1. To: Puerto Rico North Carolina South Carolina Georgia Florida	2. Job Order Number: 455342 3. Employer Name: Del Monte Fresh Production
4. From: Rural Services Manager Virginia Employment Commission P.O. Box 7466 Charlottesville, VA 22906	5. OES Job Code, Title and Number of Positions Available 45-2092.00 310 positions Farmworker, Vegetable

6. Please note the following concerning the above job order:

The attached H-2A job order has been accepted by U.S. DOL for Interstate Clearance

7. By: (ES Agency Representative) Kendal Shaver	Title: Rural Services Manager	Telephone Number: 434-984-7640

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

☐ Accepted (If accepted, list local offices extended to) ☐ Rejected (If rejected, provide reasons)

Comments:

9. By: ES Agency Representative	Telephone Number:	Date Signed:

COMMONWEALTH of VIRGINIA

John R. Broadway
Commissioner

Virginia Employment Commission
703 East Main Street

Post Office Box 1358
Richmond, Virginia 23218-1358

June 16, 2014

Florida East Coast Travel Services, Inc
12175 NW 98th Ave
Hialeah Gardens, FL 33018

No. of Job Openings: 310
Occupation: Farmworker, Laborer
Period of Employment: 7/29/2014 – 10/31/2014
VA Job Order Number: 455342

RE: DEL MONTE FRESH PRODUCTION, INC

Dear Mr. Garcia:

Your Agricultural and Food Processing Clearance Order, form ETA 790 and attachments, filed in connection with an application seeking temporary labor certification under the H-2A temporary agricultural program has been accepted. The application is timely, contains all the material terms and conditions of employment governed by 20 Code of Federal Regulations (CFR) 653, Subpart F, and adheres to the contents of the job order specified at 20 CFR 655.122.

In accordance with 20 CFR 655.121(d), the job order has been filed timely and has been placed on this office's active file to initiate intrastate recruitment of U.S. workers. The job order will be managed on your behalf by the Virginia Employment Commission until the end of the recruitment period, which shall end when 50% of the work contract has elapsed. Additionally, the job order will direct applicants to apply for the job opportunity at the nearest local office of this Agency prior to referring the applicant to the employer.

Upon receipt of this notice, you must:

1. Cooperate with this office by accepting referrals of all eligible U.S. workers who apply (or on whose behalf an application is made) for the job opportunity until the expiration date of the job order.
2. Submit a completed ETA Form 9142 and Appendix A.2, a copy of the accepted ETA Form 790 and all attachments, and all other required documentation to the Chicago National Processing Center no less than 45 calendar days before the start date of need to the following address:

U.S. Department of Labor
Employment and Training Administration
Office of Foreign Labor Certification
Chicago National Processing Center
11 West Quincy Court
Chicago, Illinois 60604-2105

Please note that this acceptance is subject to the review and acceptance of the Chicago National Processing Center. You may be required to subsequently modify your job order if the Certifying Officer determines that it fails to meet one or more of the regulatory requirements.

Pursuant to the regulations at 20 CFR 655.120(b), if the prevailing hourly wage or piece rate is adjusted during a work contract and is higher than the highest of the AEWR, the prevailing wage, the agreed-upon collective bargaining wage, or the Federal or State minimum wage, in effect at the time the work is performed, the employer must pay that higher prevailing wage or piece rate. To determine if a prevailing hourly wage or piece rate has been adjusted for the crop activity or occupation identified in your Application for Temporary Employment Certification, the Department strongly encourages you to visit the Department of Labor's Agricultural On-Line Wage Library (AOWL) at http://www.foreignlaborcert.doleta.gov/aowl/cfm.

Please find attached a copy of the approved job order with a date of receipt and items #4 through #8 completed on the ETA Form 790. This office will schedule an inspection of the housing identified on the ETA Form 790 to determine whether housing has sufficient capacity and meets the applicable standards.

Sincerely,

Kendal Shaver
Foreign Labor Certification Manager

Florida East Coast Travel Services, Inc.
P.O. Box 5245 Hialeah Lakes, Florida 33014
Phone: 305-823-1146 Fax: 305-556-8839

May 30, 2014

In regards to: Del Monte Fresh Produce

Jason Padgett, Rural Services Manager
Virginia Employment Commission
Workforce Services Division
P.O. Box 1358
703 E. Main St.
Richmond, VA 23218

Dear Mr. Padgett

Florida East Coast Travel Services Inc. (FLECTS) as agent for Del Monte Fresh Produce would like to submit the following job order (ETA-790). The following information is included within this e-mail.

(1) Form ETA-790
(2) ETA-790 Attachments

Please advise as soon as possible if additional information is required.

Thank you,

George Garcia, MPP
Manager Labor Relations

U.S. Department Labor
Employment and Training Administration

OMB Control No. 1205-0134
Expiration Date: October 31, 2015

Agricultural and Food Processing Clearance Order ETA Form 790
Orden de Empleo para Obreros/Trabajadores Agricolas y Procesamiento de Alimentos

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

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

Del Monte Fresh Production, Inc.
15141 Lankford Highway
Bloxom, VA 23308

Agent:
George Garcia
Florida East Coast Travel Services Inc.
12175 NW 98th Avenue
Hialeah Gardens, FL 33018
305-823-1146

a) Federal Employer Identification Number (FEIN) / Número federal de Identificación del Empleador: 65-0873851

b) Telephone Number / Número de Teléfono: 305-520-8400

c) Fax Number / Número de Fax: 305-520-8159

d) E-mail Address / Dirección de Correo Electrónico:
ggarcia@flectmex.com

2. Address and Directions to Work Site / Domicilio y Direcciones al lugar de trabajo:

15141 Lankford Highway
Bloxom, VA 23308

Please see attached directions

3. Address and Directions to Housing / Domicilio y Direcciones al lugar de vivienda:

See attached.

MAY 2014
V.E.C.
CHARLOTTESVILLE

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

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

5. Job Order No. / Num. de Orden de Empleo:
455342

6. Address of Order Holding Office (include Telephone number) / Dirección de la Oficina donde se radicó la oferta (incluya el número de teléfono):
25036 Lankford Hwy (757)302-2016
Onley, VA 23418
a. Name of Local Office Representative (include direct dial telephone number) / Nombre del Representante de la Oficina Local (Incluya el número de teléfono de su linea directa).
Luis Echevarria (757)302-2016
Elizabeth Outlaw

7. Clearance Order Issue Date / Fecha de Emisión de la Orden de Empleo:
6/16/14

8. Job Order Expiration Date / Fecha de Vencimiento o Expiración de la Orden de Empleo:
9/17/2014

9. Anticipated Period of Employment / Periodo anticipado o previsto de Empleo:
From / Desde: 07/29/2014 To / Hasta: 10/31/2014

10. Number of Workers Requested / Número de Trabajadores Solicitados:
310

11. Anticipated Hours of Work per Week / Horas Anticipadas/Previstas de Trabajo por Semana. Total: 35

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

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

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

Employer / Empleador: Yes / Si ☐ No ☒

14. Describe how the employer intends to provide either 3 meals a day to each worker or furnish free and convenient cooking and kitchen facilities for workers to prepare meals / Describa cómo el empleador tiene la intención de ofrecer, ya sea 3 comidas al día a cada trabajador, o proporcionar gratuitamente instalaciones para cocinar.

Workers Must Buy and Prepare Own Food

(a) Employer will not provide three meals a day.

(b) Employer will furnish free dishes, cooking utensils and convenient kitchen and cooking facilities.

(c) Employer will provide transportation to assure workers access to stores where they can purchase groceries and/or other incidentals.

Los Trabajadores Deben Comprar y Prepara Alimentos

(a) Los empleadores no ofrecen tres comidas al dia

(b) Empresa Proporcionara de forma gratuita servida, utensilios de cocina y cocina cOmoda,

(c) Patron propocionara el transporte para asegurar los trabajadores el acceso a las tiendas donde pueden comprar alimentos y/ o otros gastos imprevistos.

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

The applicants can contact any Virginia State Department of Labor local office for disclosure of full contents of this Job Order. All referrals are to be directed to (305)-520-8400. Walk-In applications will be accepted for interview. Referrals received from 9:00a.m. to 4:00p.m. Monday thru Friday. In addition, if the person designated as the contact person on the Summary of Employment Conditions sheet attached to this order is not available, for an extended period of time, there will be someone available at the farm to effectuate referrals. Prior to referral, each worker should either read or have read to them a copy of the Job Order and confirm that they understand all terms and conditions of employment as noted in the Job Order. The worker should be able to work in any of the listed Job activities at the discretion of the employer.

El solicitante puede comunicarse con cualquier Estado de Virginia Departamento de Trabajo de Ia Oficina local para la divulgacIOn del contenido integro de esta Orden de Trabajo. Todas las referencias deben ser dirigidas a (305)-520-8400. Walk-in se aceptar6n solicitudes de entrevista. Referencias recibi6 9:00am hasta las 4:00pm de Lunes a Viernes. Ademas, si la persona designada como la persona de contacto en el resumen de las condiciones de empleo hoja adjunta a ia presente orden no esta disponible, por un periodo prolongado de tiempo, habrA alguien disponible en la finca para efectuar referencias. Antes de acudir, cada trabajador o deberia decir o he leido una copia de la oferta de empleo y que entienden todos los terminos y condiciones de empleo como se ha serialado en Ia orden. Todos los trabajadores tambien deben ser informados de que se espera que el trabajo para el periodo total de empleo como se senate en la oferta de empleo y deberia estar disponible para trabajar en cualquiera de las actividades funcionales que se enumeran en la discrecion del empleador.

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

Manually plant, cultivate and harvest tomatoes. Use hand tools such as shovels, pruning shears and knives. Job duties may include field clean up, removal of trash and debris, laying of plastic mulch, transplanting, weeding, staking, pruning, tying, picking/harvesting, hauling and packing. Harvest tomatoes by hand. Plant and maintain plants in the nursery operations. Clear and maintain drainage and irrigation. May be assigned to support in construction of farm buildings, fences, roadways and other structures. Perform quality inspections. Conduct sanitation activities at the field and in the packinghouse. Participate in activities that ensure food safety. Workers are expected to work at least the number of days and hours specified. Depending on weather, crop or other conditions, workers may be requested, but not required, to work up to seven days per week and/or on the Sabbath and up to 12 hours per day. Employer will furnish to workers, without cost all the tools and equipment required in the performance of the duties assigned. Workers should report to work with their own suitable work clothing. Field temperature may range from 20 to 110+ degrees (F) with possible wet morning conditions. Workers referred against this order must have a minimum of 3 months experience in performing the tasks described in this order. All fields are owned and controlled by the employer and the employer is not an FLC.

Manualmente la planta , cultivar y cosechar tomates . Utilice herramientas de mano tales como palas , tijeras de podar y cuchillos. Responsabilidades de trabajo pueden incluir la limpieza de terreno , eliminación de basura y escombros , por el que se de acolchado plástico , el trasplante , la escarda , el replanteo , la poda , la vinculación , la cosecha / recolección , transporte y embalaje. Tomates de cosecha a mano. Forestar y mantener las plantas en las tareas de vivero . Clear y mantener el drenaje y el riego. Puede ser asignado para apoyar en la construcción de edificios agrícolas , cercas , caminos y otras estructuras. Realizar inspecciones de calidad . Llevar a cabo actividades de saneamiento en el campo y en la planta de empaque . Participe en actividades que garanticen la seguridad alimentaria. Se espera que los trabajadores a trabajar por lo menos el número de días y horas especificadas. Dependiendo del clima , los cultivos u otras condiciones , los trabajadores pueden ser solicitadas , pero no se requiere , para trabajar hasta siete días a la semana y / o en el día de reposo y hasta 12 horas por día . Empleador proporcionará a los trabajadores, sin costo todas las herramientas y equipos necesarios en el ejercicio de las funciones asignadas. Los trabajadores deben presentarse a trabajar con su propia ropa de trabajo adecuada . El campo de temperatura puede variar desde 20 hasta 110 + grados (F) con posibles condiciones de la mañana húmeda. Los trabajadores a que se refiere esta orden en contra deben tener un mínimo de 3 meses de experiencia en la realización de las tareas descritas en esta orden. Todos los campos son propiedad y están controladas por el empresario y el empresario no es un FLC .

1. Is previous work experience preferred? / Se prefiere previa experiencia? Yes / Sí ☑ No ☐ If yes, number of months preferred: / Si es así, numero de meses de experiencia: ___3__

2. Check all requirements that apply:

- ☐ Certification/License Requirements / Certificación/Licencia Requisitos
- ☐ Driver Requirements / Requisitos del conductor
- ☐ Employer Will Train / Empleador entrenará o adiestrará
- ☑ Extensive Sitting / Estar sentado largos ratos
- ☑ Exposure to Extreme Temp. / Expuesto a Temperaturas Extremas
- ☑ Lifting requirement / Levantar o Cargar ___70___lbs./libras
- ☑ Repetitive Movements / Movimientos repetitivos
- ☐ Criminal Background Check / Verificación de antecedentes penales
- ☐ Drug Screen / Detección de Drogas
- ☑ Extensive Pushing and Pulling / Empujar y Jalar Extensamente
- ☑ Extensive Walking / Caminar por largos ratos
- ☑ Frequent Stooping / Inclinándose o agachándose con frecuencia
- ☐ OT/Holiday is not mandatory / Horas Extras (sobre tiempo) / Días Feriados no obligatorio

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

Crop Activities / Cultivos	Hourly Wage / Salario por Hora	Piece Rate / Unit(s) / Pago por Pieza / Unidad(es)	Special Pay (bonus, etc.) / Pagos Especiales (Bono, etc.)	Deductions* / Deducciones	Yes/Sí	No	Pay Period / Período de Pago / /
Tomato Round	$9.87	0.60 / BU	N/A	Social Security / Seguro Social	☑	☐	Weekly / Semanal ☑
Tomato Roma	$9.87	0.70 / BU		Federal Tax / Impuestos Federales	☑	☐	
Tomato Grape	$ 9.87	4.00 / BU		State Tax /Impuestos Estatales	☑	☐	Bi-weekly/ Quincenal ☐
Tomato Cherry	$9.87	2.50/BU		Meals / Comidas	☐	☑	
Tying	$9.87	0.55 100/Feet		Other (specify) / Otro (especifica)	☐	☑	Monthly/Mensual ☐
Pulling Plastic	$9.87	0.80/ Feet					Other/Otro ☐

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

An hourly rate of no less than the Federal or State Minimum Wage, the current AEWR, or the employer's hourly rate, whichever is highest, is guaranteed to the worker for the period of employment.

19. Transportation Arrangements / Arreglos de Transportación

Employer agrees to reimburse inbound transportation and subsistence expenses ($11.58. per day minimum to a maximum of $46.00 per day) to each worker, or any person, government agency or private organization which, on the behalf of the worker has paid or advanced such transportation and subsistence expenses, from the place which the worker has come to work for the employer, whether in the U.S. or abroad to the place of employment, after the worker has completed 50% of the stipulated period of employment from initial date of need or from the day after actual arrival of worker if later than the stated date of report.

El patron acuerda reembolsar los costos de entrada del transporte y de subsistencia ($11.58 por minimo del dia a un maximo de $46,00 por dia) a cada trabajador, o cualquier persona agencia estatal un organization privada que, a nombre del trabajador haya pagado o ha avanzado a tales costos del transporte y de subsistencia, del lugar que el trabajador ha venido trabajar para el patr6n . Si en los E.E.U.U. o al exterior el lugal del empleo, despues de que el trabajador haya terminado el 50% de period() estipulado de la fecha de la initial de la forma de empleo de la necesidad o a partir del dia despues de la llegada real del trabajador si mas adelante que la fecha indicada del informe.

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

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

21. Are workers covered for Unemployment Insurance? / ¿Se le proporcionan Seguro de Desempleo a los trabajadores? Yes/Si ☑ No ☐

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

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

Yes/Si ☑ No ☐

24. List any arrangements which have been made with establishment owners or agents for the payment of a commission or other benefits for sales made to workers. (If there are no such arrangements, enter "None".) / Enumere todos los acuerdos o convenios hechos con los propietarios del establecimiento o

sus agentes para el pago de una comisión u otros beneficios por ventas hechas a los trabajadores. (Si no hay ningún acuerdo o convenio, indique "Ninguno".) None- Ninguno

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

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

Yes/Sí ☑ No ☐

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

LOUIE TENAZAS, SUP HR, DEL MONTE FRESH PRODUCE

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

Employer's Signature / Firma y Título del Empleador

5/30/2014

Date / Fecha

READ CAREFULLY, In view of the statutorily established basic function of the Employment Service as a no-fee labor exchange, that is, as a forum for bringing together employers and job seekers, neither the Employment and Training Administration (ETA) nor the State agencies are guarantors of the accuracy or truthfulness of information contained on job orders submitted by employers. Nor does any job order accepted or recruited upon by the American Job Center constitute a contractual job offer to which the American Job Center, ETA or a State agency is in any way a party.

LEA CON CUIDADO, En vista de la función básica del Servicio de Empleo establecida por ley, como una entidad de intercambio laboral sin comisiones, es decir, como un foro para reunir a los empleadores y los solicitantes de empleo, ni ETA ni las agencias del estado pueden garantizar la exactitud o veracidad de la información contenida en las órdenes de trabajo sometidas por los empleadores. Ni ninguna orden de trabajo aceptado o contratado en el Centro de Carreras (American Job Center) constituyen una oferta de trabajo contractuales a las que el American Job Center, ETA o un organismo estatal es de ninguna manera una de las partes.

PUBLIC BURDEN STATEMENT

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

DECLARACION DE CARGA PÚBLICA

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

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

June 16, 2014

In regards to: Del Monte Fresh Produce

Virginia Employment Commission
Workforce Services Division
P.O. Box 1358
703 E. Main St.
Richmond, VA 23218

Dear Mr. Shaver

The employer will cover all cost related to transportation. The employer will cover inbound and out bound transportation from the workers home city to the job site. Additionally the employer will cover cost to return the worker to his city of origin upon conclusion of the H-2A contract.

Thank you,

MPP

George Garcia, MPP
Manager Labor Relations

20 CFR 653.501
Assurances

INTRASTATE AND INTERSTATE CLEARANCE ORDER

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

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

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

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

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

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

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

Employer's Name LOUIE FERRAZZI, SVP-HR, DEL MONTE FRESH Date: 5/30/2014

Employer's Signature

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

Housing

Dennis Drive Labor Camp - 18154;18156; Homestead Road & 26275;26277;26285;26287;26291;26293;26299;26301;26305;26307;26315;26317; 26325;26327;26324;26326;26278;26280;26296;26298;Greenblar Circle, Parksley, VA 23421. **Gargatha Labor Camp** - 17530;17532;17534; Lankford Hwy, Parksley, VA, 23421. **Emaline Labor Camp** - 24394 Fisher Road, Parksley, VA 23421

List of Work site Addresses:

Packing House: 15141 Finney Mason Road, Mapsville, VA 23407

Packing House: 24511 Coastal Blvd., Tasley, VA 23411

Eastville Farm - 4300 Old Town Neck, Cape Charles, VA 23510

Outten Farm - 6407 Wilsonia Neck Rd, Machipungo, VA

Outten East Farm - 12300 Machipungo Ln, Machipungo, VA

Drewer Farm - 13348 Indian Trail Rd, Painter, VA 23420

Duer Farm - 14411 Indian Trail Rd, Painter VA 23420

Kilmon Farm - 15500 Valley Dale Ln, Bellehaven VA 23306

Virginia Farm - 22246 Stone House Rd, Onley VA 23418

Bull Farm - 24085 Curtis Neck Rd; Accomac, VA 23301

Wessells Farm - Matthews Road, Bloxom, VA 23308

Florida East Coast Travel Services Inc
12175 NW 98th Avenue
Hialeah Gardens, FL 33018

To Whom it May Concern,

In connection with my application for a temporary labor certification for agricultural workers and in accordance with 20 CFR 655.131, I hereby authorize you to act as AGENT on behalf of Del Monte Fresh Production, Inc.

It is understood that we assume full responsibility for the accuracy of the application and the job offer representations made by you on our behalf and for legal requirements of 20 CFR 655.

Sincerely yours,

Paul Rice

Company Representative

Title SVP, NA Operations

Date: 5/29/14

Virgi... Employment Commission

Summary of Employment Conditions Specified on Job Order

1. **Order Number:** VA 455342

2. **Name of Employer:** Del Monte Fresh Produce Inc

3. **Location of Employer and Directions:** 15141 Lankford Hwy Bloxom Va 23308. The work is performed at multiple locations throughout the Eastern Shore of Virginia. An attached Itinerary lists all the locations.

4. **Period of Employment:** 07/29/14 through 10/31/14

5. **Work Schedule:**
   Minimum Hours Per Day 7
   Days Per Week 5

6. **Pay: Hourly:** $9.87

7. **Work Tasks to be Performed:** Manually plant, cultivate and harvest tomatoes. Use hand tools such as shovels, pruning shears and knives. Job duties may include filed clean up, removal of trash and debris, laying of plastic mulch, transplanting, weeding, staking, pruning, lying, picking/harvesting, hauling and packing. Harvest tomatoes by hand. Plant and maintain plants in the nursery operations. Clear and maintain drainage and irrigation. May be assigned to support in construction of farm buildings, fences, roadways and other structures. Perform quality inspections. Conduct sanitation activities at the field and in the packinghouse. Participate in activities that ensure food safety. Workers are expected to work at least the number of days and hours specified. Depending on weather, crop or other conditions, workers may be requested, but not required, to work up to seven days per week and/or on the Sabbath and up to 12hrs per day.

Comision de Empleo de Virginia

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

1. **Numero de la Orden:** VA 455342

2. **Nombre del Empleador:** Del Monte Fresh Produce Inc

3. **Lugar Y Direccion Del Empleador:** 15141 Lankford Hwy Blxom Va 23308. El trabajo se realizara en varias localidades a lo largo de la costa Este de Virginia. Vea la lista de localidades e intinerario adjunto.

4. **El periodo de empleo es:** 07/29/14 hasta 10/31/14

5. **Horario De Trabajo:**
   Minimo de 7 horas por dia
   5 dias por semana

6. **Pago:** Sueldo Por Hora: $9.87

7. **Tareas a desempenar:** Manualmente plantar, cultivar y cosechar tomates. Utilice herramientas de mano tales como palas, Tijeras de podar y cuchillos. Responsabilidades de trabajo pueden incluir la limpieza de terreno, eliminacion de basura y escombros, por el que se de acolchado plastic, el trasplante, la escarda, el replanteo, la poda, la vinculacion, la cosecha/recoleccion, transporte y embalaje. Tomates de cosecha a mano. Forestar y mantener las plantas en las tareas de vivero. Clear y mantener el drenaje y el riego. Puede ser asignado para poyar en la construccion de edificios agricolas, cercas, caminos y otras estructuras. Realizar inspecciones de calidad. Llevar a cabo actividades de saneamiento en el campo y en la planta de empaque. Participe en actividades de garanticen la seguridad allmentaria. Se espera que los trabajdores a trabajar por lo menos el numero de dias y horas especificadas.

Employer will furnish to workers, without cost all the tools and equipment required in the performance of the duties assigned. Workers should report to work with their own suitable work clothing. Field temperature may range from 20 to 110+ degrees (F) with possible wet morning conditions. Works referred against this order must have a minimum of 3 months experience in performing the tasks described in this order.

Dependiendo del clima, los cultivos o otras condiciones, los trabajadores pueden ser solicitados, pero no se require, para trabajar hasta siete dias a la semana y/o en el dia de reposo y hasta 12hr por dia. Empleador proporcionara a los trabajadores, sin costo todas las herramientas y equipos necesarios en el ejercicio de las funciones asignadas. Los trabajadores deben presentarse a trabajar con su propia ropa de trabajo adecuada. El campo de temperature puede variar desde 20 hat 110+ grados (F) con posibles condiciones de la manana humeda. Los trabajadores a que se refiere esta orden deben tener un minimo de 3 meses de experiencia en la realizacion de las tareas descritas en esta orden.

8. **Transportation Provided:**
From Labor Camp to Work Site and Return

9. **Housing Can Accommodate:**
Persons: 310
Family: N/A

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

11. **Deductions:**

Type:
Social Security-Yes
Income/State Tax-Yes
Transportation- No
Tools & Equip-No

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

8. **Transportacion Proveida**: Desde la vivienda hasta el sitio de trabajo y de regreso

9. **Vivienda Desponible Para:**
Personas: 310
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:**

Tipo:
Seguro Social-Si
Impuestos de Ingresos/Estatales-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

CERTIFICATE OF LIABILITY INSURANCE

DATE(MM/DD/YYYY) 06/12/2014

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

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

PRODUCER
Aon Risk Services Northeast, Inc.
New York NY Office
199 Water Street
New York NY 10038-3551 USA

CONTACT NAME:
PHONE (A/C. No. Ext): (866) 283-7122 FAX (A/C. No.): (800) 363-0105
E-MAIL ADDRESS:

INSURER(S) AFFORDING COVERAGE	NAIC #
INSURER A: Sentry Ins A Mutual Company	24988
INSURER B:	
INSURER C:	
INSURER D:	
INSURER E:	
INSURER F:	

INSURED
Fresh Del Monte Produce, Inc.
241 Sevilla Avenue
Coral Gables FL 33134 USA

COVERAGES **CERTIFICATE NUMBER:** 570054096293 **REVISION NUMBER:**

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

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
	COMMERCIAL GENERAL LIABILITY						EACH OCCURRENCE	
	CLAIMS-MADE / OCCUR						DAMAGE TO RENTED PREMISES (Ea occurrence)	
							MED EXP (Any one person)	
							PERSONAL & ADV INJURY	
	GEN'L AGGREGATE LIMIT APPLIES PER:						GENERAL AGGREGATE	
	POLICY / PRO-JECT / LOC						PRODUCTS - COMP/OP AGG	
	OTHER:							
	AUTOMOBILE LIABILITY						COMBINED SINGLE LIMIT (Ea accident)	
	ANY AUTO						BODILY INJURY (Per person)	
	ALL OWNED AUTOS / SCHEDULED AUTOS						BODILY INJURY (Per accident)	
	HIRED AUTOS / NON-OWNED AUTOS						PROPERTY DAMAGE (Per accident)	
	UMBRELLA LIAB / OCCUR						EACH OCCURRENCE	
	EXCESS LIAB / CLAIMS-MADE						AGGREGATE	
	DED / RETENTION							
A	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR / PARTNER / EXECUTIVE OFFICER/MEMBER EXCLUDED? Y/N N (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	N/A		901554301	10/01/2013	10/01/2014	X PER STATUTE / OTH-ER	
							E.L. EACH ACCIDENT	$1,000,000
							E.L. DISEASE-EA EMPLOYEE	$1,000,000
							E.L. DISEASE-POLICY LIMIT	$1,000,000

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

CERTIFICATE HOLDER

Fresh Del Monte Produce, Inc.
241 Sevilla Avenue
Coral Gables FL 33134 USA

CANCELLATION

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

AUTHORIZED REPRESENTATIVE

Aon Risk Services Northeast, Inc.

Holder Identifier :

Certificate No : 570054096293

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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'
Child Abuse/Ninos Maltratados/Timoun Ki Bezwen Ed
Battered Wife/Esposas Maltratadas/Madam AK Traca
Welfare/Asistencia Publica/Asistans Piblk
Emergency Relief Assistance/Asistencia en casos de emergencia economica

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

Headquarters(Richmond) 804-355-4676

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 for Aging and Rehabilitative Services/DARS- Departamento para la Edad y Servicios 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

Eastern Shore Vocational Center- Centro Vacacional
Exmore 442-3933

Social Security Administration- Administracion De La Seguridad Social
Toll Free Number 1-866-964-1019

Eastern Shore Community College- Colegio De La Comunidad
Melfa ..... 789-1789 / or Toll Free: 1-877-871-8455

Parks and Recreation- Parques Y Recreo
Accomack 787-3900
Northampton 678-0468

U. S. Dept. of Labor Wage & Hour- Departamento Del Trabajo De Los EE.UU.
Norfolk – Division De Salarios Y Horas 1-757-455-0891
Toll Free Number ..... -1-866-487-9243

VPI Extension Service- Servicio De Extension
Accomack 787-1361
Northampton 414-0731

School Board- Administracion De Escuelas
Accomack 787-5754
Northampton 678-5151

Head Start- Escuelitas para Migrantes
Parksley 665-4976
Cheriton 331-4897
Tasley 789-5300

Salvation Army-Ejercito De Salvation
Northampton County 757-442-4606
Accomack County 757-787-1311

Poison Center- Centro De Envenenamiento 414-8700
Toll Free Number 1-800-552-6337

Migrant Ministry- Ministerio De Migrantes
Jim Albright, Onley 787-7862

Department of Homeland Security-Immigracion 1-800-375-5283

St. Peter's Catholic Church- Iglesia Catolica De San Pedro
Onley 787-4592

Domestic Violence-Violencia Domestica
Onancock 787-1329

VA Dept. of Health-WIC- Departamento De Sanidad-WIC
Accomack 787-5886
Northampton 442-6228

United Methodist Church–Iglesia De Los Methodistas Unidos-Carmen Colona, Pastora 787-3332

ALL EMERGENCIES- Todas Las Emergencias 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.