

VIRGINIA EMPLOYMENT COMMISSION

MEMORANDUM TO:

DATE 1/8/2010

Florida <u>X</u>	North Carolina <u>X</u>	Kentucky <u>X</u>	Pennsylvania <u>X</u>
Texas <u>X</u>	South Carolina <u>X</u>	West Va. <u>X</u>	Maryland <u>X</u>
Georgia <u>X</u>	Puerto Rico <u>X</u>	Delaware <u>X</u>	Other _____

FROM: Rural Services Manager
Virginia Employment Commission
P. O. Box 1358
Richmond, Virginia 23211

SUBJECT: Request for Extension of Clearance Order No. 149837

Extension is requested for the 1 cop(ies) of the order which is/are attached,

dated 1/8/2010 for 5, Farmworkers and Laborers, Crop
(No. of Openings) (Occupational Title and Code)

to be sent to the offices of your choice.

COMMENTS: Please indicate below the action taken by your office.



(signature)

* * * * *

DATE _____

The above request has been reviewed and action taken as indicated below:

ACCEPTED _____ Location(s) to which extend:

REJECTED _____ Reason for Rejection: _____

COMMENTS:

Number of additional copies required. _____

(signature)

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

U.S. Department of Labor
Employment and Training Administration
 OMB Approval No. 1209-0134, Expires 09/30/2009

1. Employer's Name and Address (Number, Street, City, State, Zip Code, and telephone number)/ Nombre y Dirección del Empleador (Número, calle, ciudad, código postal y teléfono) Crowder Farms 4228 Crown Hill Road 804-781-0380 Mechanicsville, VA 2311		Numbers 4, 5, 6, 7 and 8 for State use only.			
2. Location and Direction to Work Site/Dirección del lugar de trabajo Creighton Road exit from I-295. Follow to stop light 1/4 mile down Creighton. Right on to Cold Harbor Road; go 4-5 miles to fork in road. Bear left on Crown Hill Road; go 2 miles to 4228 Crown Hill Road. (If additional space is needed, use separate sheet of paper) see attached		4. Industry Code/Código de Industria 0181	5. Job Order #/No. Orden de Empleo 149837		
3. Location and Description of Housing / Dirección y Descripción de la Vivienda Creighton Road exit from I-295. Follow to stop light 1/4 mile down Creighton. Right on to Cold Harbor Road; go 4-5 miles to fork in road. Bear left on Crown Hill Road; go 2 miles to 4228 Crown Hill Road. (If additional space is needed, use separate sheet of paper) / Si necesita más espacio, utilice documento adicional.) See attached		6. Occupational Title and Code / Título Ocupacional y Código farmworker, veg II 402.687-010			
(If additional space is needed, use separate sheet of paper) / Si necesita más espacio, utilice documento adicional.) See attached		7. Clearance Order Issue Date / Fecha de Tramite 1/8/2010	8. Job Order Expiration Date / Fecha de vencimiento 3/3/2010		
13. Board Arrangements / Arreglo de Alojamiento Housing is provided at no cost to workers who are not reasonably able to return the same day to their place of residence. See attachment 1 for expanded explanation		9. Anticipated Period of Employment / Periodo Anticipado de Empleo From/ Desde: 2/1/2010 To/Hasta: 9/1/10			
14. Referral Instructions / Instrucciones para el Referimiento de Candidatos All local and interstate (in state) applicants and interstate (out of state) applicants are to contact the order holding office in order to ascertain current employment, crop or housing information and to enable proper arrangements to be made. See attachment 1 for expanded explanation.		10. No. of Worker's Requested / No. de Trabajadores Pedidos 5			
15. Job Specifications / Descripción del Trabajo Plants, cultivates and harvests vegetables. (see attached) (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)		11. Anticipated Hours of Work per Week/Horas Anticipadas de Trabajo por Semana. Total: 40 Sunday / Domingo 0 Monday / Lunes 7 Tuesday / Martes 7 Wednesday / Miércoles 7 Thursday / Jueves 7 Friday / Viernes 7 Saturday / Sábado 5			
16. Wage Rates, Special Pay Information and Deductions / Tarifa de Pago, Información Sobre Pagos Especiales y Deducciones (Rebajas)		12. Collect Calls Accepted from/Se Aceptan Llamadas a Cobrar de: Employer / El Empleador Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Local Office / La Oficina Local Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>			
Crop Activities / Cultivos	Hourly Wage	Piece Rate / Unit(s)	Special Pay (bonus, etc.)	Deductions / YES / NO	Pay Period / Período de Pago
	Salario por Hora	Pago por Pieza / Unidad(es)	Pagos Especiales (Bono, etc.)	SI NO	
vegetables	\$ 7.25	\$		X	Weekly / Semanal X
barley	\$ 7.25	\$		X	
wheat	\$ 7.25	\$		X	Bi-weekly / cada 2 semanas
	\$	\$			X
	\$	\$			Other (specify) / Otro
More Details About the Pay / Mas Detalles Sobre el Pago see attached <i>The employer guarantees the first week wage OFFER OF \$320.00.</i>					

L.A. 1/21/10

17. Transportation Arrangements / Arreglos de Transportación

The Employer will not advance transportation and subsistence costs to workers for transportation to the place of employment. This paragraph applies only to workers for whom the employer is legally obligated to supply housing. After worker has completed 90 days of work contract period, employers shall reimburse worker for reasonable cost of transportation and subsistence from place of recruitment to place of work. Upon completion of the work agreement, employers will pay for such workers reasonable costs of return transportation and subsistence to the place of recruitment, except when the worker will not be returning to the place of recruitment, due to subsequent employment with another employer who does not agree to pay such costs, in which case the employer only pays for the transportation to the next job.

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

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

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

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

20. Workers' compensation insurance provided? Indemnización por accidente de trabajo: Yes No

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

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

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

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

5240 Oaklawn Blvd.
 Hopewell, VA 23860
 804-541-6548

Virginia Employment
 Commission

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

Carol Young
 804-541-6548

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 de trabajo, y contiene todos los materiales, términos, y condiciones ofrecidos.

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

James W. Amell, Jr. - OWNER

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.

Public Burden Statement

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

Item 2. Directions to Work Site

4228 Crown Hill Road, Mechanicsville, VA 23111

Creighton Road exit from I-295. Follow to stop light 1/4 mile down Creighton. Right on to Cold Harbor Road; go 4-5 miles to fork in road. Bear left on Crown Hill Road; go 2 miles to 4228 Crown Hill Road.

Item 3. Housing

4228 Crown Hill Road, Mechanicsville, VA 23111

Creighton Road exit from I-295. Follow to stop light 1/4 mile down Creighton. Right on to Cold Harbor Road; go 4-5 miles to fork in road. Bear left on Crown Hill Road; go 2 miles to 4228 Crown Hill Road.

Employers will furnish free cooking and kitchen facilities to those workers who are entitled to live in the employers' housing so that workers may prepare their own meals. Workers will buy their own groceries. Once a week the employers will offer to provide (on a voluntary basis by the workers) free transportation to assure workers access to the closest store where they can purchase groceries.

Housing is provided at no cost to workers who are not reasonably able to return the same day to their place of residence. This paragraph applies to such workers only. Housing is not provided to non-workers. No charge will be made for beds or cooking utensils and similar items furnished to workers to whom housing is provided hereunder unless unlawfully removed or damaged beyond normal wear and tear. Housing will be clean and in compliance with OSHA housing standards when occupied. Housing includes free kitchen facilities. The kitchen and other common areas will be shared. Housing provided will be shared facilities. In the event that a female worker is hired, separate sleeping accommodations and toilet facilities shall be provided by the employer. 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. Workers who reside in such housing agree to be responsible for maintaining the housing in a neat and clean manner. Reasonable repair costs of damage or loss of property, other than that caused by normal wear and tear, will be deducted from the earnings of the worker if he is found to be responsible for damage or loss to housing or furnishings. Workers residing in employer's housing may have mail directed to them at the employer's address. Workers will be provided a name and telephone number where they may be contacted in case of emergency while residing in the housing.

Item 11. Anticipated Hours of Work

Worker will report to work at the designated time and place as directed by the Employer each day. The standard work week is 7 hours per day Monday-Friday and 5 hours on Saturday is normal; however, workers may be requested to work 10 hours per day depending upon the conditions in the fields and maturity of the crops but will not be required to do so. Also, the workers may be requested to work on federal holidays and on their Sabbath but will not be required to do so. Workers may volunteer to work additional hours when work is available. Down Time: Workers should expect occasional periods of little or no work because of weather, crop or other conditions beyond the employer's control. These periods can occur anytime throughout the season.

Item 14. Referrals

All local and intrastate (in state) applicants and interstate (out of state) applicants are to contact the order holding office of the Virginia Employment Commission in order to ascertain current employment, crop or housing information and to enable proper arrangements to be made. It will be the responsibility of the "applicant holding office" to inform job seekers of the terms and conditions of this clearance order. After coordinating with the referral, the order holding office will refer applicant directly to the employer. Applicants are to contact Teresa P. Crowder at 804-781-0380, Monday through Thursday between the hours of 9:00am and 4:00 pm and on Fridays from 9:00 am until 11:00 am. Employer will interview the person for:

1. Availability of entire season
2. Have transportation to job site
3. Have been fully apprised by the local employment office of the terms, conditions and nature of employment.

Workers hired pursuant to the Job Offer from within normal commuting distance will not be provided with housing, subsistence and transportation. Those that apply direct will be welcomed and accepted. Referrals should be fully apprised by the local employment office of the terms, conditions and nature of employment prior to referral. Only workers legally entitled to work in the United States and who possess original identity and employment eligibility documents sufficient to complete INS Form I-9, as required by the Immigration and Nationality Act, should report to work. Applicants referred against this order should be informed that they must have these documents in their possession when they arrive at the place of employment.

Employees must present an original document or documents that establish identity and employment eligibility as required by the INA within three business days of the date employment begins. Please see the back of the form I-9 for a list of acceptable document(s). Employees who do not comply with this requirement by the end of the third work day will not be permitted to continue employment until this requirement has been satisfied. Employees must present an original document or documents that establish identity and employment eligibility as required by the INA within three business days of the date employment begins. Please see the back of the form I-9 for a list of acceptable document(s). Employees who do not comply with this requirement by the end of the third work day will not be permitted to continue employment until this requirement has been satisfied. Failure to produce the required documents by end of the 3rd work day will void ¾ work degree in Item 11, Section B as well as housing benefits available to applicable employees until the required documents are produced.

Order Holding office:
Virginia Employment Commission
5240 Oaklawn Blvd.
Hopewell, VA 23860
804-541-6548

15. Job Specifications

Plants, cultivates and harvests vegetables. Works on planter, plants roots, seeds and bulbs. May spread plastic or other groundcovering, weeds, thins plants. Transplants plants, riding on transplanter or by hand. May set poles and wires for vine plants. Picks, cuts, lifts or pulls crop to harvest them. May tie vegetables in bunches or top them. May assist with irrigation, may operate and help maintain tractors or hand operated equipment. May assist with general farm building maintenance.

Greenhouse: Plants, cultivates, and harvests vegetables and performs related duties in environmentally controlled structure

Sanitation Requirements: For food and general personal safety purposes, all workers will be required and expected to follow common sanitary practices at all times. This is particularly critical when hand harvesting crops for human consumption. Employees are required to cleanse their hands by washing them thoroughly with soap and water after using the bathroom and before entering the fields for harvest activities or the packing facility for packing operations.

Farm Equipment Operation During Field Operations: Workers may be required to operate tractors and other farm equipment during field operations as an incidental activity in the production of crops. Farm equipment operation incidental to production and harvesting will be paid at the AEW of \$7.25 per hour. Before any worker is required to operate any farm equipment, the worker will be instructed in the proper and safe operation of tractor. Workers will be required to operate tractors according to instructions and in a manner that protects the operator, other workers, trees, crops and equipment. Repeated failure to obey operating and safety instructions may result in termination.

Employers will provide tools and equipment at no cost for workers to perform the above tasks. Workers will be charged for any willful damage to or loss of such tools and equipment.

Farm, and Field Sanitation

All workers will be responsible for picking up trash, cleaning bathrooms, sweeping floors and other farm sanitation duties.

Cantaloupes:

Workers will be expected to punch and make holes to prepare the black plastic for planting plugs. Workers must be careful not to damage the tender young plugs. Workers will be expected to perform routine maintenance activities including pulling weeds and cleaning drip irrigation equipment. At harvest, workers will be expected to select the melons based on the standard disclosed to the worker by the supervisor. Workers will walk along rows and cut melons according to size, color, shape and degree of maturity using a knife. May carry to trailer or windrow for loading at a later time. Also, the workers will be expected to grade, sort, and place in shipping containers. After harvest is completed workers will be required to remove mature melon vines from the plastic as well as preparing the plastic for the next planting cycle, if applicable. May also be required to remove old or damaged plastic and irrigation drip tape along with any other trash, rocks

or debris from the planting areas. Workers will assist in preparation of field areas prior to installation of new plastic and drip tape. The pay rate for all activities associated with the production of melons is hourly paid.

Tomatoes, peppers, cucumbers, squash and various small vegetables:

Workers will bend and stoop to pick vegetables according to size, color, shape and degree of maturity and place into field containers. Workers may carry full container weighing approximately fifty (50) lbs. and empty into field bin or load onto trailer. May be required to pull and discard culls as directed by supervisor. Pickers will take care not to bruise or scar produce. Pre-harvest activities for tomatoes may include staking, tying, transplanting and pruning. Workers will stand on feet for long periods of time. Workers are required to work in fields when plants are wet with dew or rain. Temperatures in fields during working hours can range from forty (40) to over one hundred (100) degrees.

GENERAL CONDITIONS APPLICABLE TO ALL CROPS: Fieldwork begins at assigned time shortly after daylight. Work is performed during light rain/snow and in cold temperatures. Workers will work on their feet in bent, stooped, and crouched positions for long periods of time. Workers will make fast, simple, repeated movements of fingers, hands, and wrists. Workers must be able to bend, stretch, twist, or reach out with the body, arms, and/or legs. All the tasks in this Job Description constitute one (1) job; the employer may assign workers to different tasks on any day or to multiple tasks during the same day in the sole judgment of the employer. Workers may be required to perform work, on the farm, that is incidental to producing the crops listed in the application, such as performing hand cultivation tasks, weeding or hoeing, greenhouse, cleaning and repairing buildings, seed beds, racks, grounds, operate tractor/farm equipment incidental crop set up and move irrigation pipes and equipment, gardening, weeding and shrubbing, etc. All other duties assigned under this order will be those duties of Farmworker, Diversified Crops, DOT Code 407.687-010.. This is a very demanding and competitive business in which quality specifications must be rigorously adhered to. Sloppy work cannot and will not be tolerated.

Full Crop Commitment: This is regular work, seven hours per day, Monday-Friday, and five hours on Saturday for the full remainder of the period of employment. Work may be slack at times. The worker understands that if he abandons his employment or is terminated for cause prior to the end of the period of employment shown in Item 6 he will forfeit the 3/4 guarantee and reimbursement of certain transportation costs described elsewhere in this job order. Excessive absences and/or tardiness, as defined in the Work Rules attached hereto, cannot be tolerated and may result in termination.

Daily individual work assignments, crew assignments, and location of work, will be made by and at the sole discretion of the manager and/or supervisor as the needs of the farm operation dictate. Workers may be assigned a variety of duties in any given day and/or different tasks on different days.

16. Wage Rates/Pay Information

Special Pay Information and Deductions: Harvesting specifications, in particular, can change from time to time during the season due to crop or market conditions, even on the same crop. Workers will be expected to conform to the specific instructions given for each day(s) work.

Instructions and general supervision will be provided by the owner/supervisor or a designated employee. However, field workers will be expected to perform their duties in a timely and proficient manner without close supervision.

All work will be paid the adverse effect wage rate (AEWR) of \$7.25 per. In the event DOL promulgates a new AEWR during the recruitment or work contract period which is lower than the current AEWR at the time of application, this lower AEWR becomes the guarantee at the discretion of the employer. In the event the AEWR is eliminated from the H-2A program during the life of this work agreement, either administratively or legislatively, the employer reserves the right to pay the new wage rate under the new guidelines as soon as it becomes effective.

A. The employer will make the following deductions from the Worker's wages: FICA taxes and Federal Income tax as required by law, cash advances and repayment of loans, repayment of overpayment of wages to the worker, payment for articles which the Worker has voluntarily purchased from the Employer, long-distance telephone charges, recovery of any loss to the Employer due to the Worker's damage (beyond normal wear and tear) or loss of equipment or housing items where it is shown that the Worker is responsible, and any other deductions expressly authorized by the Worker in writing.

B. Employers guarantee to offer employment for the hourly equivalent of 3/4 of the workdays of the total specified period during which the work contract and all amendments thereof are in effect, beginning with the first workday after the workers' arrival at the Employer's location, ready, willing, able, and eligible to work and ending on the expiration date specified in the work contract and all extensions thereof or upon the termination of this employment as provided below. For purposes of this guarantee, a "workday" consists of seven hours Monday-Friday and five hours on Saturday. The worker is not required to work on his Sabbath or on federal holidays which are New Year's Day, January 1; Martin Luther King, Jr.'s birthday, the third Monday in January; Presidents Day, the third Monday in February; Memorial Day, the last Monday in May; Independence Day, July 4; Labor Day, the first Monday in September; Columbus Day, the second Monday in October; Veteran's Day, November 11; Thanksgiving Day, the fourth Thursday in November; and Christmas Day, December 25. On certain of these days, work may be available. If the worker at the conclusion of his work agreement has been afforded less employment opportunity than required under this provision, the worker will be paid at his average hourly rate for the hours, in addition to those actually offered, up to the hourly equivalent of the guaranteed number of days. In determining whether the guarantee of employment has been met, any hours which the Worker fails to work during a workday when he is offered the opportunity to work by the Employer and all hours of work actually performed shall be counted toward meeting this guarantee.

C. This employment guarantee shall be terminated before the end of the Period of Employment if the services of the workers are no longer required for reasons beyond the control of the Employer due to fire, frost, flood, drought, hail, other Act of God which makes fulfillment of this contract impossible. In such cases, the employer will make efforts to transfer worker to other comparable employment acceptable to worker. If such transfer is not effective, workers will be returned at Employer's expense to the place from which Worker, without intervening employment, came to work for employer. In the event of such termination, the 3/4-guarantee period ends on the date of termination. The guarantee shall be void from the beginning should the Worker voluntarily abandon this employment before the end of the contract period or in the event the Worker is terminated for lawful job-related reason.

D. The payroll period shall be weekly. Workers will be paid weekly.

E. Employer will provide a worker referred through the Agricultural Recruitment System forty (40) hours of work for the week beginning with the anticipated date of need, unless the employer has amended the date of need by notifying the local employment service office at least 10 working days prior to the original date of need. If the employer fails to notify the order-holding office, then employer shall pay an eligible worker referred through the interstate clearance system \$7.25 per hour for the first week, starting with the original anticipated date of need. The employer may require the worker to perform alternative work if the guarantee cited in this section is invoked. If the worker fails to notify the order-holding office of his continuing interest in the job no sooner than nine working days and no later than five working days before the date of need, the worker will be disqualified from the above-mentioned assurance. Alternative work will be general farm labor and farm maintenance activities including, cleaning and maintaining migrant housing, pulling and chopping weeds, cutting ditch banks and hedge rows, cutting fire wood, fence mending and the repair and maintenance of farm buildings and equipment.

F. The Employer will furnish to the worker, on or before each payday one or more written statements showing the worker's total earnings for the pay period, his hourly rate or piece rate (if applicable); the hours of work which have been offered to the worker, the total hours actually worked by the worker, an itemization of all deductions made from the worker's wages; if piece rates are used, the units produced daily; the worker's net pay; the employer's name, address and IRS identification number.

17. Transportation

The Employer will not advance transportation and subsistence costs to Workers for transportation to the place of employment.

This subparagraph applies only to Workers for whom the employer is legally obligated to supply housing. After worker has completed 50% of work contract period, employers shall reimburse worker for reasonable cost of transportation and subsistence from place of recruitment to place of work. Upon completion of the work agreement, employers will pay for such Workers reasonable costs of return transportation and subsistence to the place of recruitment, except when the worker will not be returning to the place of recruitment, due to subsequent employment with another employer who does not agree to pay such costs, in which case the employer only pays for the transportation to the next job.

The amount of such transportation payment will be equal to the Worker's actual transportation costs not to exceed the most economical and reasonable common carrier transportation charges for the distance involved. In lieu of the above payments to the workers for transportation, the employers reserve the right to charter or otherwise arrange to provide for transportation at the employer's election. Subsistence reimbursement shall be in accordance with current rates published in the *Federal Register* (for workers with and without receipts) only to those employees who are eligible under the H-2A program regulations for subsistence pay. By way of illustration and not in limitation of the foregoing, the employer will not pay transportation for such worker if he does not have suitable documents to comply with proof of identity and employment eligibility requirements of IRCA, if he is discharged for lawful job-related reasons, if he has knowledge at the place of recruitment that he can not perform the duties of the job as described above, or if he abandons this employment when he is needed by the Employer. Employer will provide transportation and subsistence under this agreement if the worker is terminated because of work related injury caused by this/these crop activities and is so certified by a doctor acceptable to employer before leaving employers farm, or termination resulting from an Act of God which makes fulfillment of this contract impossible as provided in paragraph 9C or if the worker is displaced by a U.S. worker under DOL's 50% rule. Employer will offer free transportation for workers living in employer's housing facility both to and from the daily work site. The use of the transportation by the worker is voluntary; no worker will be required as a condition of employment to utilize the transportation offered by the employer.

Other Conditions of Employment:

A. Termination: Employer may terminate the worker for lawful job-related reasons and so notify the Job Service local office if the worker: a) refuses without justified cause to perform work for which the worker was recruited and hired, b) commit serious act(s) of misconduct or serious or repeated violation(s) of the assigned Employer's work rules; 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) c) fails after completing the training period to perform the work or d) malingers or otherwise refused without justified cause to perform as directed the work for which the Worker was recruited and hired; e) provides other lawful job-related reason(s) for termination of employment f) abandons this employment; two consecutive scheduled working days of unexcused absence shall be an abandonment of employment; employees must notify the assigned Employer and secure permission for necessary absences. g) fails to keep up with fellow workers h) falsifying identification, personnel, medical, production or other work related records. i) fails or refuses to take a drug test. j) commits acts of insubordination. "Reason beyond employer's control" includes termination of worker, if he is not a U.S. worker because a U.S. worker makes himself available for the job under DOL's 50% rule. Workers must notify the employer prior to voluntarily terminating their employment. All wages due will be forwarded to the last known address for Workers that leave without providing notice. It is imperative that workers provide a complete and accurate address to the employer no later than the first day of employment. This employer has a no complete, no rehire policy. Termination for lawful job related reasons before the specified ending date listed in this application will disqualify the employee from future employment opportunities with this employer. Workers who abandon their employment without notice during the period covered by this work agreement will be disqualified from future employment opportunities with this employer. Voluntary resignation before the specified ending date listed in this application may disqualify the employee from future employment opportunities with this employer. For workers who resign their employment voluntarily, the employer will consider and evaluate special circumstances and hardship cases on a case-by-case basis. Employees, without exception, are required to notify appropriate supervisory staff prior to voluntarily terminating their employment to be considered and eligible for exemption to the no complete - no rehire policy.

B. The employer may discipline the worker, including requiring the worker to leave the field ("time out") for a period determined by the foreman, suspension from employment for up to three days, or termination of employment as described in termination (A) above.

C. Injuries: Worker will be covered by Worker's Compensation Insurance or equivalent employer provided insurance for injuries arising out of and in the course of employment. Employer's proof of insurance coverage is attached. All workers must report all injuries and illnesses to their employer. Failure not to do so may result in termination

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

Attachment 1 to ETA 790
Crowder Farms

E. Employer Notification of Changes in Employment Terms and Conditions: Employers will expeditiously notify the order-holding local office or State agency by telephone immediately upon learning that a crop is maturing earlier or later, or that weather conditions, over recruitment, or other factors have changed the terms and conditions of employment. The terms of this Work Agreement thereafter may be changed upon posted notice to the Worker.

F. Outreach Workers: Outreach workers shall have reasonable access to the Worker in the conduct of outreach activities pursuant to 20 CFR 653.107 and 20 CFR 653.501.

G Training: There will be a three day training period starting with the first day of employment to acclimate the worker to the physical demands of farm work and to familiarize workers with job specifications and to demonstrate proper harvest methods and other crop specific issues such as, the proper color of produce, or particular grading specifications. The employer will not provide separate formal orientation or training periods for each different crop or each different type of task or job assignment covered within the job description. After completion of the training period, the employer will expect all workers possess the skills to work in the production of the crops noted in Item II. For purposes of this section seven hours will be considered one day.

H. Work Agreement: A copy of the contract or Job Clearance Order and work rules (copy attached) will be provided to the worker by the employer no later than on the day the work commences.

I. U.S. workers may or may not be covered by unemployment insurance and may or may not be eligible under current unemployment regulations

J. Employer agrees to abide by the regulations at 20 CFR 655.103, Assurances, and 20 CFR 653.501.

K. The employer as a part of positive recruitment as per 20 CFR 655.105(a) is willing, if and when any substantial number of applicants are available, to coordinate group transportation arrangements (to facilitate their purchase of bus tickets etc.), where appropriate, and to provide any additional information that workers need to coordinate their arrival. We are an equal opportunity employer. Women and minorities are encouraged to apply to these positions.

L. There are not any strikes, work stoppage, slowdowns or interruption of operations by employees at the place where the workers will be employed.

M. There are not any arrangements made with establishment owners or agents for the payment of a commission or other benefits for sales made to the workers.

N. SUBSTANCE ABUSE POLICY: The employer will strive to provide a safe and healthful work environment, free of substance abuse, for the protection of our associates, employees and visitors. The use, possession or being under the influence of illegal drugs or alcohol during working time is prohibited. (Alcohol may be permitted in the housing facility outside work hours.) Employees may be requested to take random drug or alcohol tests at no cost to the worker. Failure to comply with the request or testing positive may result in immediate termination.

*Use of the masculine pronoun herein is for convenience of reference only.

WORK RULES

The following work rules are intended to provide guidance to workers on the standards of conduct and performance expected of them by the Employer. Violation of these rules or other lawful job-related employer requirements, including these work rules, will be considered grounds for discipline or immediate discharge. Penalties for infractions may include suspension from work without pay for the remainder of the day, or for up to three days, in the sole judgment of the Employer, depending on the seriousness of the infraction, the worker's prior record, and other relevant factors. Repeated, serious, or aggravated infractions may result in immediate discharge. Workers are expected to comply with all rules relating to discipline, attendance, work quality and quantity, and the maintenance of all property.

1. Workers must perform their assigned work in a careful, workmanlike manner in accordance with the provision of the work contract. Sloppy work will not be tolerated.
2. Use or possession of alcoholic beverages or illegal drugs is prohibited 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 alcoholic beverages or illegal drugs. Illegal drugs may not be used or kept on any employer premises, including housing at any time. Use or possession of illegal drugs, failing or refusing to take a drug test will be **CAUSE FOR IMMEDIATE TERMINATION.**
3. Excessive absences and/or tardiness will not be permitted. Employees are expected to be present, on time, able and willing to perform the assigned work every scheduled workday. This is not sporadic or "day work." Excessive absences is defined as: Two consecutive days of unexcused absences or three unexcused absences in a 30 day period. Violation will be **CAUSE FOR IMMEDIATE TERMINATION.** Workers must report at assigned time and place each workday as directed by the grower or supervisor. **WORKERS WILL BE DISCHARGED FOR EXCESSIVE TARDINESS.** Excessive tardiness is defined as 2 unexcused tardies in a row or 5 unexcused tardies in a period of thirty days.
4. Workers shall maintain and keep the living quarters provided to them in compliance with OSHA 1910.142 Standards as posted in the housing and in clean condition and in good repair, allowing for reasonable wear and tear. Workers shall cooperate with other workers assigned to such housing in maintaining common kitchen and living areas in good condition. Workers will be required to keep the exterior area surrounding the camp clean and clear of debris. Workers shall promptly report any problems with housing to the employer or designated supervisor.
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. Workers are forbidden from removing batteries from smoke detectors for any reason. **VIOLATION WILL BE CAUSE FOR IMMEDIATE TERMINATION.**
7. Workers must not drop paper, cans, bottles and other trash in fields, packing house, or on housing premises. 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 unless authorized by the employer.
12. Workers living in employer's housing may not have guests in housing premises after 10:30 p.m. except on Saturday night on which guest hours end at 12:00 p.m. 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 verbally or physically threatens another worker, the farmer or any supervisor with any tool or weapon WILL BE SUBJECT TO IMMEDIATE DISCHARGE.**
15. **WORKERS WILL 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 identification, personnel, medical, production or other work-related records. **VIOLATORS WILL BE SUBJECT TO IMMEDIATE DISCHARGE.**
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.
VIOLATORS WILL BE SUBJECT TO DISCHARGE IMMEDIATELY.
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, refrigerators, tools, etc. **VIOLATORS WILL BE SUBJECT TO DISCHARGE IMMEDIATELY**
22. Workers must obey all safety rules and common safety practices and must report any injuries or accidents to their supervisor or the employer's office immediately and The Labor Company (TLC) as soon as is reasonably possible. **UNSAFE WORK BEHAVIOR MAY SUBJECT THE VIOLATOR TO DISCHARGE.**
23. Workers must follow supervisor's instructions.

Attachment 1 to ETA 790
Crowder Farms

24. Workers may not commit acts of insubordination - failure to regard authority.
25. After the training period, workers are expected to possess the skills necessary to perform the job described in the work agreement and to the standard set by the employer.
26. Workers may not interrupt other workers rest/sleep period by excessive noise or commotion. Workers must not play loud music after 9:00 PM on work nights or after 12:00 PM on Saturday night.
27. Workers will not knowingly engage in any type of behavior or take any action that might cause the grower to be out of compliance with any local, state, or federal law.

Application for Conditional Entry

I, CROWDER FARMS as the employer, agree to abide by regulations at 20 CFR 655.103 and 20 CFR 653.501.

I hereby request permission for conditional entry into the intrastate/interstate clearance system so that my job order can be transmitted to labor supply states in a timely manner to facilitate the recruitment of supply workers. My housing was in compliance with USDOL regulations in 2009 but, because of disuse, cannot meet applicable standards at this time.

As a condition to placing my order into clearance, I, CROWDER FARMS, certify that 30 days prior to occupancy, my housing will meet standards to the US Department of Labor.

I also authorize representatives of the State Employment Service, the State Health Department and/or the US Employment and Training Administration to inspect the housing that I am offering such workers at any reasonable time to verify its condition.

I expect my housing to be occupied by 1/30/2010.

X James W. Crowder, Jr.
Employer Signature

12/16/09
Date

E.S. Representative

Date

20 CFR 655.106 (F)

FIFTY-PERCENT RULE

Crowder Farms requests an exemption from the fifty-percent rule under 655.103 (e).

Crowder Farms did not, during any calendar quarter during the preceding, calendar year, use more than 500 "man days" of agricultural labor, as defined in section 3 (u) of the Fair Labor Standards Act of 1983 (29 USC 203 (u)). Is not a member of an association which has applied for a temporary alien agricultural labor certification under this subpart for its members. Has not otherwise "associated" with other employers who are applying for H-2A workers under this subpart.

James W. Crowder, Jr.
Employer Signature

12/16/09
Date

Certify Number of Workers

We expect the total number of workers we will use in the occupation of this/these crop activities to be 6 of which 5 will be H-2A workers for which certification is requested and the balance, if any, will be US workers. These numbers are estimates only as total workforce needs are dependent upon weather, crop conditions and worker availability.

James W. Cordeiro, Jr. 12/16/09
Employer Signature Date

OAKWOOD SCIENTIFIC LABORATORY
State Certified Bacteriological Water Testing



7102 Pole Green Road
Mechanicville, VA 23116

(804) 730-3263 Richmond
(804) 598-6462 Powhatan
1-800-582-5211 Toll Free
(804) 730-8379 Fax

Date: 12/14/2009

Bacteriological Examination of Water

Sample Number: 121109-4 Crowder Farms

Requested by: James W. Crowder Sr.

Sample Origin: Crowder Farms
4228 Crown Hill Rd.
Mechanicville, VA 23111

Identification of Coliform Group Bacteria

	Positive	Negative
Presumptive Test	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Confirmed Test	<input type="checkbox"/>	<input type="checkbox"/>

EC Broth _____ Fecal coliforms per 100 ml.

- Test results indicate the sample submitted by client is free of coliform group bacteria, thus is satisfactory for drinking water supply. Total coliforms, fecal coliforms and E. coli are absent.
- Test results indicate the sample submitted by client contains coliform group bacteria, thus may not be satisfactory for drinking water supply.

The above services were performed and the report prepared in accordance with accepted laboratory practices, and makes no other warranties, either expressed or implied, as to the professional advice provided herein.

Respectfully,

Ronald R. Weik, Ph.D.

Dr. Ronald R. Weik, Ph.D.
Director, Microbiology

Simoneetta M. Weik

Simoneetta M. Weik
Assistant Director



VIRGINIA FARM BUREAU INSURANCE COMPANIES

Virginia Farm Bureau Mutual Insurance Company / Virginia Farm Bureau Fire & Casualty Insurance Company
Virginia Farm Bureau Town & Country Insurance Company
P.O. BOX 27552 RICHMOND, VIRGINIA 23261

INSURED COPY

Policy Number	Billing Date	Policy Period	Agent Code
WC 6099221-21	12/09/2008	01/23/2009 to 01/23/2010	1502

JAMES W & TERESA P CROWDER
4228 CROWNHILL RD
MECHANICSVILLE VA 23111

REASON FOR THIS BILL: RENEWAL

ACCOUNT SUMMARY						
Previous Billed Amount	+ Previous Installment Amount	+ Current Charges	- Current Credits / Refunds	- Current Payments	= Account Balance	Minimum Payment
\$0.00	\$0.00	\$1,384.00	\$0.00	\$0.00	\$1,384.00	\$1,384.00
YOUR CURRENT PAYMENT PLAN IS THE: ANNUAL PLAN					Due Date:	01/23/2009
FOR ASSISTANCE, CALL YOUR COUNTY FARM BUREAU 804-769-2580 OR 1-888-236-7716						

If payment is not received by due date your policy will expire or cancel, and you will be without valuable coverage.

KEEP FOR YOUR RECORDS

POLICY TYPE: WORKERS COMP.

POLICY NO: 6099221-21

POLICY PERIOD

FROM 01/23/09 TO 01/23/10

CHECK NO: 6105

AMOUNT PAID: \$1,384.00

DATE: 12/12/08

VIRGINIA FARM BUREAU MUTUAL INSURANCE COMPANY
VIRGINIA FARM BUREAU FIRE & CASUALTY INS. CO.

RENEWAL OF POLICY WC 6099221

WORKERS COMPENSATION AND EMPLOYERS LIABILITY POLICY
 **RENEWAL NOTICE: THIS POLICY WILL EXPIRE AT 12:01 A.M. ON
 01/23/09 UNLESS THE MINIMUM PAYMENT IS MADE BY THE DUE DATE.
 THIS RENEWAL DECLARATION SUPERSEDES ANY DECLARATIONS ISSUED
 EARLIER.

POLICY NUMBER	POLICY PERIOD	COVERAGE	EST. PROVIDED IN THE	CODE
WC 6099221	01/23/09	01/23/10	VA FARM BUREAU FIRE & CASUALTY INS CO.	150
NAMED INSURED AND ADDRESS				
ITEM 1. JAMES W & TERESA P CROWDER 4228 CROWNHILL RD MECHANICSVILLE VA 23111			ENTITY OF INSURED - PARTNERSHIP SSN: 228944467 RISK ID:	

INFORMATION PAGE 1 (WC 00 00 01 A)

NO ADDITIONAL LOCATIONS

- ITEM 2. POLICY PERIOD - 01/23/09 TO 01/23/10 12:01 AM STANDARD TIME AT THE INSURED'S MAILING ADDRESS.
- 3A. WORKERS COMPENSATION INSURANCE: PART ONE OF THE POLICY APPLIES TO THE WORKERS COMPENSATION LAW OF THE STATES LISTED HERE: VIRGINIA
- 3B. EMPLOYERS LIABILITY INSURANCE: PART TWO OF THE POLICY APPLIES TO WORK IN EACH STATE LISTED IN ITEM 3A. THE LIMITS OF OUR LIABILITY UNDER PART TWO ARE:
- | | | |
|---------------------------|-----------|---------------|
| BODILY INJURY BY ACCIDENT | \$100,000 | EACH ACCIDENT |
| BODILY INJURY BY DISEASE | \$100,000 | EACH EMPLOYEE |
| BODILY INJURY BY DISEASE | \$500,000 | POLICY LIMIT |
- 3C. OTHER STATES INSURANCE: PART THREE OF THE POLICY APPLIES TO THE STATES, IF ANY, LISTED HERE: NONE.

SEE ATTACHED SCHEDULE FOR LIST OF ENDORSEMENTS FORMING PART OF THIS POLICY. THIS POLICY INCLUDES COPYRIGHT MATERIAL OF THE NATIONAL COUNCIL ON COMPENSATION INSURANCE, INC. USED WITH ITS PERMISSION.
 (C) 1996 NATIONAL COUNCIL ON COMPENSATION INSURANCE, INC.

WORKERS COMPENSATION AND EMPLOYERS LIABILITY POLICY
**RENEWAL NOTICE: THIS POLICY WILL EXPIRE AT 12:01 A.M. ON
01/23/09 UNLESS THE MINIMUM PAYMENT IS MADE BY THE DUE DATE.
THIS RENEWAL DECLARATION SUPERSEDES ANY DECLARATIONS ISSUED
EARLIER.

POLICY NUMBER	POLICY PERIOD FROM	TO	COVERAGE(S) PROVIDED IN THE POLICY	CODE
WC 6099221	01/23/09	01/23/10	VA FARM BUREAU FIRE & CASUALTY INS CO.	1502
NAMED INSURED AND ADDRESS			ENTITY OF INSURED - PARTNERSHIP	
JAMES W & TERESA P CROWDER 4228 CROWNHILL RD MECHANICSVILLE VA 23111				

INFORMATION PAGE 2 (WC 00 00 01 A)

ITEM 4. THE PREMIUM FOR THIS POLICY WILL BE DETERMINED BY OUR MANUALS OF RULES, CLASSIFICATIONS, RATES AND RATING PLANS. ALL INFORMATION REQUIRED BELOW IS SUBJECT TO VERIFICATION AND CHANGE BY AUDIT.

** SCHEDULE OF OPERATIONS **

LOC CODE TYP ST NO. NO. RSK	CLASSIFICATIONS	EST. TOTAL ANNUAL REMUN.	RATE PER \$100 REMUN.	EST. ANNUAL PREMIUM
VA 001 0008	FARM: VEGETABLE & DRIVERS	79,200	1.53	\$1,212
	SUB-TOTAL			1,212
0900	EXPENSE CONSTANT			140
9740	TERRORISM RISK INS. REAUTH. ACT ENDT	79,200	.04	32
MINIMUM PREMIUM	\$439	TOTAL ESTIMATED STANDARD PREMIUM		61,384

RENEWAL OF POLICY WC 6099221
 WORKERS COMPENSATION AND EMPLOYERS LIABILITY POLICY
 **RENEWAL NOTICE: THIS POLICY WILL EXPIRE AT 12:01 A.M. ON
 01/23/09 UNLESS THE MINIMUM PAYMENT IS MADE BY THE DUE DATE.
 THIS RENEWAL DECLARATION SUPERSEDES ANY DECLARATIONS ISSUED
 EARLIER.

POLICY NUMBER		POLICY PERIOD		COVERAGE IS PROVIDED BY THE		CODE
WC 6099221	01/23/09	01/23/10	VA FARM BUREAU FIRE & CASUALTY INS CO.		1502	
NAMED INSURED AND ADDRESS				ENTITY OF INSURED - PARTNERSHIP		
JAMES W & TERESA P CROWDER 4228 CROWNHILL RD MECHANICSVILLE VA 23111						

SCHEDULE PAGE 1

** E N D O R S E M E N T S C H E D U L E **

ST NUMBER	DESCRIPTION
VA WC 00 03 10	SOLE PROP, PART & OTHERS COVERAGE END (04-84)
VA WC 00 00 00 A	WORKERS COMP & EMPLOYERS LIAB. POLICY (04-92)
VA WC 45 06 02	VIRGINIA AMENDATORY ENDORSEMENT (07-93)
VA WC 00 04 22 A	TERRORISM RISK INS REAUTHORIZATION ACT ENDT(09-08)

STATE AGENCY:
 VIRGINIA EMPLOYMENT COMMISSION
 SUMMARY OF EMPLOYMENT CONDITIONS
 SPECIFIED ON JOB ORDER

AGENCIA ESTATAL:
 COMISION DEL EMPLEO DE VIRGINIA
 SUMARIO DE LAS CONDICIONES DE EMPLIO
 QUE SON ESPECIFICADAS IN LA ORDEN DE
 TRABAJO

1. Order Number: 149837
 2. Name of Employer: Crowder Farms
 3. Location of Employer and Directions:
 4228 Crown Hill Road, Mechanicsville, VA 23111
 Creighton Road exit from I-295. Follow to stop light 1/4
 mile down Creighton. Right on to Cold Harbor Road; go 4-
 5 miles to fork in road. Bear left on Crown Hill Road; go 2
 miles to 4228 Crown Hill Road.

1. Numero de la Orden: 149837
 2. Nombre del Empleador: Crowder Farms
 3. Lugar y Direccion del Empleador
 4228 Crown Hill Road, Mechanicsville, VA 23111
 Creighton Road exit from I-295. Follow to stop light 1/4 mile down
 Creighton. Right on to Cold Harbor Road; go 4-5 miles to fork in
 road. Bear left on Crown Hill Road; go 2 miles to 4228 Crown Hill
 Road.

4. Period of Employment:
 From 1/30/10 to 9/1/10

4. Perodo de Empleo:
 del 1/30/10 al 9/1/10

5. Work Schedule:
 Hours per day: 7
 Days per Week: 6

5. Horario del Trabajo:
 Horas por dia: 7
 Numero de dias por Semana: 6

6. Crop and Pay:

6. Cosecha y Pago:

Hourly Wage:	Unit of Production	Piece Rate	Est. Hourly Wage
Vegetables: \$7.25 or 2009 AEW			
Soil Prep: \$7.25 or 2009 AEW			
Cultivate: \$7.25 or 2009 AEW			
Harvest: \$7.25 or 2009 AEW			
Bonus: n/a			

Sueldo Por Hora	Unidad del Produccion	Pago por Unidad	Calcul Anticipado del Sueldo Wage
Cosecha: \$7.25 or 2009 AEW			
Vegetales: \$7.25 or 2009 AEW			
Soil Prep: \$7.25 or 2009 AEW			
Cultivate: \$7.25 or 2009 AEW			
Harvest: \$7.25 or 2009 AEW			
Pago Adicional: n/a			

7. Work tasks to be performed:
 Regular: Plants, cultivates and harvests vegetables.

7. Labores a desempenar en al trabajo:
 Normales: Planta, cultiva y cosecha vegetales (verduras)

Alternate tasks and pay during first week in case
 crop delay (see item 12): N/A

Labores alternativas y pago la primera semana en caso
 de demora en la cosach (vease punso numero 12): N/A

8. Transportation provided: Yes
 9. Housing can accommodate 5 people
 Individual 5 Family 0

8. Transportacion proveida: Yes
 9. Vivendas disponibles para 5 personas:
 Individuos 5 Familias 0

10. Meals provided: NO

10. Comidas Proveidas: NO

If yes, cost per day: N/A

Workers must do their own cooking: YES

11. Deductions:

Type:	Amount
Social Security	Yes, as required
Income Tax	Yes, as required
Meals	No
Transportation	No
Tools	No
Crewleader Charges	No

12. Notes to Worker:

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 notifies the Job Service of a later starting date by:

In order for you to be eligible for this guarantee, you must contact the Job Service Office at:

During the period of:

<p>Any Job Service Office will assist you in doing this.</p>

Si son proveidas, el costo por dia: N/A

Los trabajadores tienen que cocinar sus comidas: SI

11. Deducionas:

Type	Amount
Seguro Social	Yes, cuando requiero
Impuestos Sobre Ingrasos	Yes, cuando requiero
Comidas	No
Transportacion	No
Herramientas y Maquinsrias	No
Cargas de Crewleader	No

12. Notas para el trabajador:

Una copia de la orden de trabajo completa esta disponible para la inspeccion en esta oficina. El patron ha garantizado sus primeros salarios de los semana a menos que el notifique el servicio del trabajo de una fecha que comienza mas ultima cera:

Para usted para ser elegible para este guarantee, usted debe pongase en contacto con la Oficina de Servicio de Trabajo en:

Durante el periodo del:

<p>Cualquier Oficina de Servicio de Trabajo le asistira en hacer esto.</p>



This Agency and Indemnity Agreement (the "Agreement") entered into by and between The Labor Company, LLC (TLC), a consulting firm in the state of Virginia and Claude Farms an agricultural producer(s) in the state of Virginia who is a Client of TLC.

WHEREAS, TLC is qualified and capable as Agent of rendering consulting and administrative services necessary to assist the Client in participating in the H-2A program under the labor certification process for temporary agricultural employment in the United States ("H-2A workers") to meet the seasonable labor requirements; and

WHEREAS, the Client desires to avail himself of the consulting and administrative services of TLC as Agent in participating in the US government authorized H-2A alien certification program to meet the Client's seasonable labor requirements for the calendar year beginning January 1, 2009;

NOW THEREFORE, in consideration of the payment by the Client of the established dues, admission fees and other assessments and such costs as are charged from time to time for providing the services requested by the Client, and for other good and sufficient consideration, including the mutual promises contained in TLC Bylaws and this Agreement, pursuant to the requirements of 20 C.F.R. 655, and the parties hereto further agree as follows:

A. TLC Obligations

(1) TLC, through input and consent of Client, will prepare and process forms and documents pursuant to applicable laws and regulations of the United States Department of Labor and the United States Citizenship and Immigration Services required for the Client to participate in the US government authorized H-2A alien certification program.

(2) TLC, through input and consent of Client, will undertake the administrative tasks in order for the Client to participate in the H-2A program as established by the regulations and guidelines of the United States Department of Labor

(3) TLC, through input and consent of Client, will arrange advertisements to comply with regulations and guidelines of the United States Department of Labor. Client acknowledges that they are the sole employer and are exclusively responsible for representations made in the advertisements. The Client is engaging TLC for convenience purposes of arranging the advertisements, however, Client acknowledges that they, not TLC, are soliciting US applicants in compliance with the regulations and guidelines of the United States Department of Labor.

(4) TLC, the Client or representative may maintain contact with the State Employment Service Agency, the State Department of Labor, the United States Department of Labor, and the United States Citizenship and Immigration Services, and other governmental agencies necessary to effectuate the purpose of this Agreement.

B. Client Obligations

(1) The Client agrees to comply timely with all reasonable policies, procedures, and schedules established by TLC which it considers essential for compliance with laws and regulations, successful participation and for the proper operation of the H-2A program.

(2) The Client agrees to comply with all of the terms and conditions of employment in the Agricultural and Food Processing Clearance Order, ETA Form 790, and Application for Alien Employment Certification, ETA 750 ("Job Order") and with each term of the agricultural work agreement, which describes all the material terms and conditions of employment, that is entered into with both U.S. and H-2A workers by the Client. The Client agrees to familiarize himself with the terms and conditions of employment in the job order and the agricultural work agreement and to comply with all obligations imposed on the Client as an employer of U.S. and/or H-2A migrant and/or seasonal agricultural labor found in applicable law and regulations, including without limitation, those at 20 C.F.R. Parts 653 and 655.

(3) In particular, but not limiting the foregoing, the Client agrees a) to pay the worker's required wages and benefits, b) to make those deductions from the worker's paychecks which are required and only those deductions allowed by law, c) to provide housing as required which meets all applicable standards, d) to reimburse timely required transportation and associated daily subsistence costs, e) to provide written statements of the worker's total earnings, hourly rate and/or piece rate of pay, the hours of employment which had been offered to the worker, the hours actually

over please

Agency and Indemnity Agreement

worked by the worker, and itemization of all deductions made from the worker's wages and, if piece rates are used, the units produced daily and f) to terminate the worker only for lawful job related reasons.

(4) The Client agrees to pay timely any judgment or penalty entered against Client and to indemnify and hold harmless TLC and any of its other Clients for judgments entered against it or them arising out of the Client's violation of his obligations under applicable law or regulation (including 20 C.F.R. Parts 653 and 655), the job order or the agricultural work agreement and any attorneys' fees and costs incurred by TLC or other Clients in defending against such claim. Client acknowledges that the laws and regulations governing the employment of migrant and seasonal farm labor and supplementary foreign agricultural workers are subject to disputed interpretations. Therefore, the Client agrees that in matters in which a claim is made or litigation is instituted against TLC Executive Director may exercise its discretion a) to settle such matters on behalf of itself and the Client on terms it deems appropriate, b) to litigate such matters, and c) to determine whether such settlements, judgments, penalties, costs and attorneys fees will be borne by the Client out of whose alleged action or inaction the claim was asserted or, what amount, if any, will be borne by TLC and/or shared among its Clients. The terms of this Paragraph 4 survive any future separation of the parties to this agreement and the term of this Agreement.

(5) The Client agrees to pay TLC any assessment made by TLC as the Client's share of legal and any other expense or liability incurred by the TLC in defending, prosecuting or settling any application for H-2A certification, claim, litigation, or administrative complaint or appeal, whether or not arising out of claims against the Client or arising out of the fault of the Client, in accordance with a formula approved by TLC. The terms of this paragraph 5 survive any future separation of the parties to this agreement and the term of this Agreement.

Client Attestation

These Terms and Conditions shall be governed by and construed in accordance with the law of the Commonwealth of Virginia. Client recognizes that TLC is not a lawyer or law firm and will consult with a lawyer if legal advice is necessary.

Signature: James W. Cundy, Sr.

Title: OWNER

Date: 11/20/09.

Amanda Wright 11/30/09
Amanda Wright, H2 Labor Consultant Date