

VIRGINIA EMPLOYMENT COMMISSION

MEMORANDUM TO:

DATE 8/9/2006

Florida	_____	North Carolina	_____	Region II	_____	Region V	_____
Texas	_____	South Carolina	_____	Region III	_____	Region VI	_____
Ohio	_____	Puerto Rico	_____	Region IV	_____	Other	_____

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

SUBJECT: Request for Extension of Clearance Order No. VA 6081820

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

dated 8/9/2006 for 12, Nursery Laborer 405-687-014
(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.

Michelle C. Abraham
(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



D.M.S. Approval No. 1001-0134, Expires 06/30/2005

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)		Industry Code / Código de Industria 0182	Job Order # / No. Orden de Empleo VA-6081820
Guthrie Nursery Inc. PO Box 110 Concord, VA 24538 (434) 993-2753		c/o The Labor Co. PO Box 1254 Amherst, Va. 24521 434-946-0035	
2. Location and Direction to Work Site / Dirección del lugar de trabajo		Clearance Order Issue Date / Fecha de Trámite 8/9/06	
(see attachment / para más detalles vea <u>1</u>)		Job Order Expiration Date / Fecha de Expiración 12-29-06	
3. Location and Description of Housing / Dirección y Descripción de la Vivienda Lake Place Apartments, Lynchburg, VA 24504		6. Anticipate Method of Employment, Periodo Anticipado de Empleo From Desde <u>10/1/2006</u> To/Hasta <u>3/31/2007</u>	
(see attachment / para más detalles vea <u>1</u>)		7. No. of Workers Requested / No. de Trabajadores Pedidos 12	
8. Anticipated Hours of Work per Week / Horas Anticipadas de Trabajo por Semana		Total: 40	
Sunday / Domingo <u>0</u>		Wednesday / Miércoles <u>7</u>	
Monday / Lunes <u>7</u>		Thursday / Jueves <u>7</u>	
Tuesday / Martes <u>7</u>		Friday / Viernes <u>7</u>	
(see attachment / para más detalles vea <u>1</u>)		Saturday / Sábado <u>5</u>	
4. 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. Collect Cars Accepted / Se Aceptan Camionetas a Cobrar Employer / El Empleador Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Local Office/Oficina Local Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
(see attachment / para más detalles vea <u>1</u>)		(see attachment / para más detalles vea <u>1</u>)	
5. Referral Instructions / Instrucciones para el Referimiento de Candidatos All local and intrastate (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.			
(see attachment / para más detalles vea <u>1</u>)			
10. Job Specifications / Descripción de Trabajo (Summary of Material Job Specifications in ENGLISH must be included inside this box) Performs any combination of following duties concerned with winter nursery work: Plants, sprays, weeds, maintains and waters plants, shrubs, and trees. Digs up shrubs and trees, and wraps their roots with burlap. Moves containerized shrubs and trees, using wheelbarrow. May fold and staple corrugated forms to make boxes used for packing horticultural products. Winter pruning of nursery stock.			
(see attachment / para más detalles vea <u>1</u>)			
10 a. Descripción del Trabajo / Job Specifications (Summary of Material Job Specifications in SPANISH must be included inside this box) Realiza una combinación de las siguientes tareas correspondientes a trabajo de invernadero de invierno: Plantar, aplicar spray, deshierbar, mantener y regar las plantas, arbustos y árboles. Excavar arbustos y árboles, empacar las raíces con res. Mover arbustos y árboles de contenedores utilizando carretilla. Puede doblar y grapar formas corrugadas para hacer cajas para empacar productos de horticultura. Poda de invierno del inventario de plantas del invernadero.			
(see attachment / para más detalles vea <u>1</u>)			

ETA 790 (rev. July 2004)

11. 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 / NO	Pay Period Periodo de Pago
		Nursery Work	\$ 8.51*	\$			FICA
	\$	\$			Federal Tax	X	Bi-weekly / cada 2 sem
	\$	\$			State Tax	X	Other / Otro
	\$	\$			Meals (comidas)	X	
	\$	\$			Other (specify)	X	

More Details About the Pay / Más Detalles Sobre el Pago
 All work provided in this job order will be compensated by the hour at the current adverse effect wage rate of \$8.51 or the legal federal or state minimum wage rate, whichever is highest. In the event DOL promulgates a new AEWR during the recruitment or contract period which is lower than the AEWR in effect at the time of application, this lower AEWR becomes the guarantee at the discretion of the employer unless there is a prevailing hourly rate higher than the new AEWR. See attachment, item 11 for expanded explanation.

*or Applicable AEWR (see attachment / para más detalles ver...)

12. Transportation Arrangements / Arreglos de Transportación (Please explain)
 For workers who complete 50 percent of the work period, the employer will reimburse the worker for costs incurred by the worker for transportation and reasonable subsistence from the place from which the worker came to work for the employer to the place of employment. Subsistence will be in accordance with current rates published in the Federal Register (for workers with and without receipts). The amount of the reimbursement for transportation shall be the worker's actual cost but no more than the most economical and reasonable similar common carrier transportation charges for the distance involved. See attachment item 12 for expanded explanation. (see attachment / para más detalles ver...)

13. 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 este(s) tipo(s) de cosecha(s) sembrado(s)? Yes _____ No X / if you have checked yes, what is the FLC wage for each activity? / Si contestó "SI" ¿cuál es el salario que le paga el Contratista Agrícola para cada actividad? (see attachment / para más detalles ver...)

14. Unemployment insurance provided / Seguro por desempleo. Yes _____ No X
 15. Workers' compensation insurance provided / Indemnización por accidente de trabajo. Yes X No _____
 16. Are tools provided at no charge to the workers? / ¿Se proveen las herramientas de trabajo a los trabajadores sin cargo alguno? Yes X No _____

17. 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") / No que todo acuerdo o convenio con los propietarios de establecimientos 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

18. 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 todo huelga, paro o interrupción de las operaciones por parte de los empleados en el lugar de empleo. (Si no hay, indique "ninguno")
 NONE

19. Address of Order Holding Office (include telephone number) / Dirección de la Oficina donde se Raticó la Oferta (incluya número de teléfono)
 Virginia Employment Commission
 165 Deer Run Road
 Danville, VA 24140
 434-791-5291

20. Name of Local Office Representative (include direct dial telephone number) / Nombre del Representante de la Oficina local (incluya número de teléfono)
 Iafe Lindsey
 434-791-5291

21. 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 de Empleador
 Janice Guthrie, President

READ CAREFULLY: In a view of the statutorily established basic function of the employment service as a no-fee labor exchange, there is 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 in any way a party.
 LEASE CUIDADOSAMENTE: En vista de su función básica establecida estatutariamente el Servicio de Empleo es un intercambio gratuito de trabajo para juntar a los empleadores y trabajadores que buscan empleo, ni ETA ni las agencias de estado pueden garantizar la verdad y certeza de la información contenida en la Orden de Trabajo sometida por el empleador. Tampoco, ninguna orden de trabajo aceptada o reclutada por el Servicio de Empleos constituye una oferta contractual de la cual ETA ni la agencia del Estado son parte.

Public reporting burden for the ETA Form 790 is estimated to be approximately 60 minutes per response. Comments regarding this burden estimate or any other aspect of this collection, including suggestions for reducing the burden can be sent to the U.S. Department of Labor, Office of Workforce Investment, Room S-4321, Washington, D.C. 20210 (Paperwork Reduction Act of 1995, OMB Control No. 1205-0134).

Item 2. Directions to Work Site

1825 Crews Shop Road, Lynchburg, VA 54504

Item 3. Housing

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 without regard to sex. In the event that a female worker is hired, separate 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 assigned 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 on attached addendum. Workers will be provided a name and telephone number where they may be contacted in case of emergency while residing in the housing.

Item 5. 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. The "applicant holding office" after coordinating the referral with the order holding office will contact the employer's agent or the employer directly and advise the agent or employer of the referral(s). Interviews, either in person or by telephone, will be conducted by the employer's agent during the hours of 9:00am to 4:00 pm, Monday through Friday. 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. Employer's agent should be contacted first at the following address and phone number. If unavailable, contact employer directly during the same hours.

The Labor Company
P.O. Box 1254
Amherst, VA 24521
434-946-0035/434-946-0036 (fax)

Order Holding office:
Virginia Employment Commission
165 Deer Run Road
Danville, VA 24540
(434) 791-5291

Employer's agent agrees to interview all US workers referred by the State Employment Commission, local or by supply state who have been screened by such employment services 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.

Item 8. 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.

10. Job Specifications

Performs any combination of following duties concerned with winter nursery work. Plants, sprays, weeds, maintains and waters plants, shrubs, and trees. Digs up shrubs and trees, and wraps their roots with burlap. Moves containerized shrubs and trees, using wheelbarrow. May fold and staple corrugated forms to make boxes used for packing horticultural products. Winter pruning of nursery stock.

Pruning: When pruning, it is vital to prune the unwanted branch while protecting the stem or trunk wood of the tree. While pruning trees, workers will receive proper tools for the particular job, i.e., saw, prunes, and hand snips. These tools will be returned to the employer at the end of the task. The cost of tools destroyed maliciously or lost carelessly will be deducted from worker's wages. The supervisor will set a standard or pattern and will demonstrate and communicate this to workers. Workers will be assigned rows of trees and must prune each tree according to the predetermined standard. Workers must remove all resulting material from the trees rendered from performing pruning tasks. When pruning is complete on each tree, each worker is required to rake and scatter the resulting brush in the center of the tractor/equipment middles.

Balled and Burlap (B&B) tree production: Workers may be required to work as operators of skid steers with tree spade attachments or haul out tines. Workers may be required to work on the ground packaging the finished root ball on a tree by stapling burlap with hog ring pliers, tying basket loops with twine, crimping baskets with pig tail crimpers or tying branches with twine.

Bare root tree production: Workers may be required to work as operators of skid steers with bare root blade attachments. Workers may be required to work on the ground tying branches with twine or hauling trees through the field and loading them onto trucks by hand.

Loading and unloading: Workers may be required to work on flat bed trailers tying B&B trees to the trailer with twine. Workers may be required to work loading or unloading bare root trees by hand into refrigerated trailers.

Watering: Workers may be required to water trees by hand using pumps and hoses.

Greenhouse: Plants, cultivates, and harvests horticultural specialties, such as flowers and shrubs, and performs related duties in environmentally controlled structure. Applies herbicides, fungicides, and pesticides to destroy undesirable growth and pests, using spray wand connected to solution tank. Pollinates, prunes, transplants, and pinches plants, and culls flowers, branches, fruit, and plants to ensure development of marketable products. Harvests, packs, and stores crop. May maintain and repair hydroponic and environmental control systems. May maintain and repair structures, using materials, such as corrugated fiberglass panels, lath, glass panes, and putty, and tools, such as hammer, saw, and putty knife.

General Duties: Duties performed in the field will be sporadic all through the contract due to the various duties, i.e., planting, pruning, cutting, deadheading, pinching, trimming to shape, spacing plants, fertilizing with granular or liquid fertilizer, cleaning work areas, transporting plant materials in the nursery/greenhouse areas, loading and unloading plants and all other duties associated with plant production. Workers will be required to perform duties to prepare crops for marketing. Workers will also unload pallets from trucks or wagons into fields for transplanting. Worker may unload and restock for storage.

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 5 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.

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.

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. Workers will use muscles to lift, push, pull, or carry heavy objects, such as trees or potted plants. These could/will weight from 50 - 75 lbs. Occasionally workers will lift trees weighing up to 100 pounds. 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 nursery, 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/nursery 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 Horticulture Worker II, DOT Code 405.687-014. 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. The worker agrees to work for assigned employer(s) whenever work is available during the full remaining period of employment even though work may be slack at times. The worker understands that if he quits or is terminated for cause prior to the end of the period of employment, he will not receive the 3/4 guarantees discussed below and will not receive certain transportation reimbursements discussed below. Excessive tardiness and/or absences will not be tolerated and will result in termination.

Daily individual work assignments and crew assignments will be made by and at the sole discretion of the nursery manger and/or nursery supervisor as the needs of the nursery operation dictate. Workers may be assigned a variety of duties in any given day and/or different tasks on different days. Workers will be expected to perform any of the listed duties and work on any crop as assigned by the worker's supervisor.

11. 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 nursery 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 \$6.51 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 assigned Employer's nursery, 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 \$8.51 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 nursery labor and 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 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.

12. 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 satisfactory 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 \$9.30 per day, without producing documentation of actual expenses, or will otherwise be paid as per 20 CFR 655.102(b)(5) 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 nursery, 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 as specified in Item 11 and Attachment, 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.

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 three day training period starting with the first day of employment to acclimate the worker to the physical demands of nursery work and to familiarize workers with job

specifications and to demonstrate proper harvest methods and other crop specific issues such as, 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 four or more 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.

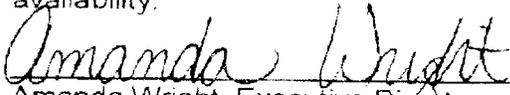
9. Workers may not leave the field or other assigned work area without permission of employer or person in charge.
10. Workers may not enter employer's premises without authorization.
11. Workers may not begin work prior to scheduled starting time or continue working after stopping time unless authorized 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 employer 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 nursery 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

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.

Certify Number of Workers

We expect the total number of workers the employer will use in the occupation of this/these crop activities to be 12 of which 12 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.



Amanda Wright, Executive Director
The Labor Company (TLC)

Application for Conditional Entry

I, Guthrie Nursery, Inc., 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 N/A but, because of disuse, cannot meet applicable standards at this time.

As a condition to placing my order into clearance, I, Guthrie Nursery, Inc., 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 10/1 /2006

Amanda Wright
Agent

7/31/06
Date

E.S. Representative

Date

EMPLOYER'S STATEMENT PURSUANT TO 20 CFR SECTION 655.101 (a) (2)

The undersigned employer, pursuant to 20 CFR Section 655.101 (a) (2), does hereby authorize The Labor Company (TLC), to act as my agent and on my behalf for the purpose of signing and filing an Application for Temporary Alien Agricultural Labor Certification and to do any and all other acts necessary to pursue and obtain such Certification. My said agent is specifically authorized to make hiring commitments on my behalf, provided however, that my said agent is specifically not authorized to hire, pay, fire, supervise or otherwise control the work of any employee.

As employer, I assume full responsibility for the accuracy of the Application, for all representation made by my said agent on my behalf, and for the compliance with all regulatory and other legal requirements.

James Guthrie _____ 7/31/06 _____
Employer Signature Date

The Labor Company (TLC), does hereby certify that it is acting only as agent for the above employer with respect to its Temporary Alien Agricultural Labor Certification Application. TLC is neither the employer on a joint employer of the workers requested, and the individual employer above, retains the full power to hire, pay, fire, supervise and otherwise control the work of all workers requested through the Employment Service, except to the extent that TLC has been specifically authorized to make hiring commitments on behalf of the employer.

The Labor Company (TLC),
Amanda Wright _____ 7/31/06 _____
Agent Signature Date

Client#: 6097

KSGLANDSC1

ACORD CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)
07/06/06

PRODUCER

Thomas Rutherford Inc.
P.O. Box 12748
Roanoke, VA 24028
540 982-3511

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW.

INSURERS AFFORDING COVERAGE

NAIC #

INSURER A	Union Insurance Company
INSURER B	VA Contractors Group Self-ins Assoc
INSURER C	
INSURER D	
INSURER E	

INSURED

Guthrie Nursery, Inc.
P. O. Box 110
Concord, VA 24538

COVERAGES

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. AGGREGATE LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR ADD'L LTR	INSRD	TYPE OF INSURANCE	POLICY NUMBER	POLICY EFFECTIVE DATE (MM/DD/YY)	POLICY EXPIRATION DATE (MM/DD/YY)	LIMITS	
A		GENERAL LIABILITY <input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY CLAIMS MADE <input checked="" type="checkbox"/> OCCUR <input checked="" type="checkbox"/> Indep Cont. <input checked="" type="checkbox"/> XCUI GEN'L AGGREGATE LIMIT APPLIES PER POLICY: <input checked="" type="checkbox"/> PRO <input checked="" type="checkbox"/> LOA	CPA001027721	06/01/06	06/01/07	EAC OCCURRENCE DAMAGE TO RENTER (Per occurrence)	\$1,000,000
						MED EXP (Per person)	\$10,000
						PERSONAL & ADV INJURY	\$1,000,000
						GENERAL AGGREGATE	\$2,000,000
						PRODUCTS - COMPL AGG	\$2,000,000
A		AUTOMOBILE LIABILITY <input checked="" type="checkbox"/> ANY AUTO ALL OWNED AUTOS SCHEDULED AUTOS <input checked="" type="checkbox"/> HIRED AUTOS <input checked="" type="checkbox"/> NON-OWNED AUTOS	CAA001027820	06/01/06	06/01/07	COMBINED SINGLE LIMIT (Per accident)	\$1,000,000
						BODILY INJURY (Per person)	\$
						BODILY INJURY (Per accident)	\$
						PROPERTY DAMAGE (Per accident)	\$
						AUTO ONLY - EA ACCIDENT	\$
						OTHER THAN AUTO ONLY EA ACC AGG	\$
A		EXCESS/UMBRELLA LIABILITY <input type="checkbox"/> OCCUR <input type="checkbox"/> CLAIMS MADE <input type="checkbox"/> DEDUCTIBLE <input checked="" type="checkbox"/> RETENTION \$ 0	CPA001027721	06/01/06	06/01/07	EAC OCCURRENCE	\$10,000,000
						AGGREGATE	\$10,000,000
							\$
							\$
B		WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? If yes, describe under SPECIAL PROVISIONS below OTHER	06VACO249	06/01/06	06/01/07	<input checked="" type="checkbox"/> WC STATUTE TOBY LIMITS <input type="checkbox"/> BY PER	
						EAC ACCIDENT	\$100,000
						EAC DISEASE - EA EMPLOYEE	\$100,000
						EAC DISEASE - POLICY LIMIT	\$500,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES / EXCLUSIONS ADDED BY ENDORSEMENT / SPECIAL PROVISIONS
Contractual Liability applies per policy definition of insured's contract.

CERTIFICATE HOLDER

The Labor Company
P O Box 1254
Amherst, VA 24521

CANCELLATION

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, THE ISSUING INSURER WILL ENDEAVOR TO MAIL 30 DAYS WRITTEN NOTICE TO THE CERTIFICATE HOLDER NAMED TO THE LEFT, BUT FAILURE TO DO SO SHALL IMPOSE NO OBLIGATION OR LIABILITY OF ANY KIND UPON THE INSURER, ITS AGENTS OR REPRESENTATIVES.

AUTHORIZED REPRESENTATIVE

Spencer A. Massey

State Agency VE.C.

Agencia Estatal _____

SUMMARY OF EMPLOYMENT CONDITIONS
SPECIFIED ON JOB ORDER

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

1. Order Number: VA-6081820

2. Name of Employer: GUTHRIE NURSERIES

3. Location of Employer and Directions:
1825 CREWS SHOP RD - 434-946-0035
CONCORD, VA 24504 - 434-943-2753
P.O. Box 110, CONCORD VA VA

1. Numero de la Orden:

2. Nombre del Empleador:

3. Lugar y Direccion del Empleador:

4. Period of Employment:
 From 10-01-06 To 3-31-07

4. Periodo de Empleo:
 Del _____ Al _____

5. Work Schedule:
 Hours per day 7 1/2 Days per week 5 1/2
40 hrs per week

5. Horario del Trabajo:
 Horas por dia _____ Numero de dias por semana _____

6. Crop and Pay:

Crop	Hourly Wage	Unit of Production	Piece Rate	Estimated Hourly Wage
<u>Waxoy</u>	<u>\$851</u>	<u>Per ha</u>	<u>4A</u>	<u>\$851</u>
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____

Bonus: 4A

6. Cosecha y Pago:

Cosecha	Sueldo por Hora	Unidad de Produccion	Pago por Unidad
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

Calculo Anticipado del Sueldo por Hora

Pago Adicional: _____

7. Work tasks to be performed:

Regular: Winter Nurseries, dig, plant spray, Prune, Box, Bag, wrap, sort, load, ship

Alternate tasks and pay during first week in case of crop delay (see item 12)
General maintenance

7. Labores a desempenar en el trabajo:

Normales: _____

Labores alternativas y pago por la primera semana en caso de demora en la cosecha (vease punto numero 12): _____

3. Transportation provided:

yes no

8. Transportacion Proveida:

si no

9. Housing can accomodate _____ number of people

individual family

9. Viviendas disponibles para _____ person

individuos familias

10. Meals:

Provided: yes no

If yes: Cost per day _____

Workers must do their own cooking

yes no

10. Comidas Proveidas:

si no

Si son proveidas, el costo por dia sera _____

Los trabajadores tienen que cocinar sus comidas

si no

11. Deductions:

Type	Amount
Social Security	XXX
Income Tax	XXX
Meals	_____
Transportation	_____
Tools & Equipment	_____
Crewleader charges	_____
_____	_____

11. Deduciones:

Clase	Cantidad
Seguro Social	XXX
Impuestos Sobre Ingresos	XXX
Comidas	_____
Transportacion	_____
Herramientas y Maquinarias	_____
Sumas Cobradas por el Contratista de Trabajadores Agricolas	_____

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

9-11-06. In order for you to be eligible for this guarantee, you must contact the Job Service office at _____

Virginia Employment Commission
165 Deer Run Rd - P.O. Box 11057
Danville, Va 24540

during the period of 9-11-06 / 9-15-06
Any Job Service office will assist you in doing this.

434-791-5291

12. NOTAS PARA EL TRABAJADOR

Una copia de la orden completa esta disponible en esta oficina para su inspeccion.

El empleador ha garantizado el pago por su primera semana de empleo, a menos que el notifique al Servicio de Empleos que la fecha de comenzar a trabajar sera atrasada, y que tal notificacion sea a mas tardar el _____

Para que Ud. pueda tener derecho a esta garantia de pago, tendra que comunicarse con la Oficina del Servicio de Empleos en el _____

durante el periodo del _____ al _____
Cualquier Oficina del Servicio de Empleos le asistira en hacerlo.

For organizations not listed, please consult the Yellow Pages of this directory.

ABUSE/VICTIMS' SERVICES

- Childhelp USA Children's Center of Virginia 703-208-1500
- D.C. Coalition Against Domestic Violence-Supporting Our Survivors Center..... 202-889-8878
- House of Imogene Shelters..... 202-518-8488
- National Child Abuse Hot Line..... 800-422-4453
- TDD 800-222-4453
- Rape, Abuse, and Incest National Network 202-544-1034
- Or 800-656-4673

AIDS/HIV SERVICES

- National Association of People with AIDS (NAPWA) 240-247-0880

ANIMAL SERVICES

- American Humane Association 703-294-6690
- Animal Welfare 703-836-4300

- Bedford County Animal Shelter 540-586-7690
- FLA.G. (For the Love of Animals in Goochland)..... 804-342-6975
- Fluvanna County SPCA... 434-591-0123
- TTY (9-2 am) 434-591-0123
- Henry County Animal Control 276-656-4266
- Or 276-638-8751
- Humane Society of Fairfax County, Inc..... 703-385-7387
- SPCA, Inc..... 703-522-7920
- Washington Animal Rescue League, The 202-726-3012
- Or 202-726-2556
- Wildlife Rescue League ... 703-440-0800
- Or 703-391-8625

CHILDREN/YOUTH SERVICES

- Alternative House 703-356-6360
- Or 703-506-9191
- America's Promise-The Alliance for Youth 703-684-4500
- Or 800-365-0153
- Big Brothers Big Sisters ... 757-253-0676
- Boys & Girls Club of Danville 434-792-6617

- CASA of Greater Prince William 703-330-8145
- Camp Fire USA 202-347-2003
- Children's Defense Fund 202-628-8787
- Children's Environmental Health Network..... 202-543-4033
- Children's Mercy Fund ... 703-519-8666
- Classical Ballet Academy of Northern Virginia 703-471-0750
- Community Attention 434-970-3353
- Or 434-970-3342
- Families for Russian and Ukrainian Adoption 703-560-6184
- Farm Safety 4 Just Kids... 800-423-5437
- For The Children-Partners in Prevention, Inc..... 276-638-4673
- Or 276-638-1146
- Franklin County School Board 540-483-5138
- Girl Scout Commonwealth Council of Virginia 804-746-0590
- Joint Action in Community Service, Inc. (JACS) 202-537-0996
- Or 800-522-7773
- Justice for Children-DC ... 202-462-4688
- Or 202-667-1160

- Center for Autism & Related Disorders (CARD)..... 703-256-6383
- Danville Association for Retarded Services 434-836-3272
- Lomano Life Skills..... 434-656-6100
- Or 434-656-6101
- Parents and Children Coping Together (P.A.C.C.T.) ... 804-559-6833
- Toll Free in VA..... 800-477-0946
- Recovery, Inc..... 301-431-1818
- SAMHSA's National Mental Health Information Center..... 800-789-2647
- TTY/TDD..... 866-889-2647
- Virginia Department of Rehabilitative Services 540-899-4161
- TTY/TDD..... 540-372-3550

SELF HELP/SUPPORT GROUPS

- D.C. Metro Concerned United Birth Parents..... 202-298-1011
- Families for Private Adoption 202-722-0338
- Families for Russian and Ukrainian Adoption 703-560-6184
- Richmond Organization for Sexual Minority Youth..... 804-644-4800
- Or 804-644-4336
- TOPS Club, Inc 800-932-8677

SENIOR CITIZENS' SERVICES

- AARP..... 888-687-2277
- DC Office on Aging..... 202-724-5622
- Or 202-724-5626
- TTY..... 202-724-8925
- Department of Professional & Occupational Regulation 804-367-8500
- Hotline for Older Virginians 804-367-2178
- TTY..... 804-367-9753
- Eldercare Locator 800-677-1116
- IONA Senior Services ... 202-895-9448
- Or 202-966-1055
- TTY..... 202-895-9444
- Osher Lifelong Learning Institute (formerly Learning in Retirement Institute)..... 703-503-3384
- Solutions for Better Aging 888-405-4242
- Southern Area Agency on Aging..... 276-632-6442
- Or 800-468-4571

SUBSTANCE ABUSE SERVICES

- American Rescue Workers, Inc..... 301-336-6200
- Narcotics Anonymous.... 800-777-1515

VETERANS' SERVICES

- American War Mothers... 202-362-0090
- Department of Veterans Affairs 800-827-1000
- Paralyzed Veterans of America 202-416-7609
- Tuskegee Airmen, Inc.... 703-522-8590
- Veterans of Foreign Wars Post #8469..... 703-250-2517
- Vietnam Women's Memorial Foundation 866-822-8963
- Virginia Mid-Atlantic Chapter, Paralyzed Veterans of America.... 804-378-0017

This section is provided as a courtesy to the community by Yellow Book USA. If your club, organization or agency provides a service to the community and would like to be considered for inclusion in this section please e-mail us at CommunityPages@YellowBook.com or call us at 877-277-5792.

Community & Human Service Organizations

National Council for
Adoptions 703-299-6633
Or 866-212-3678
Naval Sea Cadet Corps... 703-243-6910
Newborns In Need, Inc... 417-967-9441
Orphan Foundation of
America 571-203-0270
Or 800-950-4673
Sexual Minority Youth Assistance
League 202-546-5940
TTY 202-544-7769
Thursday's Child National Call Center
for At-Risk Youth 800-872-5437

COMMUNITY/SOCIAL/ HUMAN SERVICES

ASALH (Association for the Study of
African American Life and
History) 202-865-0053
ASPIRA Association,
Inc. 202-835-3600
Adolescent & Family Growth Center,
Inc. 703-425-9200
Adoption Service Information
Agency 301-587-7068
Arc of Central Virginia,
The 434-845-4071
Arlington County Department of
Social Services 703-228-1550
Or 703-228-1350
TTY/TDD 703-228-1598
Barker Foundation & Adoption
Services, The 800-673-8489
Bikes for the World 703-525-7417
Or 703-525-0931
Boat People S.O.S., Inc. 703-538-2190
Christian Counseling and Training
Center, Inc. 804-358-1343
Or 804-357-9968
Consumer Product
Hot Line 800-638-2772
TTY 800-638-8270
D.C. Child & Family Services
Agency 202-442-6000
Or 202-442-6100
Daily Planet 804-783-0678
Danville-Pittsylvania County
Habitat for Humanity... 434-793-3630
Ethiopian Community
Center, Inc. 202-726-0800
Fund for Education and Training
(FEAT), The 202-483-2220
Freedom Outreach
Center 757-380-6126
Gifts In Kind
International 703-836-2121
Global Impact 703-717-5200
Or 800-836-4620

Harrisonburg Redevelopment &
Housing Authority 540-434-7386
Henry-Martinsville
Social Services 276-656-4300
Hispanic Committee of
Virginia 703-671-5666
Housing Opportunities Made
Equal Inc. (HOME) 804-354-0641
TTY 804-237-7545
Human Rights Campaign
ACS 202-232-8631
Human Services Department,
City of Danville 434-799-5232
Kingsway Prison & Family
Outreach 540-433-5658
Loudoun County Department of
Social Services 703-777-0353
Loudoun Workforce Resource
Center 703-777-0150
Lutheran Social
Services 202-723-3000
March of Dimes Resource
Center 888-663-4637
Mission Center, The 276-632-0550
National Fraud Information
Center 800-876-7060
TDD/TTY 202-835-0778
No Greater Love 202-637-0776
Patrick County Department of
Social Services 276-694-3328
Reading is Fundamental,
Inc. 202-673-1641
Or 877-743-7323
Reston Interfaith 571-323-9555
Salvation Army, The 540-373-3431
Shenandoah Valley Sex Offender
Treatment Program 540-434-1730
Social Security
Administration 434-836-6821
Southeast Crisis Pregnancy
Center 202-574-3880
Twice Is Nice Thrift
Shop 434-293-8319
United Palestinian Appeal,
Inc. 202-659-5007
Or 800-892-6183
United Way of Danville-Pittsylvania
County 434-792-3700
United Way of Prince William
County 703-361-9154
Virginia Community Action
Partnership 804-644-0417
Washington Coalition for Comfort
Women Issues, Inc. 703-560-7866
YWCA USA 202-467-0801

COUNSELING SERVICES

A Center for Adult, Family &
Career Counseling 703-273-9216
Advanced Behavioral
Solutions, P.C. 434-295-0119
Or 804-270-7477
Albemarle Counseling Associates,
PLLC 434-978-3900
Center for Brief
Counseling 540-548-1771
Center for Pastoral Counseling of
Virginia 703-903-9696
Or 800-903-9696
Chrysalis Counseling Centers,
P.C. 703-330-3311
Or 540-727-0770
Counseling Services of
Vienna 703-242-2313
Falls Church Center for
Counseling 703-532-6220
Family Focus Counseling
Services 540-349-4537
Family Therapy Associates, Inc.
Annandale 703-256-4586
Fairfax City 703-691-8572
Generations Counseling &
Consulting, LLC 434-822-0022
Korean American Family Counseling
Center 703-761-2225
Or 703-761-2226
Linda Giles, Licensed Professional
Counselor 434-799-2022
Piedmont Community
Services 276-632-7128
Professional Counseling Center, Inc.,
The 703-435-2273
Purcellville Counseling
Center 540-338-8000

EMERGENCY ASSISTANCE/ CRISIS INTERVENTION

Chatham Rescue Squad
Inc. 434-432-8827
Child Find of America
To Locate Missing
Children 800-426-5678
Parental Abduction
Mediation 800-292-9688
Danville Life Saving &
First Aid Crew, Inc. 434-792-2739
National Center for Missing & Exploited
Children 800-843-5678
National Center for Victims of Crime
Abuse & Domestic Violence, Rape,
Information & Referral... 800-394-2255
TTY/TDD 800-211-7996

Community & Human Service Organizations

Poison Control..... 800-222-1222
 Salvation Army, The 434-792-3963
 TAPS, Inc..... 202-588-8277

FAMILY SERVICES

Adoption Service Information
 Agency..... 703-312-0263
 Or 301-587-7068
 American Academy of Adoption
 Attorneys..... 202-832-2222
 Coordinators2 Inc..... 804-354-1881
 Fairfax County Department of
 Family Services 703-324-7800
 TTY/TDD..... 703-222-9452
 Forever Families Adoption
 Services 540-341-4679
 Juvenile Diabetes Research
 Foundation 202-371-0044
 LDS Family Services..... 804-743-0727
 Or 877-678-4663
 Retrouvaille: Help for Hurting
 Marriages..... 703-351-7211
 Or 800-470-2230

HEALTH SERVICES

Alzheimer's Disease
 Hot Line..... 800-272-3900
 American Kidney
 Foundation 800-622-9010
 American Kidney Fund... 800-638-8299
 Arthritis Foundation-Metropolitan
 Washington Chapter.... 202-537-6800
 Blue Ridge Nursing
 Center of Martinsville &
 Henry County..... 276-638-8701
 Cancer Information
 Services 800-422-6237
 Columbia Lighthouse for
 the Blind..... 202-454-6400
 Or 877-324-5252
 Curves 434-836-1187
 Or 434-799-7887
 Falls Church Healthcare
 Center..... 703-532-2500
 Greater Washington Women's
 Health Center 202-829-0746
 Or 202-345-0990
 Home Health Solutions ... 434-846-3300
 Juvenile Diabetes Research
 Foundation 202-371-0044
 Or 202-371-9746
 LifeNet 540-342-7133
 Or 800-847-7831
 Little Life Pregnancy
 Medical Center 434-836-5433
 24-Hour Help Line 434-836-7000
 NOVA Healthcare..... 703-691-4141
 Or 866-691-4141

National Arthritis Foundation
 Hotline..... 800-283-7800
 National Osteoporosis
 Foundation 202-223-2226
 National Parkinson
 Foundation 410-955-8795
 Virginia Hospital Center ... 703-558-5000

HOT LINES/HELP LINES

Allergy & Asthma Network Mothers of
 Asthmatics (AANMA) ... 703-641-9595
 Or 800-878-4403
 American Social Health Association
 (Health, Education, STD
 Prevention)..... 800-230-6039
 CDC National AIDS
 Hot Line..... 800-342-2437
 TTY/TDD..... 800-243-7889
 Gabriel Project Arlington
 Assistance for Pregnant
 Women in Need..... 866-444-3553
 Gay, Lesbian, Bisexual Youth
 Support Line..... 804-644-4390
 Or 804-644-4800
 Girls and Boys Town National
 Hot Line..... 800-448-3000
 Hearing Aid Helpline 800-521-5247
 National Center for Victims
 of Crime 800-394-2255
 National Domestic Violence
 Hotline..... 800-799-7233
 TDD 800-787-3224
 National Herpes
 Hot Line..... 919-361-8488
 National Immunization Information
 Hotline..... 800-232-2522
 National Runaway
 Switchboard 800-786-2929
 National STD Hot Line... 800-227-8922
 National Suicide
 Hot Line..... 800-273-TALK (8255)
 Project Rachel-Post Abortion Healing &
 Counseling 703-841-2504
 Or 888-456-4673
 YMe National Breast Cancer
 Organization
 24-Hour Breast Cancer
 Hot Line..... 800-221-2141
 Local Office 703-461-9595

INFORMATION/

REFERRAL SERVICES

Allergy & Asthma Network Mothers of
 Asthmatics (AANMA) ... 703-641-9595
 Or 800-878-4403
 American Cancer
 Society..... 800-227-2345

American Council for the
 Blind 800-424-8666
 American Foundation for the
 Blind 202-408-0200
 Association of Fundraising
 Professionals..... 800-666-3863
 Blue Ridge Federation of the
 Blind 434-293-3556
 Global Wireless Education
 Consortium (GWEC)
 Wireless Education 703-351-6982
 Health Resources & Services
 Administration (HRSA) Information
 Center..... 888-275-4772
 TTY/TDD..... 877-489-4772
 Hospice Foundation of
 America 202-638-5419
 Or 800-854-3402
 Maternal Child Health Information
 Center..... 888-275-4772
 Medicare Information... 800-392-3070
 National Abortion Federation
 Hot Line..... 800-772-9100
 National Council for
 Adoption 703-299-6633
 Or 866-212-3678
 National Health Information
 Center..... 301-565-4167
 Or 800-336-4797
 National Organization
 for the Advancement
 of Hispanics..... 540-375-3437
 National Osteoporosis
 Foundation 877-868-4520
 National Pesticide Information
 Center..... 800-858-7378
 Social Security
 Administration..... 800-772-1213
 TTY..... 800-325-0778
 Virginia Lawyer Referral
 Service..... 800-552-7977
 Or 804-775-0808
 TTY..... 804-775-0502

MENTAL HEALTH & DISABILITIES

Arc of Central Virginia,
 The 434-845-4071
 Associates in Mental Health
 Services, P.C. 434-791-2059
 Bainbridge Health..... 703-379-3862