

Request for Extension of Clearance Order

Virginia Employment Commission

1. To: Puerto Rico North Carolina South Carolina Georgia Florida	3. Job Order Number:  <i>VA 833604</i>	4. Date of acceptance by CNPC:  <i>9/2/11</i>
	5. Employer Name:  <i>Canam Harvesting</i>	
2. From:  Rural Services Manager Virginia Employment Commission P.O. Box 1358 Richmond, VA 23219	6. OES Job Code, Title and Number of Positions Available  <i>45-2091 Ag Equipment Operator</i>  <i>14 positions</i>	

7. 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

8. By: (Typed Name of ES Agency Representative) Jason Padgett	Title: Rural Services Manager	Telephone Number: 804-786-8714
Signature: <i>Jason Padgett</i>		Date Signed: <i>9-12-11</i>
9. Receiving State Office: ("X" one) <input type="checkbox"/> Accepted (If accepted, list local offices extended to ) <input type="checkbox"/> Rejected (If rejected, provide reasons.)		

Comments:

10. By: ES Agency Representative)	Telephone Number:	Date Signed:
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**U.S. Department of Labor  
Employment and Training Administration**

OMB Control No. 1205-0134  
Expiration Date: November 30, 2012

**Agricultural and Food Processing Clearance Order ETA Form 790  
Pedido de Empleados para Agricultura y Procesamiento de Alimentos**

1. Employer's Name and Address (Number, Street, City, State, and Zip Code)/  
Nombre y Dirección del Empleador (Número, Calle, Ciudad, Estado y Código Postal)

Canam Harvesting LLC  
521 N. Market Street  
Seaford, DE 19973

Telephone number/Teléfono: (302) 262-0194 Fax:

2. Location and Direction to Work Site/ Ubicación y Dirección al Lugar de Trabajo  
Start Point, Employer provided housing at Wachapreague Inn,  
1 Main Street, Wachapreague, VA 23480.

PLEASE SEE ATTACHMENT for all worksite locations and directions.

(If additional space is needed, use separate sheet of paper/ Si necesitas más espacio, utilices otra hoja de papel)

3. Location and Description of Housing / Dirección y Descripción de la Vivienda  
The housing where the workers will be lodged is in an apartment complex at:

Wachapreague Inn  
1 Main Street, Wachapreague, VA 23480

PLEASE SEE ATTACHMENT for complete description of housing facilities.

(If additional space is needed, use separate sheet of paper / Si necesitas más espacio, utilices otra hoja de papel)

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

4. Industry Code/Código Industrial <u>115115</u>	5. Job Order No. /Num. de Orden de Empleo <u>VA 233604</u>
6. Occupational Title and Code /Título Ocupacional y Código <u>45-2091 Ag Equipment Operator</u>	
7. Clearance Order Issue Date / Fecha de Trámite <u>8-10-11</u>	
8. Job Order Expiration Date / Fecha de Expiración <u>11-11-11</u>	



9. Anticipated Period of Employment / Periodo Anticipado de Empleo

From/ Desde: 10/15/2011 To/Hasta: 12/08/2011

10. No. of Workers Requested / Num. de Trabajadores Solicitados  
14

11. Anticipated Hours of Work per Week/Horas Anticipadas de Trabajo por Semana. Total: 40

Sunday / Domingo \_\_\_\_\_ Monday / Lunes 8  
Tuesday / Martes 8 Wednesday / Miércoles 8  
Thursday / Jueves 8 Friday / Viernes 8  
Saturday / Sábado \_\_\_\_\_

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

Employer / Empleador Yes/Si  No

Local Office / Oficina Local Yes/Si  No

### 13. Board Arrangements / Arreglo de Alojamiento

Workers will cook and prepare their own meals. Kitchen facilities are provided at no cost to the workers. In addition, the employer is in charge of supplying groceries for all the workers. However, there are additionally at least one (1) convenience/grocery stores located within a ten (10 minute walking distance.

### 14. Referral Instructions / Instrucciones sobre cómo Referir Candidatos

The employer will accept referrals from all sources. Applicants who apply directly to the employer should contact the following designated Employer Contact, who will accept referrals and interview workers by telephone any weekday from 9 am until 5 pm, and on appointment:

Richard Tull, CANAM Harvesting LLC  
521 N Market Street  
Seaford, DE 19973  
Telephone: (302) 262-0194; (514) 397-5578  
Fax: (514) 397-8515

### 15. Job Specifications / Especificaciones del Trabajo

Job Duties: Inspect field to identify harvesting conditions, locate electric lines and obstacles (10%) Adjust height, speed and other functions of custom combine harvesters for maximizing operations and ensuring safety (10%). Harvest lima beans using combine harvesters or other farm machinery according to soil conditions and supervisor's instructions (60%). May drive combine harvesters from site to site up to a distance of 30 miles (5%). Responsible for routine maintenance and repair of the combine harvesters including performing inspection of harvesters before and after each shift, verify oil, mobile pieces, and others (10%); Perform emergency repair of harvesters as needed (5%).

Type of machinery used: Specialized combine harvesters worth almost \$400 000.00 each as well as tractors and other farm equipment regularly used in the harvesting of Lima Beans. (See annexed documentation regarding the machinery, namely the combine harvesters, which were designed/created for both day and night harvesting).

Qualifications: Valid driver's license and at least one (1) year of experience operating large farm machinery. Must be able to demonstrate ability to operate and drive highly specialized combine harvesters; Ability to understand operation and secure handling of complicated hydraulic & electrical systems; Good health and able to understand/follow supervisor's instructions. Employer will request applicant to conduct a supervised test-drive after hire to ensure ability and safety.

Employer will comply with re-entry restrictions applicable to pesticides and other chemicals used in the fields. A designated lead worker or company supervisor will provide instructions and general supervision. Technical activities will be closely supervised. However, workers will be expected to perform their general duties in a timely and proficient manner without close supervision. See ATTACHMENT at Item 15.

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

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

Crop Activities	Hourly Wage	Piece Rate / Unit(s)	Special Pay (bonus, etc.)	Deductions	Yes/Sí	No	Pay Period
Cultivos	Salario por Hora	Pago por Pieza / Unidad(es)	Pagos Especiales (Bono, etc.)	Deducciones			Período de Pago
Lima Beans	\$ 15.81	\$		Social Security / Seguro Social	<input checked="" type="checkbox"/>		Weekly / Semanal <input type="checkbox"/>
	\$	\$		Federal Tax Impuestos Federales	<input checked="" type="checkbox"/>		
	\$	\$		State Tax Impuestos Estatales	<input checked="" type="checkbox"/>		Bi-weekly / Quincenal <input checked="" type="checkbox"/>
	\$	\$		Meals / Comidas		<input checked="" type="checkbox"/>	
	\$	\$		Other (specify)/ Otro (especifica)		<input checked="" type="checkbox"/>	Other / Otro

More Details About the Pay / Mas Detalles Sobre el Pago

Employer agrees to pay the prevailing wage rate for the occupation if higher than the AEWR. See Attachment Item 16.

(If additional space is needed, use separate sheet of paper. / Si necesitas más espacio, utilice otra hoja de papel)

17. Transportation Arrangements / Arreglos de Transportación

For workers who complete 50 percent of the work period, the employer will reimburse the worker for costs incurred by the worker for transportation to the place of residence offered by the employer.

Subsistence for the days the workers are traveling to E, F, G, H and L Colonial Gardens Apartments from their homes will be \$10.73 daily without receipts, and \$46.00 daily with receipts, in accordance with the current Federal register. If the worker completes the period of employment, the employer will provide or pay the worker reasonable costs of transportation and reasonable subsistence from the place of employment to the place of recruitment. The amount of the reimbursement for transportation shall be the worker's actual cost, but not more than the most economical and reasonable similar common carrier transportation charges for the distance involved. Please see Attachment.

(If additional space is needed, use separate sheet of paper. / Si necesitas más espacio, utilices otra hoja de papel)

18. 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 de 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 / Sí  No

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

\$15.81; Employer is a Farm Labor Contractor.

19. Unemployment Insurance provided? Seguro de Desempleo? Yes/Sí  No

20. Workers' compensation insurance provided? Se le provee seguro de compensación/indemnización al trabajador: Yes/Sí  No

21. Are tools provided at no charge to the workers? / Se les proveen herramientas sin costo alguno a los trabajadores? Yes/Sí  No

22. List any arrangements which have been made with establishment owners or agents for the payment of a commission or other benefits for sales made to workers. (If there are no such arrangements, enter "None") / 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

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

24. Address of Order Holding Office (include Telephone number)/Dirección de la Oficina donde se radica la oferta (incluya el número de teléfono)

Virginia Employment Commission

~~Employer Services, Rural Services Unit, 700 E. Main St., P.O. Box 1858~~

~~Richmond, VA 23218~~

~~(804) 786-8094~~

JP 8-10-11  
25036 LANCFORD HIGHWAY,  
UNIT 16 Onley, VA 23418

25. 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)

~~Michelle Abraham 204-786-8094~~

JP 8-10-11  
Luis Echevarria or  
757-302-2029 Elizabeth Ontiveros

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



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

Date: July 06, 2011

**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 ETA nor the State agencies are guarantors of the accuracy or truthfulness of information contained on job orders submitted by employers. Nor does any job order accepted or recruited upon by the One-Stop Career Center constitute a contractual job offer to which the One-Stop Career Center, ETA or a State agency is in any way a party.

**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 (One-Stop Career Center) constituyen una oferta de trabajo contractuales a las que el One-Stop Career 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, Migrant and Seasonal Farmworker Program, Room S4209, 200 Constitution Avenue, NW, Washington, DC 20210.

ETA Form 790 (Revised Oct, 2010)

Previous versions not usable

## ATTACHMENTS TO ETA 790

Employer assures compliance with assurances at 20 CFR 655.135

### Item 2

The employer will provide, on a daily basis, transportation to and from the employer provided housing, to the work site.

As the workers will be assigned to several work fields within reasonable commutable distance from housing and located within the State of Virginia. (Please refer to the attached list of fields as well as the maps enclosed with the present application), the employer will indicate to the worker the location and road directives where he will be working on a day-to-day basis. The apartments provided by the employer, which will be the rallying point, are located at: Wachapreague Inn, 1 Main Street, Wachapreague, VA 23480.

Directions to Housing:

**From Baltimore/Washington Area:** about 3 ½ hours Travel 50 East to Rt. 50/Rt13 Bypass just West of Salisbury, Md. and follow Bypass onto Rt. 13 South. Continue traveling Rt. 13 South, crossing over the Virginia State line, for about 25 miles Turn left onto Rt.180 East to Wachapreague (traffic light, sign on corner). Travel about 4 miles into town, we're on the left, just before the waterfront.

**From Eastern Pennsylvania** – about 4 hrs Rt. 896 South, to Delaware Rt. 1 Bypass South. Rt. 13 South, crossing VA State line. Turn left onto Rt. 180 East to Wachapreague. Travel about 4 miles into the town, we're on the left just before the waterfront.

**From Richmond, VA** – about 3 hrs Take I-95 South to I-64 East Merge onto US 13 North. Follow through Chesapeake Bay Bridge Tunnel Turn Right on Rt. 180 East to Wachapreague. Travel about 4 miles into town, we're on the left just before the waterfront.

**From Raleigh, NC** – about 4 hrs Take I-64 East to I-95 North. Merge onto US-58 East. Merge onto I-664 South, towards I-264. Merge onto I-264 East. Merge onto I-64 West. Merge onto US-13 North. Follow through Chesapeake Bay Bridge Tunnel Turn Right on Rt. 180 East to Wachapreague. Travel about 4 miles into town, we're on the left, just before the waterfront.

### Item 3

The workers who are unable to return to their place of residence the same day will be provided housing at no cost at:

Wachapreague Inn, 1 Main Street, Wachapreague, VA 23480.

The housing unit in which the workers will be staying is a 7 bedroom house, consisting of 7 bedrooms with a total of 14 beds, 6 ½ bathrooms, a living room, a kitchen, porch, telephone and WiFi. Each bedroom is equipped with 2 beds, dressers and beddings. The kitchen is fully equipped with a refrigerator, stove, and all necessary dishes, pots, and pans. The living room set includes a television, couch and chairs.

The housing meets local, state and Federal standards. Furthermore, the Employer will arrange an inspection with the State of Virginia to confirm the suitability of this housing.

Workers occupying the housing will be responsible for maintaining the housing and the living areas in a neat, clean manner and in compliance with State Health Department Regulations for Virginia. Reasonable repair cost of damage, other than caused by normal wear and tear, will be charged to workers found to have been responsible for damage to housing or furnishings. Electricity, heating, and air conditioning will be provided at no charge to the workers.

**Item 10**

The employer anticipates hiring 0 to 2 workers locally.

**Item 11**

The scheduled workweek is 40 hours. There are three (3) shifts available when non-stop harvesting is required to assure that the maximum amount of crops is harvested at optimal times. The shifts available are day, evening, and/or night shifts. The day shift begins at 7:00 am and ends at 3:00 pm. The evening shift is from 3:00 pm until 11:00 pm, and the night shift begins at 11:00 pm and ends at 7:00 am. During the busy harvesting season workers may be offered (but not required) to work more than the scheduled 40 hours per week. When the weather is hot, the starting and quitting time may be shifted to earlier in the day. Shift times may vary depending on crop and weather conditions.

Employer will provide United States workers referred through this clearance order with 40 hours of work for the week beginning with the anticipated date of employment shown in Item 9. The employer may require the worker to perform alternative work if this guarantee is revoked.

Alternate work will include fieldwork, general vegetables harvesting labour, and maintenance activities, including maintenance of equipment and tools used for harvesting.

If referred worker fails to notify the job order-holding office of continued interest in the job at least five (5) days before date of need, worker will be disqualified from the above-mentioned assurance.

The employer guarantees he will offer the workers employment for at least three-fourths of the workdays of the contract period, and any extensions. The workday begin on the first workday the worker is at the work location and is ready, willing, able and eligible to work and ends on the expiration date shown in Item 9 or any extension thereof. For the purpose of this guarantee a workday shall mean the time as stated in Item 11 and shall exclude the worker's Sabbath and federal holidays. The worker may, however, be offered more hours than listed above, and may be offered work on the worker's Sabbath and on Federal holidays.

If the employer fails to provide the worker with the amount of work required under this guarantee, the employer will pay the worker the amount the worker would have earned had the worker worked for the guaranteed number of workdays. In determining whether the period of guaranteed employment has been met, the employer will count all hours of work actually performed, and any hours that the worker fails to work, when the worker has been offered opportunity to work.

If the worker voluntarily abandons employment before the end of the contract period or is terminated for cause, the worker is not entitled to the guarantee set forth above.

If, before the ending date of the period of employment set forth in Item 9, the services of the worker are no longer required for reasons beyond the control of the employer due to fire, hurricane, adverse crop conditions or other Acts of God which makes the fulfillment of the anticipated period of employment impossible, the employer may terminate the worker's employment. In the event of such termination, the employer will fulfill the above guarantee for the period that has elapsed from the first workday the worker is at work location and is ready, willing, able and eligible to work, until date employment is terminated. In such cases the employer will make efforts to transfer the worker to other comparable employment acceptable to the worker. If such transfer is not affected the employer will offer to return the worker at the employer's expense, to the place from which the worker, disregarding intervening employment, came to work for the employer.

**Item 12**

Collect telephone calls will be accepted by CANAM HARVESTING LLC at the telephone number listed in Item 1 from Job Service placement personnel or applicants only Monday through Friday from 9:00 am to 5:00 pm.

**Item 15 Cont.** from ETA790

Workers may not report for work while under the influence of alcohol or drugs. The possession or use of illegal drugs or alcohol (exception is made for moderate alcohol consumption in company housing during non-working hours) on company property is prohibited and will be cause for termination.

The employer will provide, at no cost, all tools or equipment necessary to perform required tasks to the worker.

**Item 16**

Employer agrees to abide by the regulations and will offer, advertise in its recruitment, and pay a wage that is the highest of the AEW, the prevailing hourly wage or piece rate, the agreed-upon collective bargaining wage, or the Federal or State minimum wage.

The employer agrees to pay the prevailing wage rate for the occupation if higher than the AEW. If the U.S. Department of Labor, publishes in the Federal Register a higher or lower AEW during the period of employment covered by this job order, the higher or lower AEW will be guaranteed if the prevailing wage rate is lower. Employer will not pay the worker a bonus based on quality picking, end of season, or other. Workers will be paid an hourly salary of \$15.81, which salary is increased \$1.00 per hour for each year of experience in the field, up to a maximum salary of \$24.00 per hour.

CANAM HARVESTING LLC employees are paid on a biweekly basis every other Friday with the pay period beginning on Friday and ending the second following Thursday.

Concerning work performed in Virginia:

As Virginia State Law does not require special rate of overtime, we will comply with the Fair Labor Standards Act's (FLSA) overtime regulations.

**First Week Wage Guarantee:** As per the U.S. regulations, Canam Harvesting LLC will provide workers referred through the clearance system the number of hours of work 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. The employer will provide the first wage guarantee which based on the wage offer of \$ 15.81 multiplied by the sum of weekly work hours (40) is \$632.40

**Item 17 Cont.** from ETA 790

Reimbursement of inbound and return transportation costs apply only to workers recruited from outside normal commuting distance.

Return transportation will not be provided to workers who either voluntarily abandon employment before the end of the employment period or who are terminated for cause.

For the purpose of the above reimbursement, the «period of employment» shall be the period from the first day the worker is at the work site and is ready, willing, able and eligible to work until the anticipated ending date shown in Item 9.

In the case of termination for medical reasons or as a result of an Act of God the employer will pay return cost of transportation and subsistence expenses to the place from which the worker was recruited.

The worker understands that if he or she quits or is terminated for cause prior to the end of the period of employment he or she will not receive certain transportation reimbursements discussed under Item 17 and may not be eligible for rehire in future years.

### OTHER CONDITIONS OF EMPLOYMENT

**Termination:** Employer may terminate the worker with notification to the Employment Service local office for lawful job-related reasons and if the worker : (a) malingers or otherwise refuses without justified cause to perform work for which the worker was recruited and hired in a timely and proficient manner; (b) commits serious acts of misconduct; or (c) abandons the employment whereas five (5) consecutive days of unexcused absence shall be considered an abandonment of employment; employee must notify the employer and secure permission for necessary absences.

**Employer Notification of Changes in Employment Terms and Conditions:** Employer will expeditiously notify the job order-holding local office 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.

**Workers' Compensation:** Workers' compensation will be provided at no cost to all workers in the occupation for which workers are being sought. The coverage and benefits provided must be at least equal to that provided under the State workers' compensation law for comparable employment. Employer's proof of insurance coverage will be provided to the Regional Administrator before certification is granted.

**Wage Statements:** Employer will furnish to the worker on or before each pay day written statements showing the hours actually worked by the worker and the worker's total earnings for the pay period. Such statements will comply with DOL requirements.

**Work Agreement:** The employer will provide a copy of the contract or job clearance order to the worker no later on the day the work commences.

**CANAM HARVESTING LLC / HARVESTER OPERATORS:** 17 temporary openings in DE & MD from 08/29/2011 to 10/15/2011; Housing provided at no cost at: 213 S. Main St, Bridgeville, DE 19933 & all worksites w/in reasonable commutable distance from housing; Also 14 temporary openings in VA from 10/15/2011 to 12/08/2011. Housing provided at no cost at: 1 Main St, Wachapreague, VA 23480 & all worksites w/in reasonable commutable distance from housing. **Duties:** Inspect field, identify harvesting conditions, locate electric lines & obstacles; Adjust height, speed & other functions of custom combine harvesters to max operations & ensure safety; Harvest lima beans using combine harvesters or other farm machinery according to soil conditions and supervisor's instructions; May drive combine harvesters from site to site up to a distance of 30 mi; Responsible for routine maintenance & repair of the combine harvesters incl. performing inspection of harvesters before & after each shift, verify oil, mobile pieces, & others; Perform emergency repair of harvesters as needed.

**Requirements:** Valid driver's license & 1 yr of experience operating large farm machinery; Demonstrable ability to operate & drive highly specialized combine harvesters; Ability to understand operation & secure handling of complicated hydraulic & electrical systems; Good health & able to understand/follow supervisor's instructions.

**Conditions:** \$15.81/hr increased \$1 per yr of exp, up to a max of \$24/hr; Scheduled workweek is 40 hrs (may exceed 40 hrs depending on field/crop condition); Required to work day, evening and/or night shifts; Employer guarantees to offer workers employment for at least 3/4 of the workdays; Tools, equipment & supplies provided at no cost; Housing & cooking facilities provided at no cost; Transportation & subsistence expenses (\$10.73 daily w/ no receipts, & \$46.00 daily w/receipts) to worksite will be paid by the employer upon completion of 50% of the work contract, or earlier; Employer will comply with first week wage guarantee of \$ 632.40; Return transportation and subsistence is paid upon completion of 100% of the work contract. *To apply, report in person or send resume to nearest State Workforce Agency & provide copy of this ad & job ref. number indicated below.* Delaware Department of Labor - 4425 North Market Street, Wilmington, DE 19809-0828. Tel. (302) 761-8116, Ref: DE86472. Maryland Department of Labor, Licensing and Regulations - 14 North Potomac Street, Suite 100, Hagerstown, MD 21740, Tel. (301) 393-8218. Virginia Employment Commission Rural Services Unit 703 E. Main St., P.O. Box 1358 Richmond, VA 23218. Tel. (804) 786-8714.

25036 Lanekford Highway Unit 16  
Onley, VA 23418  
757-302-2029 JP  
8-10-11

**Hanover Foods Inc.**  
***Harvesting Schedule For CANAM HARVESTING LLC***

<b><u>Farmer</u></b>	<b><u>Acres</u></b>	<b>Virginia 2011 <u>Date*</u></b>
B & D Farms 3475 Cove Rd. Machipongo, Va 23405	150	15-Oct to 17-Oct
John W. Culver 2647 Culver Rd Capeville, Va 23313	50	17-Oct to 17-Oct
Wayne Heath Farms Inc. 5093 Jones Cove Dr. Townsend, Va 23443	50	17-Oct to 18-Oct
Francis I. Jones 5096 Jones Cove Dr. Townsend, Va 23443	150	19-Oct to 20-Oct
Ray Newman 4124 Richardson Rd Virginia Beach, Va 23455	50	20-Oct to 20-Oct
Mark Newman 7386 Mochipongo Rd Mochipongo, Va 23405	50	21-Oct to 23-Oct
Bruce Richardson 5419 Milford Rd. Capeville, Va 23313	150	24-Oct to 28-Oct
Milton Bunting 30492 Boston Rd Pungoteague, Va 23422	50	29-Oct to 31-Oct
Rawlings Scott 25112 Lankford Hwy Cape Charles, Va 23310	50	1-Nov to 3-Nov
Robert Scott Jr. 21518 Lankford Hwy Cheriton, Va 2316	50	4-Nov to 6-Nov
Twin Cedar Farms 5071 Seaview Rd. Cheriton, Va 23316	150	7-Nov to 11-Nov
Turrington Farms	300	12-Nov

Virginia Employment Commission

Summary of Employment Conditions  
Specified on Job Order

1. Order Number: VA 233604
2. Name of Employer: Canam Harvesting, LLC
3. Location of Employer and Directions:  
The work is performed at multiple locations throughout the Eastern Shore of Virginia. An attached Itinerary lists all the locations. The starting point each day will be the labor camp: Wachapreague Inn, 1 Main Street Wachapreague VA 23480. From Route 13 and Route 180 Intersection proceed East on Route 180 for 4 miles to Inn.
4. Period of Employment: 10/15/2011 through 12/08/2011
5. Work Schedule:  
Minimum Hours Per Day 8  
Days Per Week 5
6. Pay: Hourly \$15.81
7. Work Tasks to be Performed: Drive and operate highly specialized combine harvesters; Inspect field to identify harvesting conditions, locate electrical lines and other obstacles, and perform appropriate adjustments on combine harvesters; may drive combine harvesters or other farm machinery from site to site for up to 30 miles of distance
8. Transportation Provided:  
From Labor Camp to Work Site and Return
9. Housing Can Accommodate:  
Person 10  
Family N/A

Comision de Empleo de Virginia

Resumen de las Condiciones de Empleo Que  
Son especificadas en la orden de Trabajo

1. Numero de la Orden: VA 233604
2. Nombre del Empleador: Canam Harvesting, LLC
3. Lugar Y Direccion Del Empleador:  
El trabajo se realizara en varias localidades a lo largo de la costa Este de Virginia. Vea la lista de localidades e itininerario adjunto. El punto de partida cada día será la vivienda: Wachapreague Inn, 1ra Calle, Wachapreague, VA 23480. De la interseccion de la Ruta 13 y Ruta 180 proceda este sobre la Ruta 180 for 4 millas hasta llegar al Wachapreague Inn.
4. El periodo de empleo tentative es del 15 de Octubre, 2011 hasta el 8 de Diciembre, 2011.
5. Horario De Trabajo:  
Minimo de 8 horas por dia  
5 dias por semana
6. Pago: Sueldo Por Hora: \$15.81
7. Tareas a desempenar: Conducir y operar cosechadoras altamente especializadas; Inspeccionar el terreno para identificar las condiciones de cosecha, localizar líneas eléctricas y cualquier otro obstáculo, y llevar a cabo los ajustes necesarios en las cosechadoras, pudiera conducir la maquina cosechadora o cualquier otra maquinaria agrícola de un sitio a otro por una distancia máxima de 30 millas.
8. Transportacion Proveida: Desde la vivienda hasta el sitio de trabajo y de regreso.

10. Meals: Not provided- workers may do their own cooking- kitchen facilities are provided at housing.

11. Deductions:

Type:

Social Security- Yes  
Income Tax- Yes  
Transportation- None  
Tools & Equip- None

12. Notes to Workers:

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

VEC Workforce Center  
Chesapeake Square Shopping Center  
25036 Lankford Highway, Unit 16  
Onley VA 23418

The employer has guaranteed your first week's wages unless he/she notifies this job service of a later starting date 10 days prior to the original start date.

In order for you to be eligible for this guarantee, you must contact the job service no later than 5 days prior to the start date. Any job service office will assist you in doing this.

9. Vivienda Desponible Para:

Personas: 10  
Familias: N/A

10. Comidas: No se proveeran. Los trabajadores podran cocinar su propia comida en la cocina equipada preveida en la vivienda.

11. Deducciones:

Case:

Seguro Social	Si
Impuestos Sobre Ingresos	Si
Transportacion	No
Herramientas y Maquinaria	No

12. Notas a los trabajadores:

Una copia de la orden completa esta disponible para su inspección en esta oficina:

VEC Centro de Fuerza Laboral  
Plaza del Centro Comercial Chesapeake  
25036 Autopista Lankford, Unidad #16  
Onley VA 23418

El empleador ha garantizado el pago por su primera semana a menos que le notifique a este servicio de empleo de la fecha de inicio 10 días antes de la fecha de inicio original.

Para que usted sea elegible para esta garantía, debe comunicarse con el servicio de empleo a más tardar 5 días antes de la fecha de inicio. Cualquier oficina de servicios de empleo le ayudará a hacer esto.

Virginia Employment Commission  
25036 Lankford Highway  
P.O. Box 9  
Onley, VA 23418  
757-302-2029 Fax 757-302-2025

**List of Supportive Services-Lista de Servicios Sostenibles**

**Social Services - Servicios Sociales**

Accomac..... 787-1530  
Eastville ..... 678-5153  
Food Stamps/Estampillas De Comida/Koupon Pou Manje'    Emergency Relief Assistance/Asistencia en casos  
Child Abuse/Ninos Maltratados/Timoun Ki Bezwen Ed    de emergencia economica  
Battered Wife/Esposas Maltratadas/Madam AK Traca  
Welfare/Asistencia Publica/Asistans Piblk

**Mental Health –Salud Mental**

Nassawadox ..... 442-7783  
Onancock..... 787-7555

**Legal Aid-Ayuda Legal**

Belle Haven..... 442-3014  
Intake Office..... 1-888-868-1072

**Substance Abuse –Abuso De Substancia**

Eastern Shore Community Services Board ..... 442-7707

**Department of Health- Departamento De Sanidad**

Accomack ..... 787-5880/824-5616  
Northampton..... 442-6228

**Veteran Affairs- Asuntos De Veteranos**

Accomac-Claims Service..... 787-5862  
Veterans Administration, Roanoke..... 1-800-827-1000

**Homeless Services- Servicios Para Los Que No Tiene Hogar**

Shelter-Lighthouse Ministries ..... 787-2535

**Telamon**

Belle Haven..... 442-2002

**Riverside Shore Memorial Hospital**

Nassawadox ..... 414-8000  
Toll Free Number ..... 1-800-834-7035

**Police- Policia**

Accomack County..... 787-1131/824-5666  
Northampton County ..... 678-0458  
State Police ..... 757-787-5813 or 1-800-582-8350

**Division of Motor Vehicles- Division De Vehiculos De Motor**

Onancock..... Toll Free 1-866-368-5463

**Food Bank- Banco De Comida**

Tasley..... 787-2557

**Department of Rehabilitative Services- Departamento De Rehabilitacion**

Belle Haven..... 787-5992  
Toll Free Number ..... 1-800-552-5019

**Senior Citizens Program- Programa Para La Gente De Edad**

Belle Haven..... 442-9652

<b><u>Eastern Shore Vocational Center- Centro Vacacional</u></b>	
Exmore .....	442-3933
<b><u>Social Security Administration- Administracion De La Seguridad Social</u></b>	
Toll Free Number .....	1-866-964-1019
<b><u>Eastern Shore Community College- Colegio De La Comunidad</u></b>	
Melfa .....	789-1789 / or Toll Free: 1-877-871-8455
<b><u>Parks and Recreation- Parques Y Recreo</u></b>	
Accomack .....	787-3900
Northampton.....	678-0468
<b><u>U. S. Dept. of Labor Wage &amp; Hour- Departamento Del Trabajo De Los EE.UU.</u></b>	
Norfolk – Division De Salarios Y Horas .....	1-757-455-0891
Toll Free Number .....	-1-866-487-9243
<b><u>VPI Extension Service- Servicio De Extension</u></b>	
Accomack .....	787-1361
Northampton.....	414-0731
<b><u>School Board- Administracion De Escuelas</u></b>	
Accomack .....	787-5754
Northampton.....	678-5151
<b><u>Head Start- Escuelitas para Migrantes</u></b>	
Parksley .....	665-4976
Cheriton.....	331-4897
Tasley ...	789-5300
<b><u>Salvation Army-Ejercito De Salvation</u></b>	
Northampton County.....	757-442-4606
Accomack County.....	757-787-1311
<b><u>Poison Center- Centro De Envenenamiento</u></b>	
Toll Free Number .....	1-800-552-6337
<b><u>Migrant Ministry- Ministerio De Migrantes</u></b>	
Jim Albright, Onley.....	787-7862
<b><u>Department of Homeland Security-Immigracion</u></b>	
.....	1-800-375-5283
<b><u>St. Peter’s Catholic Church- Iglesia Catolica De San Pedro</u></b>	
Onley.....	787-4592
<b><u>Domestic Violence-Violencia Domestica</u></b>	
Onancock.....	787-1329
<b><u>VA Dept. of Health-WIC- Departamento De Sanidad-WIC</u></b>	
Accomack .....	787-5886
Northampton.....	442-6228
<b><u>United Methodist Church–Iglesia De Los Methodistas Unidos-Carmen Colona, Pastora</u></b>	
.....	787-3332
<b><u>ALL EMERGENCIAS- Todas Las Emergencias</u></b>	
.....	911

The Virginia Employment Commission is an Equal Opportunity Employer/Program.  
Auxiliary Aids and Services Are Available Upon Request to Individuals With Disabilities.  
Telecommunications Devices for the Deaf (757) 302-2043  
La Comision de Empleo de Virginia es un Empleador/Programa de Oportunidad Igual.  
Ayudas y Servicios estan disponible para personas con discapacidades nadamas de preguntar en la oficina.  
Para Ingenios de Telecomunicaciones para la gente sorda llame al (757) 302-2043. *Updated 01/05/10 E.S.Office*