892 Wilkerson Rd. Ringgold, Va. 24586 Pittsylvania County 434-822-7817	5
427	Circle W Farms, Inc. Wilkinson, W. S. 2599 Busy B. Road South Hill, VA 23970 Mecklenburg County 434-447-8149	6
430	Williams, Della G. 1573 Starkey Rd. Gretna, VA 24557 Pittsylvania County 434-335-5350	4
633	Layne, Anthony R. 2593 Renan Rd. Gretna, Va. 24557 Pittsylvania County 434-335-4116	0

	NAME	NO OF WORKERS
435	Willis & Sons, LLC Willis, Jr., W. T. 13320 Franklin Turnpike Dry Fork, VA 24549 Pittsylvania County 434-724-4505	9
439	Witcher, Elvis 9470 Sontag Rd. Rocky Mount, VA 24151 Franklin County 540-483-4887	16
441	Shady Oaks Fm. Wray, Aubry E. 3834 Wyatts Mill Rd Jarratt, VA 23867 Sussex County 434-634-5286	5
442	Wright, W. Edward 2107 Dry Bread Road White Plains, VA 23893 Brunswick County 434-577-2145	3
445	Wyatt, William F. 848 Deer Track Farm Rd. Gretna, VA 24557 Pittsylvania County 434-335-5533	3
448	Yates Farm Inc. Yates, Randy M. 8348 U.S.Hwy. 29 Blairs, VA 24527 Pittsylvania County 434-836-0173	4
	Grand Total Workers to Certify:	**722**

ATTACHMENT TO FORM ETA 790

First Week Wage Guarantee

Virginia Agricultural Growers Association, Inc. and its Grower members agree to abide by the regulations at 20 CFR 653.501 (d) (2) (v) concerning the first week wage guarantee.

We offer **$10.72** per hour which is the **2016** Adverse Effect Wage Rate, the minimum wage rate, or the prevailing wage rate, whichever is higher.

The basic number of hours per week is 40 hours times the wage rate that is applicable at the time the work is performed.

Attachment 1 - ETA 790

Item 3

Housing is provided at no cost, only to workers, who are not reasonably able to return the same day to their place of residence at time of recruitment.

No tenancy in such housing is created. Employer retains possession and control of the housing premises at all times and worker, if provided housing under the terms of this Work Agreement, shall vacate the housing promptly upon termination of employment with the employer who provides such housing.

Item 4

Virginia Employment Commission
2506 Houghton Avenue
South Boston, VA 24592
434-774-6864

VAGA agrees to interview all U.S. workers referred by the State Employment Services, local or by supply states who have been screened by such employment services for:

1) Availability for entire season.
2) Have transportation to job site.
3) Who have been fully apprised by the local employment office of the terms, conditions and nature of employment.
4) VAGA also agrees to interview applicants who apply directly.

Item 8

7 hours per day is a normal work day. The worker may be requested to work 12 hours per day and/or on the Sabbath, depending on the condition in the fields, weather, and maturity of the crops.

Item 10

Seed and maintain green house plants. Also perform work related to land preparation. Plant, cultivate and harvest tobacco, produce and sod. Harvest hay/straw. Considerable stooping and kneeling is required.

Workers will remove tops and suckers from tobacco plants, pull mature leaves from tobacco stalks by hand and place leaves in trailers for transport to tobacco barns for curing. Most work is done in the field, bending over pulling or topping, suckering, bulk storage and cutting.

In addition to cultivating and harvesting tobacco, the worker may be required to perform variable tasks related to tobacco such as the following:

Irrigation, ditching, hoeing, shoveling, loading, unloading, hauling, etc. Workers are exposed to wet weather early in the morning and through the heat of the day, working in fields. Temperatures may range from 40F to 110F. Workers may be required to work during occasional showers not severe enough to stop field operations. Employers will provide workers, without cost to them, with appropriate rain gear.

Workers may be required to assist in preparing tobacco to be placed in barns and assist with loading and unloading tobacco barns. When tobacco is removed from the curing barn, workers will be expected to assist each other by placing tobacco in bins to be baled. Bales weighing 650 to 850 pounds are mechanically loaded in trucks for transport to market.

Produce, which may include cucumbers, sweet potatoes, peppers, grapes, berries, broccoli, green beans, butterbeans, cantaloupes, peas, pumpkins, watermelons, tomatoes, corn, cabbage, etc., will require the activities of planting, cultivating and harvesting.

Sod requires land preparation, seeding, mowing and harvesting. A machine cuts and rolls the sod. Workers stack the rolls on pallets to be transported to installation worksite.

Hay/Straw: Workers will move along rows of previously bailed haw/straw, bending, stooping and lifting bails, loading and stacking onto a truck or trailer for transport to storage area.

Workers should be able to work on their feet in bent position for long periods of time and be able to work in barns at heights of 10 to 30 feet. Allergies to ragweed, goldenrod, insect spray, related chemicals, etc., may affect workers ability to perform the job. Workers should be physically able to do the work required with or without reasonable accommodations. Persons seeking employment in these crops should be available for the entire period requested by the grower.

Employer assures that workers will be provided transportation between living quarters and work site every day. For workers who must be provided housing.

Employer will accept any capable U.S. worker or workers who are capable of performing the work. Employer is willing to train worker for a period not to exceed three (3) days.

Workers must possess documentation required to enable employer to comply with the employment verification requirements of U.S. Citizenship and Immigration Services.

The employer retains the right to discharge an obviously unqualified worker, malingerer or recalcitrant worker who is physically able but does not demonstrate the willingness to perform the work necessary in these crops.

(See also, Attachment 2, General Conditions)

Item 10A

Sembrar y mantener las plantas del invernadero. Hacer el trabajo de preparar la tierra. Plantar, cultivar, y cosechar tabaco, productos agrícolas, y césped. Cosechar paja y heno. Se requiere agacharse y arrodillarse.

Los trabajadores removerán los retoños y vástagos de las plantas de tabaco; por mano, arrancarán las hojas maduras de los tallos; y colocarán las hojas en tráiler para transporte a almacenes donde se seca el tabaco. La mayoría del trabajo se hace en el campo, agachándose, arrancando, removiendo retoños, almacenando el tabaco y cortándolo.

Además de cultivar y cosechar tabaco, se le puede requerir al trabajador que haga otras tareas relacionadas al tabaco como lo siguiente:

Irrigar, abrir zanjas, apalear, cargar y descargar, arrastrar, y más. Los trabajadores están expuestos a clima mojado desde temprano en la mañana a través del calor del día, trabajando en el campo. Las temperaturas pueden variar desde 40F a 110F. Se puede requerir que los trabajadores trabajen durante lluvias ocasionales que no sean suficientemente fuertes para interrumpir las operaciones en el campo. El patrón les proveerá a los trabajadores, sin costo, equipo de lluvia adecuado.

Se les puede requerir a los trabajadores que ayuden en preparar el tabaco para colocar en los almacenes y en la carga y descarga del tabaco en los almacenes. Cuando el tabaco se descarga del almacén de secado, se espera que los trabajadores ayuden uno al otro en colocar el tabaco en contenedores para embalar. Los contenedores que pesan entre 650 y 850 libras se cargan mecánicamente en camiones para trasporte directo al mercado.

Productos agrícolas, incluyendo pepino, camote, pimientos, uvas, berries, brócoli, frijoles verdes, habichuelas, melones, guisantes, calabazas, sandillas, tomates, maíz dulce, repollo, etc, requerirán las actividades de siembra, cultivo, y cosecha.

El césped requiere preparar la tierra, esparcir semilla, cortar, y cosechar. Una maquina corta y enrolla el césped. Los trabajadores colocan los rollos en tarimas para transporte al sitio de instalación.

Paja/heno: Los trabajadores se moverán a lo largo de filas de paja/heno ya embalada, agachándose y levantando las pacas, cargando y apilándolas en un camión o tráiler para transporte a la zona de almacenamiento.

Los trabajadores deben poder trabajar de pie en una posición doblada por largos periodos de tiempo, y deben poder trabajar en graneros a alturas de 10 a 30 pies. Es posible que las alergias a la ambrosía, vara de oro, insecticidas, químicos relacionados, etc afecten la capacidad realizar el trabajo. Los trabajadores deben estar físicamente capacitados para hacer el trabajo con o sin acomodaciones

Item 10 A continued

razonables. Personas buscando empleo en estas cosechas deben estar disponibles para el periodo entero requerido por el patrón.

El patrón asegura que proveerá a los trabajadores transporte diario entre sus viviendas y el sitio de trabajo. (Para los trabajadores a quien se le debe dar vivienda)

El patrón aceptará cualquier trabajador o trabajadores estadounidenses capaces de realizar el trabajo.

Los trabajadores deben de poseer los documentos necesarios para que el patrón pueda cumplir con los requisitos de verificación de empleo del U.S. Citizenship and Immigration Services (IRCA).

El patrón tiene el derecho de despedir a cualquier trabajador que sea incompetente, que finja estar enfermo, o que sea un trabajador recalcitrante que esté físicamente capacitado pero que no demuestre el deseo de hacer el trabajo necesario en estas cosechas.

ATTACHMENT 1 – ETA 790 continued
ITEM 11

The employer guarantees to offer the workers employment for atleast ¾ of the work days of the total period during which the work order and all extensions thereof in effect, beginning with the first work day after the arrival of the workers at the place of employment and ending on the termination date specified in the work order or its extensions, if any. If the employer offers the worker during such period less employment than required under this provision, the worker shall be paid the amount which he/she would have earned had he/she, in fact worked for the guaranteed number of days. Employee will perform other duties related to this/these crop activities and other task required in operating a farm. Total hours for our basic work week is 40. Workers are paid once a week. Employer agrees to keep and maintain adequate and accurate payroll records.

This employment guarantee shall be terminated before the end of the Period of Employment provided for if the services of the employee are no longer required for reasons beyond the control of the employer due to fire, hurricane, frost, freeze, flood, drought, hail, or other act of God or other cause which makes fulfillment of this contract impossible. In such cases, the employer will make efforts to transfer employee(s) to other comparable employment acceptable to employee(s). If such transfer is not effected, employee will be returned at employers expense to the place from which employee, without intervening employment, came to work for employer. In the event of such termination, the three-quarter guarantee period ends on the date of termination. This guarantee shall also be void from the beginning if the employee voluntarily abandons this employment or if the employee is terminated for a lawful job-related reason.

Employer will provide without charge, including deposit charge, all tools, supplies and equipment necessary to perform duties assigned.

In the event that a female is employed and there are no accommodations on the farm for females, then motel accommodations or the equivalent will be provided to workers to whom we must provide housing. The employer will arrange for transportation from living quarters to the worksite each day. Accommodations will include cooking facilities.

If the worker voluntarily abandons employment before the end of the job order period or is terminated for job related reasons or misconduct, the employer will not be responsible for providing or paying return transportation and subsistence expenses of the worker.

The assigned grower member may make the following deductions from the Employee's wages: income tax withholding deductions as required by law, F.I.C.A. taxes as required by law, repayment of cash advances to the employee, repayment of overpayment of wages to the employee, recovery of any loss to the assigned grower member because of the Employee's damage or loss of equipment or housing items where it is shown that the employee is responsible for such damage or loss, voluntary deductions requested by employee.

Employee will be covered by workers compensation insurance at no cost to workers covering injury and disease arising out of and in the course of this employment. Proof of Workers' Compensation will be provided as required.

Item 12

b) When the services of the worker is no longer required for reasons beyond the control of the employer due to fire, or other acts of God, such as frost flood drought, hail, etc. which makes fulfillment of the work period impossible.

c) When the worker cannot complete the work period due to sickness related to this/these crop activities and is so certified by a doctor selected by the employer.

Upon completion of the job contract period, the employer reserves the right to charter or otherwise arrange to provide for return transportation at the employer's election.

If the worker voluntarily abandons employment before the end of the work period or is terminated for job related reasons or misconduct, the employer will not be responsible for providing subsequent transportation and subsistence expenses.

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 workers transportation and daily subsistence from the place of employment to the place from which the worker, disregarding intervening employment, departed to work for the employer. If the worker has contracted with a subsequent employer who has agreed in such work contract to provide or pay for the worker's transportation and daily subsistence expenses from the employer's worksite, the subsequent employer must provide or pay for such expenses. The employer is not relieved of the obligation to provide or pay for return transportation and subsistence if an H-2A worker is displaced as a result of the employer's compliance with the 50 percent rule as described in sec. 655.135(d) of this subpart with respect to the referrals made after the employer's date of need.

ATTACHMENT 2 – ETA 790

GENERAL CONDITIONS

All the tasks in this Job Offer constitutes 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 judgement of the employer.

The worker understands that if he quits or is terminated for cause prior to the end of the period of employment, he/she will not receive the three fourths guarantee, will not receive certain transportation reimbursements, and may not be eligible for rehire in future years.

All guarantees shall also be void from the beginning if the worker voluntarily abandons the employment or if the worker is terminated for a lawful job-related reason.

Employer may terminate the worker for lawful job-related reasons and so notify the Job Service local office if the worker: (a) abandons the employment; five consecutive workdays of unexcused absences shall be an abandonment of employment; employee must notify the employer and secure permission for necessary absences; (b) malingers or otherwise refuses without justified cause to perform as directed the work for which the worker was recruited and hired; (c) commits serious act (s) of misconduct or serious or repeated violation(s) of the Employer's work rule(s); the employer may make and post work rules which shall apply to this employment; the worker shall abide by such rules (a copy of Work Rules is attached); (d) fails after completing the allowable training period to perform in a workmanlike manner to enable the employer to produce and sell a premium quality product; (e) provides other lawful job-related reason(s) for termination of employment (f) This work agreement shall also be terminated by fire, hurricane, frost, flood, drought, hail, other act(s) of God or other calamity or reason beyond Employer's control that makes fulfillment of this Work Agreement impossible. "Reason beyond Employer's control" includes termination of worker, if he/she is not a U.S. worker because a U.S. worker makes himself available for the job under DOL's 50% rule.

The worker will be assigned to be employed under the terms of this agreement at the farming operation of one or more grower members of the Association. The worker will be informed of the name and address of the first Grower Member on or before the first day of his period of employment hereunder. Worker will be advised of the name and address of any subsequent grower member(s) by whom he/she is employed at the time of such transfer(s).

A copy of the Agricultural Work Agreement and Work Rules will be provided to the worker no later than the date work commences.

ATTACHMENT 3-ETA 790

CONTRACT IMPOSSIBILITY 20 CFR 655.122(0)

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 Acts of God, that makes the fulfillment of the contract impossible, the employer may terminate the contract. Whether such an event constitutes a contract impossibility, will be determined by the CO of the Department of Labor.

In the event of such termination of a contract, the employer agrees to fulfill a three-fourths guarantee for the time that has elapsed from the start of the work contract to the time of its termination.

The employer agrees to 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 agrees to the following: (1) Return the worker at the expense of the employer, 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 cost 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.

I request access to the Conditional Clearance system for temporary Agricultural Housing. Such Housing will comply with the full set of U.S. Department of Labor guidelines or Occupational Safety and Health Administration by 03/10/2016 (30) calendar days, prior to my date of need.

Eloise A. Wilder

Executive Secretary

This is to certify that Virginia Agricultural Growers Association, Inc. is filing this Job Order as Joint Employer for the Grower Members of VAGA whose names are attached.

The Employer(s) agrees to abide by the regulations at 20 CFR 655.135, Assurances and 20 CFR 653.501. Also 20 CFR 655.122(k).

Eloise A. Wilder

Executive Secretary

WORK RULES

Although not intended to be a complete list, these work rules are intended to provide guidance to workers of standards of conduct expected of them.

Notice is provided that violation of lawful job-related employer requirements, including these work rules, will be considered grounds for terminating worker's employment. Penalties such as suspension from work opportunity for the remainder of a day or for up to three days at a time may be made in the case of less serious violations.

Workers are expected to comply with all rules relating to discipline, attendance, work quality and effort, and the care and maintenance of all property provided to them by the employer.

1. Workers who perform sloppy work may be suspended without pay for the remainder of a workday or for up to three days in the sole judgment of their supervisor, depending on the degree of infraction, the worker's prior record and other relevant factors. Discharge of the worker may result from any subsequent offense.

2. No use or possession of beer, liquor or unlawful drugs is permitted during work time or during any workday before work is completed for the day (such as during meals); workers may not report for work under the influence of beer, liquor or illegal drugs. Illegal drugs may not be used or kept on any employer premises, including housing.

3. Excessive absences will not be permitted. This is regular work for which employees are expected to be present, able and willing to perform every scheduled workday. This is not sporadic or "day work."

4. Workers shall maintain any living quarters provided to them clean and in good repair, given reasonable wear and tear. Workers shall cooperate with other workers assigned to such housing in maintaining common kitchen and living areas.

5. Workers living in employer's housing assigned to bunk beds may not separate bunk beds, as floor space in sleeping rooms is needed by all occupants.

6. Workers living in employer's housing may not cook in sleeping rooms or any other non-kitchen areas.

7. Workers may not drop paper, cans, bottles and other trash in fields or packing house area. Trash and waste receptacles must be used.

8. Workers may not take unauthorized breaks from work.

9. Workers may not leave the field or other assigned work area without permission of farmer or person in charge.

10. Workers may not enter employer's premises without authorization.

11. Workers may not begin work prior to scheduled starting time or continue working after stopping time.

12. Workers living in employer's housing may not entertain guests in housing premises after 10:30 p.m. except on Saturday night on which night guest hours end at 12:00 midnight. No persons, other than workers assigned by employer to a room, may sleep in any room.

13. Workers may not deliberately restrict production.

14. Any worker who physically threatens another worker, the farmer or any supervisor with any tool or weapon will be subject to immediate discharge.

15. Workers may be discharged for fighting on the employer's premises, including housing premises, at any time.

16. Workers may not post or remove any notices, signs, or other instructions from the employer's bulletin boards or the employer's property without specific authority from the employer.

17. Workers will be discharged if they steal from fellow workers or from the employer.

18. Workers may not falsify indentification, personnel, medical, production or other work-related records.

19. Workers may not willfully abuse or destroy any machinery, truck or other vehicle, equipment, tools or other property belonging to the employer or to other employees.

20. Workers may not use or operate trucks or other vehicles, machines, tools or other equipment and property to which the worker has not been specifically assigned by his supervisor. Workers may not use or operate trucks or other vehicles, tools or other equipment or property for their personal use unless expressly authorized by the employer.

21. Workers may not misuse or remove from the farm premises without authorization from his supervisor any employer property such as trucks and other vehicles, beds, refrigerator, tools, etc.

22. Workers must obey all safety rules and common safety practices and must report any injuries or accident promptly to their supervisor or the employer's office.

23. Workers are prohibited from using cell phones or other electronic devices during work hours except by express permission of the employer or by such person designated by the employer as the supervisor.

NORMAS DE TRABAJO

Aunque no es nuestra intencion de que sea una lista completa, estas normas de trabajo tienen la intencion de servirle de guia a los trabajadores en cuanto a la conducta que se espera de ellos.

Con esto se notifica que violacion de los requisitos legitimos relacionados al trabajo que tenga el patrono,incluyendo estas normas de trabajo, sera considerado como motivo para despedir al trabajador. Penalidades, tales como suspension de oportunidades de trabajo para el resto del dia o hasta tres dias a la vez, pueden llevarse a cabo en el caso de violaciones menos graves.

Se espera que los trabajadores cumplan con todas las normas relacionadas a disciplina, asistencia al trabajo, cualidad de trabajo y esfuerzo, y el cuidado y mantenimiento de toda la propiedad que el patrono le provea.

1. Cualquier trabajador que haga mal trabajo podra ser suspendido sin paga por el resto de un dfa de trabajo o por hasta tres dias segun la decision de su supervisor, dependiendo del grado de la infraccion, los antecedentes de trabajo del trabajador y otros factores pertinentes. El trabajador puede ser despedido si comete culquier otra ofensa.

2. No se permite el uso o posesion de cerveza, licor ni drogas ilegales durante el tiempo de trabajo ni durante el dia de trabajo antes de que se haya terminado el trabajo (tal como durante las horas de comida); los trabajadores no pueden reportarse a trabajar mientras esten bajo la influencia de cerveza, licor or drogas ilegales. No se pueden usar ni tener drogas ilegales en la propiedad del patrono, incluyendo las viviendas.

3. No se permitiran ausencias excesivas. Este es trabajo regular, de todos los dias en el cual se espera que todos los empleados esten presentes, y capaces y dispuestos a trabajar todos los dias de trabajo. Este no es trabajo esporadico ni trabajo de dia.

4. Los trabajadores deben mantener limpias y en buen estado las areas de vivienda que se les provean, dado a desgaste razonable. Los trabajadores deben cooperar con los otros trabajadores asignados a sus areas de vivienda en el mantenimiento de las areas de cocina y vivienda.

5. Los trabajadores que viven en las viviendas del patrono que tengan asignadas camas literas, no pueden separar las camas literas, ya que todos los ocupantes necesitan el espacio en los dormitorios.

6. Los trabajadores que viven en las viviendas del patrono no pueden cocinar en los dormitorios ni en ninguna otra area que no sea de cocina.

7. Los trabajadores no deben arrojar papeles, botes, botellas y otros objetos eu los campos o en las empacadoras. Basura y desperdicio deben de ponerse en los botes de basura.

8. Los trabajadores no pueden tomar recesos no autorizados durante horas de trabajo.

9. Los trabajadores no deben salir del campo u otra area de trabajo asignada sin permiso del hacendado o de la persona encargada.

10. Los trabajadores no pueden entrar a la propiedad del patrono sin autorizacion.

11. Los trabajadores no pueden comenzar a trabajar antes de la hora asignada, ni continuar trabajando despues de la hora de terminar.

12. Los trabajadores que vivan en las viviendas del patrono no pueden tener visita despues de las 10:30 p.m. excepto los sabados por la noche cuando las horas de visita terminan a medianoche. Nadie, fuera de los trabajadores asignados a un dormitorio por el patrono, puede dormir en los dormitorios.

13. Los trabajadores no pueden eliberadamente limitar produccion.

14. Cuaquier trabajador que amenaze fisicamente a otro trabajador, al hacendado o a cualllquier supervisor con alguna herramienta o arma sera despedido inmediatamente.

15. Los trabajadores podran ser despedidos por cualquier pelea que tengan en la propiedad del patrono, incluyendo el area de vivienda.

16. Los trabajadores no pueden poner ni remover avisos, letreros, ni otras instrucciones de los tablones de anuncios del patrono o de la propiedad del patrono sin autorizacion especifica del patrono.

17. Cualquier trabajador que le robe a otro trabajador o al patrono sera despedido.

18. Los trabajadores no pueden falsificar documentos de identificacion, personal, medicos, de produccion, ni otros documentos relacionados al trabajo.

19. Los trabajadores no pueden intencionallmente abusar o destruir ninguna Maquinaria, camion u otro vehiculo, equipo, herramientas u otra propiedad del patrono o de otros empleados.

20. Los trabajadores no pueden operar o usar camiones ni otros vehiculos, maquinas, herramientas ni otro equipo si no se le ha asignado especificamente por su supervisor. Los trabajadores no pueden usar o operar camiones ni otros vehiculos, herramientas u otro equipo o propiedad para su uso personal a menos que hayan sido expresamente authorizadosr por el patrono.

21. Los trabajadores no pueden maltratar ni remover del area de la finca sin autorizacion de su supervisor, ninguna propiedad del patrono como camiones y otros vehiculos, camas, neveras, herramientas, etc.

22. Los trabajadores deben obedecer todas las normas de seguridad y las practicas de seguridad comunes y deben reportar caulquier herida o accidente inmediatamente a su supervisor o a la oficina del patrono.

23. Los trabajadores tienen prohibido utilizar el teléfono celular u otros aparatos electrónicos durante la jornada laboral excepto cuando el patrón u otra persona encargarda por el patrón les de permiso.

VIRGINIA EMPLOYMENT COMMISSION

SUMMARY OF EMPLOYMENT CONDITIONS SPECIFIED ON JOB ORDER

1. ORDER NUMBER: 742580

2. NAME OF EMPLOYER:
Virginia Agricultural Growers Assoc, Inc
See attached grower list
3. LOCATION OF EMPLOYER AND DIRECTIONS:
(See ES 338)

4. PERIOD OF EMPLOYMENT:
FROM 04-11-16 to 12-06-16

5. WORK SCHEDULE:
HOURS PER DAY 7 DAYS PER WEEK 5-6

6. CROP AND PAY:
CROP: Tobacco, Produce, Hay/Straw, and Sod

HOURLY WAGE: 10.72
PIECE RATE:

7. WORK TASKS TO BE PERFORMED:
Plant tobacco, pull mature leaves, topping, suckering, Pulling, bulk storage and cutting.

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

9. HOUSING CAN ACCOMMODATE__ PERSONS
X INDIVIDUAL
_____FAMILY

10. MEALS:

PROVIDED: NO

IF YES: COST PER DAY _____
(See item 13 in Job Order)

WORKERS MAY DO THEIR OWN COOKING:

YES

11. DEDUCTIONS:

TYPE	AMOUNT
SOCIAL SECURITY	XXXXXX
INCOME TAX	XXXXXX
TRANSPORTATION	NONE

VIRGINIA EMPLOYMENT COMMISSION AGENCIA

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

1. NUMBERO DE LA ORDER: 742580

2. NOMBRE DEL EMPLEADOR:
Virginia Agricultural Growers Assos., Inc.
3. LUGAR Y DIRECCION DEL EMPLEADOR:
(See ES 338)

4. PERIODO DE EMPLEO:
DEL 04-11-16 al 12-06-2016

5. HORARIO DE TRABAJO:
HORAS POR DIA 7 NUMERO DE DIAS POR SEMANA 5-6

6. COSECHA Y PAGO:
COSECHA: Tobaco, Productos Agricolas, El cesped, Paja/heno
SUELDO POR HORA 10.72
PAGA POR UNIDAD:

7. LABORES A DESEMPENAR EN EL TRABAJO:
Plantar el tobaco, Pescar tobacotrabajar en los hornos de tobaco. Labores de toabaco.

8. TRANSPORTACION PROVISTA: DESDE EL ENCAMPAMENTO TIASTA LOS LUGAR M DE TRABAJO Y VUELTA: SI

9. VIVENDA DISPONIBLE PARA __ PERSONAS:
X INDIVIDUOS
_____FAMILLAS

10. COMIDAS:

PROVISTAS: NO

SI SON PROVISTAS, EL COSTO POR DIA SERA _____ (Vea Num.13 en la Orden de Trabajo)

LOS TRABAJADORES TIENEN QUE COCINAR SUS COMIDAS: SI

11. DEDUCCIONES:

CLASE	CANTIDAD
SEGURO SOCIAL	XXXXXX
IMPUESTOS SOBRE INGRESOS	XXXXXX
TRANSPORTACION	NO

TOOLS & EQUIPMENT NONE

CREWLEADER CHARGES NONE

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 3/28/16

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

VIRGINIA EMPLOYMENT COMMISSION
2506 Houghton Avenue
South Boston, VA 24592

During the period of 3/28/16 – 4/4/16.
Any Job Service office will assist you in doing this.

HERRAMIENTAS Y MAQUINARIA NO

SUMA COBRADA POR EL CONTRATISTA DE TRABAJADORES AGRICOLAS NO

12. NOTAS PARA EL TRABAJADOR:

La copia de la orden completa esta disponible en la oficina para su inspeccion:

El empleador ba 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 atrasada, y que tal notificacion sen a nas tardar el 3/28/16.
Para que Ud pueda tener derecho a esta garantia de pago, tendra que ponerse en contacto con la Oficina del Servicio de Empleoas en el:

VIRGINIA EMPLOYMENT COMMISSION
2506 Houghton Avenue
South Boston, VA 24592

Durante el periodo el 3/29/16 al 4/4/16.
Cualquier Oficina del Servicio de Empleos le asistira en hacerto.