

COMMONWEALTH OF VIRGINIA

AGRICULTURAL OUTREACH PLAN

July 1, 2014 through June 30, 2015



April 15, 2014

INTRODUCTION

This Agricultural Outreach Plan sets policies and objectives in providing workforce services to the agricultural community, including agricultural employers and migrant and seasonal farm workers (MSFWs), in accordance with 20 CFR 653 and the Workforce Investment Act of 1998 (WIA). The Commonwealth of Virginia provides equitable services utilizing the Virginia Workforce Connection System to ensure that the full range of employment, training and educational services are available on a basis which is qualitatively equivalent and quantitatively proportionate to services provided to non-MSFWs. The policy of the Commonwealth of Virginia is to assist employers and job seekers through the operation of a basic labor exchange system as described in 20 CFR 652, Subpart A. Services to both agricultural employers and migrant and seasonal farmworkers (MSFWs) are covered in this plan.

Agricultural employers use the Virginia Employment Commission (VEC) and the Virginia Workforce Connection system to list job openings and search for applicants. They may participate in the intrastate or interstate job clearance system as described in 20 CFR 653, Subpart F. If shortages of U.S. workers develop and certain specific conditions are satisfied, agricultural employers may apply for and receive a labor certification for the temporary employment of nonimmigrant foreign workers through the H-2A program.

MSFWs shall be provided all of the job services consistent with Title I of WIA and their employment preferences, needs, and skills. Specifically, the VEC shall offer to MSFWs the core, intensive, and training services, the benefits and protections, including the full range of counseling, career guidance, and job referral services as are provided to non-MSFWs. Specifically trained staff, including WIA 167 staff, shall be available for direct assistance to farmworkers who are unable to meet their needs through our self-service system.

Finally, at least one-third of the actual peak number of MSFWs in the Commonwealth shall be contacted through outreach efforts by selected local office staff.

I. ASSESSMENT OF NEED

An extensive statewide survey of previous and projected agricultural and farmworker activity was conducted by the VEC. The Assessment of Need Data Sheets were developed in conjunction with input from local office personnel, farm placement staff, extension agents, WIA 167, and members of numerous other organizations with knowledge of MSFWs. A statewide survey was also conducted to estimate the MSFW population. For Program Year 2013 (PY 13), approximately 13,865 MSFWs were estimated in Virginia with a peak of about 12,451, 3,070 of which were H-2A farmworkers. The following tables list the agricultural activity and MSFW employment throughout the nine federally-designated crop reporting areas of the Commonwealth. Projections of major labor intensive crop activity and MSFW availability for the coming year have been indicated by location and crop. Staff training to meet the needs of farmworkers is described at the end of Section IV.

EASTERN SHORE (ONLEY)

Crop	Activity Period	Total Employment	MSFW Employment	Labor Shortage	Crop Changes	MSFW Availability
Tomatoes	Apr-Oct	1755	1755	No	Stable	Decrease
Nursery	Mar-Jun	300	300	No	Stable	Decrease
Potatoes	May-Jul	72	72	No	Stable	Stable
Grapes	Jul-Oct	30	30	No	Stable	Stable

NORTHERN NECK (WARSAW)

Crop	Activity Period	Total Employment	MSFW Employment	Labor Shortage	Crop Changes	MSFW Availability
Vegetables	Jun-Nov	400	300	Yes	Increase	Decrease
Nursery	Feb-Nov	350	325	Yes	Stable	Stable
Grapes	Mar-Sep	150	150	No	Increase	Stable
Aquaculture	Mar-Oct	75	60	Yes	Increase	Stable

CENTRAL (ROANOKE)

Crop	Activity Period	Total Employment	MSFW Employment	Labor Shortage	Crop Changes	MSFW Availability
Apples	Feb-Nov	125	125	No	Stable	Stable
Tobacco	Apr-Nov	80	20	Yes	Stable	Stable
Nursery	Feb-Dec	75	75	No	Stable	Stable
Peaches	Apr-Aug	60	60	No	Stable	Stable
Grapes	Mar-Oct	30	30	No	Stable	Stable
Vegetables	Apr-Oct	30	30	No	Stable	Stable

CENTRAL (PETERSBURG)

Crop	Activity Period	Total Employment	MSFW Employment	Labor Shortage	Crop Changes	MSFW Availability
Vegetables	Apr-Nov	300	60	Yes	Stable	Stable
Tobacco	Mar-Oct	110	50	Yes	Stable	Stable
Nursery	Feb-Jun	135	80	Yes	Stable	Stable
Melons	Apr-July	75	75	No	Stable	Stable
Grain	Mar-Aug	75	55	Yes	Stable	Stable
Sod	Mar-Oct	35	20	Yes	Stable	Stable

SHENANDOAH VALLEY (WINCHESTER)

Crop	Activity Period	Total Employment	MSFW Employment	Labor Shortage	Crop Changes	MSFW Availability
Apples	July-Nov	926	411	Yes	Stable	Stable
Nursery	Feb-Dec	146	136	Yes	Stable	Stable
Vegetables	Mar-Nov	75	40	Yes	Stable	Stable
Grapes	Aug-Oct	74	74	No	Increase	Stable
Peaches	Jul-Sept	54	54	No	Stable	Stable

SHENANDOAH VALLEY (CHARLOTTESVILLE)

Crop	Activity Period	Total Employment	MSFW Employment	Labor Shortage	Crop Changes	MSFW Availability
Apples	Sept- Nov	238	178	Yes	Stable	Decrease
Peaches Nectarine	July- Sept	120	98	Yes	Stable	Decrease
Nursery	Oct-Jul	385	335	Yes	Increase	Stable

SOUTHSIDE (SOUTH HILL)

Crop	Activity Period	Total Employment	MSFW Employment	Labor Shortage	Crop Changes	MSFW Availability
Tobacco	Mar-Nov	2000	750	Yes	Stable	Stable
Hay	Feb-Dec	300	40	Yes	Stable	Stable
Nursery	Feb-Aug	200	171	Yes	Increase	Stable
Vegetables	Mar-Jul	35	25	No	Stable	Stable

SOUTHSIDE (DANVILLE)

Crop	Activity Period	Total Employment	MSFW Employment	Labor Shortage	Crop Changes	MSFW Availability
Tobacco	April-Oct	1442	682	Yes	Decrease	Stable
Vegetable	June-Aug	40	10	Yes	Stable	Stable
Hay	Mar-Sept	10	0	Yes	Stable	Decrease
Nursery	Feb-Aug	60	60	No	Stable	Stable

SOUTHWEST (BRISTOL)

Crop	Activity Period	Total Employment	MSFW Employment	Labor Shortage	Crop Changes	MSFW Availability
Trees	Oct-Dec	1200	900	Yes	Increase	Decrease
Vegetables	Mar-Nov	350	200	Yes	Increase	Decrease
Tobacco	May-Dec	100	45	Yes	Decrease	Decrease
Apples	Jun-Oct	150	150	No	Stable	Stable

II. OUTREACH PLAN

This section of the Virginia Plan for Agricultural Services was prepared in accordance with the federal requirements in 20 CFR Part 653.

A. Assessment of Available Resources:

During PY 14, the agency will use one full-time Farm Placement Specialist (FPS) in the local offices of Bristol, Charlottesville, Lynchburg, Warsaw, Farmville, and Winchester. The Eastern Shore Local Office will use two full-time, bi-lingual Farm Placement Specialists, for a total of eight full time farm placement specialists. As the season develops, local office staff will conduct outreach activities. At the central office there is no staff specifically assigned for the sole purpose of conducting outreach. However, the State Monitor Advocate, in the course of visits to areas where MSFWs live and work, may conduct outreach. Both the Eastern Shore and Winchester local offices, as MSFW significant local offices, utilize the Farm Placement Specialists full-time for outreach duties during the peak of the season. Due to hiring and budget constraints within the VEC, the overall agency FPS staffing level will be decreased. The Outreach activities will be handled in accordance with the outline described herein.

To augment the VEC outreach efforts, staff from the State's WIA 167 Grantee, Telamon, under an interagency cooperative agreement, will supplement the agency's efforts to contact a majority of the MSFWs in Virginia during the peak of the agricultural season. Additionally, the VEC is weighing the possibility of hiring bi-lingual, temporary, seasonal outreach workers to supplement the efforts of full time staff.

COUNTIES

Bland, Buchanan, Carroll, Dickenson, Floyd, Giles, Grayson, Lee, Montgomery, Pulaski, Russell, Scott, Smythe, Tazewell, Washington, Wise, Wythe.

*Staff member is bi-lingual in English and Spanish.

CHARLOTTESVILLE OUTREACH SERVICE AREA

FARM PLACEMENT SPECIALIST- KENDAL SHAVER, kendal.shaver@vec.virginia.gov

OFFICIAL STATION-CHARLOTTESVILLE LOCAL OFFICE

2211 Hydraulic Road
Charlottesville, VA, 22901
PHONE: (434)984-7630
FAX: (804) 295-4234

COUNTIES

Albemarle, Amherst, Buckingham, Culpeper, Fluvanna, Goochland, Greene, Louisa, Madison, Nelson, Orange.

FARMVILLE OUTREACH SERVICE AREA

FARM PLACEMENT SPECIALIST- EVE BAGLEY, eve.bagley@vec.virginia.gov

OFFICIAL STATION-FARMVILLE LOCAL OFFICE

221 Sunchase Blvd
Farmville, VA, 23901
PHONE: 434-392-8871
FAX: 434-392-1893

COUNTIES

Amelia, Appomattox, Brunswick, Charlotte, Cumberland, Dinwiddie, Greensville, Lunenburg, Mecklenburg, Nottoway, Powhatan, Prince Edward, Sussex.

EASTERN SHORE OUTREACH SERVICE AREA

**Federally Designated Significant, Bi-lingual Office

FARM PLACEMENT SPECIALIST- LUIS ECHEVARRIA,* luis.echevarria@vec.virginia.gov

FARM PLACEMENT SPECIALIST-ELIZABETH ONITVEROS* elizabeth.ontiveros@vec.virginia.gov

OFFICIAL STATION- EASTERN SHORE LOCAL OFFICE

25036 Lankford Highway, Unit 16

Onley, VA, 23418

PHONE: (757) 302-2029

FAX: (757) 302-2025

COUNTIES/CITIES

Accomack, Chesapeake, Northampton, Suffolk, Virginia Beach.

LYNCHBURG OUTREACH SERVICE AREA

FARM PLACEMENT SPECIALIST- FRED MENDEZ,* wilfredo.mendez@vec.virginia.gov

OFFICIAL STATION- LYNCHBURG LOCAL OFFICE

3125 Odd Fellows Road

Lynchburg, VA, 24501

PHONE: (434) 947-6671

FAX: (434) 947-2339

COUNTIES

Alleghany, Bedford, Botetourt, Campbell, Craig, Franklin, Halifax, Henry, Patrick, Pittsylvania, Roanoke.

WARSAW OUTREACH SERVICE AREA

FARM PLACEMENT SPECIALIST- VACANT effective June 9, 2014.

OFFICIAL STATION- WARSAW LOCAL OFFICE

14243 Historyland Hwy
Warsaw, VA, 22572
PHONE: (804) 333-3675
FAX: (804) 333-5388

COUNTIES

Caroline, Charles City, Chesterfield, Essex, Gloucester, Hanover, Henrico, Isle of Wright, James City, King George, King and Queen, King William, Lancaster, Matthews, Middlesex, New Kent, Northumberland, Prince George, Richmond, Spotsylvania, Southampton, Stafford, Surry, Westmoreland, York.

WINCHESTER OUTREACH SERVICE AREA

FARM PLACEMENT SPECIALIST- WADE WILLIAMS, wade.williams@vec.virginia.gov

**Federally Designated Significant Office

OFFICIAL STATION- WINCHESTER LOCAL OFFICE

100 Premier Place
Winchester, VA, 22602
PHONE: (540) 722-3415
FAX: (540) 722-3418

COUNTIES

Augusta, Bath, Clarke, Fairfax, Fauquier, Frederick, Highland, Loudoun, Page, Prince William, Rappahannock, Rockbridge, Rockingham, Shenandoah, Warren.

B. Numerical Goals:

1. During PY 14, VEC staff plan to contact 33% of the MSFWs (one-third of the estimated peak MSFWs in the state) to offer job services. The VEC will make at least five contacts per staff day. Actual VEC minimum staff contacts are listed below by individual local office. Also included is the State Total Outreach goal for PY 14.

• Winchester	247 Contacts
• Eastern Shore	884 Contacts
• Charlottesville	194 Contacts
• Warsaw	434 Contacts
• Lynchburg	247 Contacts
• Bristol	620 Contacts
• Farmville	386 Contacts
• State Total	3,012 Contacts

2. The WIA 167 Grantee, Telamon Corporation, under a cooperative agreement, will supplement the VEC outreach with approximately 2,168 MSFW contacts. For PY 14, Telamon Corporation (WIA 167), and any other individual or organization, will be able to find VEC services to MSFWs listed on the agency web site at www.vec.virginia.gov and search for employment opportunities through the Virginia Workforce Connection found at www.vec.virginia.gov/virginia-workforce-connection. MSFWs may review job openings at Telamon Corporation, and select prospective positions for which they may be qualified. This technological capability exposes MSFWs to more employment opportunities and they are better informed about the labor market. Through the self service system now available, or with the assistance of Telamon Corporation staff, MSFWs can be registered for job services before they even visit one of the VEC local offices. Joint collaboration, team building and staff training will ensure that MSFWs within the Commonwealth have full access to WIA and Wagner-Peyser services.

C. Proposed Outreach Activities (20 CFR 653.107)

All VEC staff assigned responsibilities for MSFW outreach use a similar variety of techniques. Personal contact with at least one-third of the estimated peak number of MSFWs (as it develops during the growing season) is the primary outreach technique. Depending on the local circumstances, which include consideration of employer and MSFW preferences, outreach contacts may occur in agricultural fields during the work day. However, many MSFWs, especially those working on piece rate, prefer to continue to work rather than stopping to talk with an outreach worker. In that situation, VEC staff will meet with MSFWs during lunch or after work at their living quarters. During these meetings, VEC staff, in a language appropriate for the MSFW, present information on the services available from the local office and use handout materials, which are specific for each location. These handouts contain a full listing of various partners, social service agencies, organizations and special groups with an interest in serving MSFW needs. VEC outreach workers may also take complaints from MSFWs. In all cases, outreach contacts are used to explain the benefits of coming into the local office to receive the full range of services available. These services include referrals to agricultural and nonagricultural jobs; information on training and supportive services with special emphasis on services available through Telamon Corporation, as well as counseling, career guidance, and job development services; an explanation of basic farmworker rights; and a full review of the JS Complaint System. Occasionally, VEC Farm Placement Specialist staff partner and conduct joint outreach with Telamon staff.

Continuing in PY 14, follow-up will be conducted with all U.S. workers referred by the VEC on H-2A job orders who:

- **Did not report for the scheduled interview**
- **Were not afforded an interview**
- **Were interviewed but not hired**
- **Quit before the end of the contract period**
- **Were later terminated by the employer**

Case notes will be entered into the VOS system where appropriate.



Above, Eastern Shore Local Office Farm Placement Specialist, Elizabeth Ontiveros, and Manager, Arventa Smith during a field visit in June during tomato planting. Below, tomato staking takes place about six weeks after planting.



III. JOB SERVICES PROVIDED TO MSFWs THROUGH THE ONE-STOP DELIVERY SYSTEM

A. Plan for Program Year 2014

The VEC will meet the minimum requirements for providing services to MSFWs as listed in 20 CFR 653.112. As in past years, the VEC will provide equitable services for:

MSFWs referred to jobs

MSFWs for whom a service is provided

MSFWs referred to supportive services

MSFWs receiving career guidance

MSFWs receiving job development

In addition, as a significant MSFW state, four of the seven minimum service indicators listed below will be accomplished:

MSFWs placed	42.5%
MSFWs placed .50 above minimum wage	14.0%
MSFWs placed in long-term non-ag jobs	5.2%
MSFW significant local offices reviewed	100.0%
Field Checks conducted where JS placements were made	25.0%
MSFWs receiving outreach contact	5 per SDW
Complaints remaining unresolved more than 45 days (Unless pending enforcement agency action or hearing)	<10%

B. Monitoring

Monitoring Virginia Workforce Centers throughout the year for compliance with MSFW regulations will be accomplished by both the State Monitor Advocate, and by the agency EEO staff.

The significant local offices at Winchester and the Eastern Shore will have an annual in-season on-site review by either the Regional Monitor Advocate, or the State Monitor Advocate, or both together. The Eastern Shore Field Office will maintain two fully bilingual Farm Placement Specialists and Winchester will maintain one full time Farm Placement Specialist.

All other local offices will have on-site reviews done by the State Monitor Advocate as appropriate or will have desk reviews done using data from the agency automated reporting system, using the format suggested by USDOL: “Virginia MSFW Indicators of Compliance, Qualitatively Equivalent and Quantitatively Proportionate Services: JS Services to Migrant and Seasonal Farmworker Applicants Compared With Services to All Non-MSFWs.”

IV. JOB SERVICES PROVIDED TO AGRICULTURAL EMPLOYERS THROUGH THE ONE-STOP DELIVERY SYSTEM.

A. Data Analysis:

1. Program Year 2013 History

- a. Approximately 3,452 job openings were received in VOS for farming, fishing and forestry occupations.
- b. Approximately 143 agricultural job orders were placed in VOS.
- c. 66 interstate clearance orders (H-2A) were initiated from 240 employers.
- d. There were 2,928 H-2A job openings.
- e. There were 107 U.S. workers referred to H-2A job openings.

2. Program Year 2014 Plan

- a. Approximately 3,400 agricultural job openings are expected.
- b. Approximately 150 agricultural job orders are expected to be placed in VOS.
- c. Approximately 72 interstate clearance orders (H-2A) are expected to be filed.
- d. Approximately 3,000 H-2A job openings are expected.
- e. Approximately 300 U.S. workers will be referred to H-2A job openings.
- f. FPS and Agricultural Services Staff will be more engaged in job development efforts.

B. Narrative Description

The VEC maintains an Agricultural Services Unit with a professional staff located in the central office in Richmond. This unit coordinates all phases of the agency effort to provide job services to agricultural employers. Eight additional VEC farm placement staff are located in seven local offices to serve agricultural employers. Both central office and local office personnel work very closely with the state's major grower associations, the Virginia State Horticultural Society, the Virginia Cooperative Extension Service, Virginia Polytechnic Institute and State University, the Farm Bureau, the Virginia Department of Agricultural and Consumer Services, and other interested agencies. One of the objectives of these working relationships is to disseminate information to agricultural employers about the services available from the VEC. With the cooperation of these organizations, the Agricultural Services Unit conducts farm labor seminars for agricultural employers on a statewide basis. In addition, participants are given information and updates on the following topics:

- **Immigration Reform and Control Act (IRCA) of 1986**
- **Migrant and Seasonal Agricultural Worker Protection Act**
- **Agricultural Recruitment System (ARS)**
- **Farm Labor Contractor Registration**
- **Fair Labor Standards Act (FLSA)**
- **Child Labor Laws and Pesticide Safety**
- **Agricultural Alien Labor Certifications (H-2A Program)**
- **Unemployment Insurance for Agricultural Workers**

For PY 14, the Agricultural Services Unit will conduct several seminars around the state for employers who use temporary agricultural labor. During these meetings, potential agricultural employers are often identified and their need for MSFW labor discussed. The Agricultural Services Unit will also attend several grower association conferences and trade shows to disseminate information to employers and plans to attend VA Cooperative Extension grower meetings.

On a more technical level, the VEC uses various procedures to match agricultural employers and U.S. workers. During PY 14, the VEC will use the internet-based Virginia Workforce Connection System (VOS) for matching jobseekers and employers. This system provides for staff assistance as needed, but also allows both jobseekers and employers to create their own files and find each other. Agricultural job orders, to include H-2A job orders, may be created by employers with final oversight by central and local office Agricultural Services Staff. As a result of the internet-based system we have created a much wider dissemination of all agricultural job orders. This increase in access promotes the employment of U.S. workers in Virginia agriculture.

Additional resources include the use of the Agricultural Recruitment System (ARS) for job orders, local and regional circulation of agricultural job orders, close coordination with WIA 167 service providers, and direct contact with grower associations. The VEC has a "Home Page" on the Internet, found at: www.vec.virginia.gov. This site contains a State Monitor Advocate Section and an Agricultural Services Section which has many useful forms, publications and links, a list of the Agricultural Services Staff, copies of active H-2A job orders and information of interest to Agricultural Employers and MSFWs. There are also links to WIA 167 agencies, and to other resources to assist farmworkers and agricultural employers. Organizations serving farmworkers may access these sites and make appropriate information available to job seekers.

At the state level, the Governor has formed a MSFW interagency policy committee to coordinate overall services to MSFWs in Virginia. This committee, which meets as needed, brings together agencies, including the VEC and Telamon, which serve the needs of MSFWs. Within this forum and by way of relationships developed as a result, substantial coordination is provided in order to respond to the local needs of MSFWs and agricultural employers.

Virginia continues to be a significant user of the H-2A program. Although some agricultural employers have reduced the number of workers they need in certain crops, they continue to diversify in the varieties of crops grown. We continue to strive to match qualified workers to agricultural openings in Virginia, but this continues to be difficult due to the diminishing migrant population. We hope to expand the use of the VOS system among agricultural employers and workers alike to better match applicants with job openings.

Staff training is an on-going process. Initial training for new Farm Placement Specialists staff serving in Virginia Workforce Centers has been and will continue to be conducted on outreach, the Job Service (JS) complaint system, MSFW definitions, other regulatory requirements, and the ARS. Additional training for selected staff, including Local Office Management and Regional Directors will be provided through attendance at regional training sessions conducted by the State Monitor Advocate and Foreign Labor Certification Manager. Training will also be conducted by the State Monitor Advocate for other staff as needed. FPS staff will participate at local grower meetings, and combined training will be conducted with the WIA 167 Grantee (Telamon). The VEC will continue to work closely with labor law enforcement agencies, such as the U.S. Department of Labor, Wage and Hour Division, the Virginia Department of Labor and Industry, the Virginia Department of Health and with the Central Virginia Legal Aid Society in order to continue knowledge exchange and to ensure quality service to agricultural workers and employers.

V. OTHER PLAN REQUIREMENTS:

- A. This plan for agricultural services in Virginia was prepared by the State Monitor Advocate with the assistance of a team, which included Senior Agency Management Staff, Local Office Managers, Telamon Management and staff and the VEC Farm Placement Specialist staff who directly serve MSFWs and agricultural employers.
- B. In the preparation of this plan, consideration was given to the State Monitor Advocate's recommendations as presented in the annual MSFW summary developed under 20 CFR 653.108(t).
- C. The state solicited information and suggestions from WIA 167 National Farmworker Jobs Program grantees, other appropriate MSFW groups, public agencies, agricultural employer organizations, and other interested organizations. At least 45 days before submitting its final outreach plan, the State provided a proposed plan to the organizations listed below and allowed at least 30 days for review and comment. The State considered any comments received in formulating its final proposed plan, informed all commenting parties in writing whether their comments have been incorporated and, if not, the reasons therefore.
- D. The state assures that Migrant and Seasonal Farmworker (MSFW) significant office requirements are met. As one of the top 20 significant MSFW states the VEC will make maximum efforts to hire outreach staff with MSFW experience for year-round positions and shall assign outreach staff to work full-time during the period of highest activity.

- E. The Virginia State Monitor Advocate is assigned to work on a full-time basis performing the duties as described at 20 CFR 653.108 and the State will abide by the regulations at 20 CFR 653.108.
- F. The organizations listed below assisted in the development of this plan and/or were provided a complete copy of it for review and comment:

Ms. Sharon L. Saldarriaga
State Director, Telamon Corporation
5501 Patterson Ave., Ste. 102
Richmond, VA 23226

Ms. Christianne Queiroz, Program Director
Virginia Farm Workers Program
Central Virginia Legal Aid Society
1000 Preston Avenue, Suite B
Charlottesville, VA 22903

Frederick County Fruit Growers Association
P.O. Box 2735
Winchester, VA 22604

Mr. Kenny Annis, Agricultural Consultant
2148 Clearview Road
Exmore, Virginia 23350

Ms. Eloise Wilder, Executive Secretary
Virginia Agricultural Grower's Association
P.O. Box 857
South Boston, VA 22592

Ms. Michelle Phillips, District Director
U.S. Department of Labor
Wage and Hour Division
400 N. 8th Street, Room 416
Richmond, VA 23219-4815

Mr. Micah Raub
Virginia Department of Agriculture and Consumer Services
Pesticide Services, Worker Protection Standards
102 Governor Street, 1st Floor
Richmond, VA 23219

Ms. Julie Henderson, Director. Division of Food and Environmental Services
Office of Environmental Health Services
Virginia Department of Health
109 Governor's Street, 5th Floor
Richmond, VA 23219

Mr. Ed Rossmoore, Executive Director
Rural Family Development
The Virginia Council of Churches
1214 West Graham Road
Richmond, VA 23220

Ms. Elizabeth Whitley Fulton, President
MAS Labor
P.O. Box 507
Lovingson, VA 22949

Ms. Jane Brown, Director for Community Partnerships
Virginia Department of Social Services
730 East Broad Street
Richmond, VA 23219

Ms. Denise Goode, Special Assistant
Virginia Department of Rehabilitative Services
8004 Franklin Farms Drive
Richmond, VA 23218