

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 Agrícolas 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)

<p>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):</p> <p>EMILIA ALVAREZ 233N LANIER ST LYONS, GA 30436</p> <p>a) Federal Employer Identification Number (FEIN) / Número federal de Identificación del Empleador: [REDACTED]</p> <p>b) Telephone Number / Número de Teléfono: (843) 908-7328</p> <p>c) Fax Number / Número de Fax: N/A</p> <p>d) E-mail Address / Dirección de Correo Electrónico: N/A</p>		<p>Nos. 4 through 8 for STATE USE ONLY Números 4 a 8 para USO ESTATAL</p> <p>4. SOC (O*NET/OES) Occupational Code / Código Industrial: 45-209.02</p> <p>5. Job Order No. / Num. de Orden de Empleo: GA 8261504</p> <p>a. SOC (ONET/OES) Occupational Title / Título Ocupacional FARMWORKERS & LABORERS</p> <p>6. Address of Order Holding Office (include Telephone number) / Dirección de la Oficina donde se radica la oferta (incluya el número de teléfono): 148 ANDREW YOUNG INT'L BLVD ATL, GA 30303 #450</p> <p>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 línea directa): AG. SVCS. 404-232-3500</p> <p>7. Clearance Order Issue Date / Fecha de Emisión de la Orden de Empleo:</p> <p>8. Job Order Expiration Date / Fecha de Vencimiento o Expiración de la Orden de Empleo: 5-24-2015</p> <p>9. Anticipated Period of Employment / Período anticipado o previsto de Empleo: From / Desde: 04/01/2015 To / Hasta: 07/15/2015</p> <p>10. Number of Workers Requested / Número de Trabajadores Solicitados: 545</p> <p>11. Anticipated Hours of Work per Week / Horas Anticipadas/Previstas de Trabajo por Semana. Total:40 Sunday / Domingo <u>0</u> Thursday / Jueves <u>7</u> Monday / Lunes <u>7</u> Friday / Viernes <u>7</u> Tuesday / Martes <u>7</u> Saturday / Sábado <u>5</u> Wednesday / Miércoles <u>7</u></p> <p>12. Anticipated range of hours for different seasonal activities: / Rango previsto de horas par alas diferentes actividades de la temporada: 40 WEEKLY</p> <p>13. Collect Calls Accepted from: / Aceptan Llamadas por Cobrar de: Employer / Empleador: Yes / Si <input type="checkbox"/> No <input checked="" type="checkbox"/></p>	
<p>2. Address and Directions to Work Site / Domicilio y Direcciones al lugar de trabajo:</p> <p>9625 COGDELL HWY HOMERVILLE, GA 31636</p> <p>1556 STANFIELD ROAD SCREVEN, GA 31560</p> <p>PLEASE SEE ATTACHMENT FOR DIRECTIONS TO WORKSITES</p>		<p>3. Address and Directions to Housing / Domicilio y Direcciones al lugar de vivienda:</p> <p>MIAMI MOTEL- US HWY 441 & 221 N PEARSON, GA 31642 BEL AIR COURT- ROUTE #2 US 1,S WAYCROSS, GA 31501 ROYAL INN- 240 S CHURCH ST HOMERVILLE, GA 31634</p> <p>a) Description of Housing / Descripción de la vivienda:</p> <p>MIAMI MOTEL-HOUSING 100 WORKERS BEL AIR COURT- HOUSING 100 WORKERS ROYAL INN-HOUSING 100 WORKERS</p>	

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.

ALL H2A WORKER WILL BE PROVIDED WITH FREE HOUSING AND DOMESTIC WORKERS WHO ARE NOT REASONABLY ABLE TO RETURN TO THEIR HOMES. THE HOMES MEET LOCAL, STATE AND FEDERAL STANDARDS REQUIREMENTS. ONCE A WEEK THE EMPLOYER WILL PROVIDE THE WORKERS TRANSPORTATION TO TAKE TO TOWN SO THEY CAN BUY THEIR GROCERIES AND ALSO THEY CAN DO THEIR LAUNDRY HOUSING HAS LOCKERS FOR EACH INDIVIDUAL SO THEY CAN PLACE THEIR PERSONAL BELONGINGS, THEY WILL BE PROVIDED WITH BEDS. THEY WILL SHARE THE BATHROOM WITH OTHER COWORKERS AND WILL PROVIDE WITH SEPERATE LIVING ARRANGEMENTS AND BATHROOM FACILITIES FOR FEMALES WORKERS. HOUSING WILL MEET, LOCAL STATE AND OR FEDERAL REQUIREMENTS

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.

ANYBODY THAT IS INTERESTED IN THE JOB OFFER CAN CALL ME EMILIA ALVAREZ, AT (843) 908-7328, FROM 9 AM THROUGH 3 PM MONDAY THROUGH FRIDAY, OR THEY CAN GET A REFERRAL FROM THE DEPARTMENT OF LABOR'S LOCAL OFFICE.

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

DUTIES REQUIRED; TO HARVEST, GATHER, COUNT, AND PACKAGE; BLUEBERRIES AND HAND PICK/FIELD PACK BLACKBERRIES. OTHER DUTIES MAY INCLUDE FIELD AND CAMP SANITATION, MAINTENANCE, LOADING AND UNLOADING HOEING, RAKING, CLEANING AREAS AROUND THE FARMS AND BUILDINGS. THEY WILL BE WORKING AT RECEIVING STATIONS TO STACK FIELD-PACKED BLACKBERRIES. AT THE PACKING FACILITY THEY WILL BE WORKING IN ALL AREAS ON THE PACKING LINE AS WELL AS ASSEMBLING CARDBOARD BOXES FOR BERRIES. CLIP, EMPTY, STACK ONIONS AND PLANT WATERMELON. THIS WILL BE DONE UNDER EXTREME WEATHER CONDITIONS. HEAVY BENDING, STOOPING AND LIFTING WILL BE INVOLVED ON A DAILY BASIS. RANDOM DRUG TESTING WILL BE POST HIRE AT EMPLOYERS EXPENSE. 60 DAYS OF VERIFIABLE FARM WORK EXPERIENCE REQUIRED.

1. Is previous work experience preferred? / Se prefiere previa experiencia? Yes / Si ☒ No ☐ If yes, number of months preferred: / Si es así, numero de meses de experiencia: 2

2. Check all requirements that apply:

- | | |
|---|--|
| <input type="checkbox"/> Certification/License Requirements / Certificación/Licencia Requisitos | <input type="checkbox"/> Criminal Background Check / Verificación de antecedentes penales |
| <input type="checkbox"/> Driver Requirements / Requisitos del conductor | <input checked="" type="checkbox"/> Drug Screen / Detección de Drogas |
| <input checked="" type="checkbox"/> Employer Will Train / Empleador entrenará o adiestrará | <input checked="" type="checkbox"/> Extensive Pushing and Pulling / Empujar y Jalar Extensamente |
| <input checked="" type="checkbox"/> Extensive Sitting / Estar sentado largos ratos | <input checked="" type="checkbox"/> Extensive Walking / Caminar por largos ratos |
| <input checked="" type="checkbox"/> Exposure to Extreme Temp. / Expuesto a Temperaturas Extremas | <input checked="" type="checkbox"/> Frequent Stooping / Inclinandose o agachándose con frecuencia |
| <input checked="" type="checkbox"/> Lifting requirement / Levantar o Cargar <u>52</u> lbs./libras | <input checked="" type="checkbox"/> OT/Holiday is not mandatory / Horas Extras (sobre tiempo) / Días Feriados no obligatorio |
| <input checked="" type="checkbox"/> Repetitive Movements / Movimientos repetitivos | |

17. Wage Rates, Special Pay Information and Deductions / Tarifa de Pago, Información Sobre Pagos Especiales y Deducciones (Rebajas)							
Crop Activities	Hourly Wage	Piece Rate / Unit(s)	Special Pay (bonus, etc.)	Deductions*	Yes/Sí	No	Pay Period / Período de Pago
Cultivos	Salario por Hora	Pago por Pieza / Unidad(es)	Pagos Especiales (Bono, etc.)	Deducciones			/ /
TO HARVEST, GATHER, COUNT, AND PACKAGE; BLUEBERRIES	\$10.00	RABBIT EYE \$0.50 PER POUND HIGH BUSH \$0.50 PER POUND		Social Security / Seguro Social	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Weekly / Semanal <input checked="" type="checkbox"/>
HAND PICK/FIELD PACK BLACKBERRIES	\$10.00	\$0.50 PER POUND		Federal Tax / Impuestos Federales	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
HAND PLANT WATERMELON AND CLI/STACK/LOAD AND UNLOAD ONIONS	\$10.00	\$NONE		State Tax /Impuestos Estatales	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Bi-weekly/ Quincenal <input type="checkbox"/>
	\$	\$		Meals / Comidas	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
	\$	\$		Other (specify) / Otro (especifica)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Monthly/Mensual <input type="checkbox"/>
							Other/Otro <input type="checkbox"/>

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

EARNING RECORDS WILL BE MAINTAINED WITH ACCORDANCE 655-122 (J) THOUGH (M). THE EMPLOYER WILL FURNISH EACH WORKER AN EARNING STATEMENT ON OR BEFORE EACH PAY PERIOD MEETING THE REQUIRMENT AT 655.122(K)

19. Transportation Arrangements / Arreglos de Transportación

WORKERS WHO DO NOT RESIDE WITHIN COMMUTING DISTANCE AND WHO ARE ELIGIBLE FOR EMPLOYER PROVIDED HOUSING ARE ALSO ELIGIBLE FOR TRANSPORTATION BENEFITS. THE EMPLOYER WILL REIMBURSE THE WORKER FOR REASONABLE AMOUNT OF TRANSPORTATION AND SUBSISTENCE FROM THE PLACE FROM WHICH THE WORKER HAS COME TO WORK FOR THE EMPLOYER , WHETHER IN THE US OR ABROAD TO THE PLACE OF WORK UPON COMPLETION OF 50% OF EMPLOYMENT PERIOD. AMOUNT OF TRANSPORTATION WILL BE NOT LESS THAN ECONOMICAL & REASONABLE COMMON CARRIER TRANSPORTATION CHARGES ARE FOR DISTANCE INVOLVED. INBOUND TRANSPORTATION FROM BUS FARE POINT OF RECRUITMENT TO THE WORK PLACE WILL BE PAID TO THE EXTENT NECESSARY TO ENSURE THAT THE EMPLOYEE IS COMPENSATED AT LEAST FEDERAL MINIMUM WAGE LEVEL FOR WORK PERFORMED DURING FIRST WEEK OF WORK. AT THE OPTION OF THE EMPLOYER, THE ENTIRE REIMBURSED EXPENSES MAYBE MADE ON OR BEFORE THE FIRST PAYDAY.

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 Agrícola 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 Agrícola 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

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

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.

EMILIA ALVAREZ, OWNER

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

Emilia Alvarez

Employer's Signature / Firma y Título del Empleador

01/15/15

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 número de la sección e incluya archivos adjuntos, si es necesario.

**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 EMILIA ALVAREZ- OWNER Date: 01/15/15

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.

ETA 790 Attachments

The employer assures that the terms and conditions of this order shall be no less favorable to the worker than those contained in any existing labor contract or agreement by me, or my agent, for the same type of work.

A copy of the work agreement or Job Clearance Order, including all attachments, will be provided to each worker by the employer no later than on the day the work commences.

The workers will be covered by Workers Compensation Insurance or equivalent employer provided insurance at no cost to the worker for injuries arising out of and in the course of employment. Proof of the Employer's insurance coverage will be provided to the Certifying Officer from the National Processing Center before certification is granted.

Any crew leader (farm labor contractor) and his/her agent(s) employed under this job order must have a valid State and Federal Farm Labor Certificate of Registration and must abide by all the requirements of the Migrant and Seasonal Agricultural Worker Protection Act (MSPA). The employer understands that they are responsible for assuring that all conditions of this agreement are met regardless of any acts or omissions of the crew leader and will negotiate any and all crew leader fees directly with the crew leader.

All workers hired under this job order will be required to provide documentation attesting to United States citizenship or legal status to work in the United States.

Workers must be able to demonstrate that they are physically able to perform the work specified in this Job Order.

WAGE RATE, SPECIAL PAY INFORMATION AND DEDUCTIONS:

HOURLY WAGE RATE:

An hourly rate of not less than the Adverse Effect Wage Rate (AEWR), the prevailing wage rate, State minimum, Federal minimum, agreed – upon collective bargaining wage or the employer's hourly rate, whichever is highest, will be the minimum rate of pay for all employees. The employer assures that if a change in the AEWR requires an increase in the guaranteed minimum, such increase will be paid as of the effective date of the increase. If the worker's piece rate earnings for a pay period results in average hourly earnings of less than the guaranteed minimum, the worker will be provided make-up pay to the guaranteed minimum rate.

PIECE WAGE RATE:

If a Piece Rate is offered on the job order, the work performed at the piece rate will be guaranteed to the workers for the stated period of employment unless crop activity will not realize the workers an hourly equivalent of at least the current AEWR. If it does not, the worker will be paid the AEWR, the Prevailing Wage Rate, or the employer's hourly rate, whichever is highest. If the employer requires one or more minimum productivity standards as a condition of work retention, such standards must be specified in the job offer and be no more than those required by the employer in 1977, unless the OFLC Administrator approves a higher minimum wage. It will pay a wage that is the highest of the AEWR, the prevailing hour wage the agreed – upon collective bargaining wage, or the Federal or state minimum.

The employer guarantees to offer employment for a minimum of $\frac{3}{4}$ of the workdays of the total specified period during which the work contract and all extensions thereof are in effect, beginning with the first workday after the worker's arrival at the place of employment and ending on the expiration date specified in the work contract or extension thereof. In Act of God terminations, the $\frac{3}{4}$ guarantee period ends on the date of termination.

Workers who voluntarily abandon their employment or get terminated for cause and the employer provides timely notification to

the NPC and DHS, this employee is not eligible for subsequent transportation and subsistence expenses of that worker under this section. Worker is not entitled to $\frac{3}{4}$ guarantees. Abandonment is deemed to be if worker fails to show up for five consequent days.

The employer will deduct any applicable Federal and State taxes and garnishments as required by law. No deductions will be made which would bring the employee's hourly wage rate below the Federal Minimum Wage. Cash advances and commissary meals, if provided, may be deducted to the extent permissible under the Federal and State net wage requirements providing there is a written authorization signed by the worker. The employer will maintain adequate and accurate payroll records and will furnish to the worker on or before each payday a written statement showing the employer's full name and address, the worker's Social Security number, the total hours of work offered, the total hours actually worked, total number of units if piece rate, the worker's total earnings and itemized deductions for that pay period. Such statement will comply with all Federal and State regulations. Employer will have records and statements ready for inspection. Records will be available for inspection by the Secretary of a duly authorized and designated representative, and by the worker and representatives designated by the worker.

The employer will provide eligible workers referred through the clearance system work for the week beginning with the anticipated date of need at the specified hourly rate of pay, unless the employer has amended the date of need at least 10 working days prior to the original date of need by so notifying the order-holding office. The employer will pay workers recruited through this clearance order the rate specified in the clearance order for the first week starting with original date of need. If a worker referred through the interstate clearance system fails to notify the order holding office of continued interest in the job at least 5 days before the date of need, the worker will be disqualified from the above mentioned assurance.

The employer may terminate the worker's employment at any time, with notification to the local office, if the worker:

1. Refuses, without just cause, to perform the duties for which the worker was recruited and hired; or
2. Commits a serious act of misconduct or breach of discipline; or
3. Abandons the job which is defined as being absent for more than 5 consecutive working days, without prior notification to the employer.

When the worker is terminated under any of these provisions, or if the worker voluntarily terminates his employment, the employer shall not be responsible for the three-fourths wage guarantee.

The training period for all crop activities is 2 days starting with the first day of employment to acclimate the worker to the physical demands of farm work and to familiarize workers with job specifications and to demonstrate proper harvest methods and other crop specific issues. During the training period the worker must make an honest effort to demonstrate proper harvest methods. After completion of the training period, workers are to keep up with fellow workers and not detrimentally affect other workers productivity.

The employer will furnish the workers without cost, all tools, supplies, or equipment required in the performance of their work. Common work clothes are the responsibility of the worker.

Transportation

The employer will, at no cost to the worker, provide transportation between the employers provide housing and the actual work site.

The employer will reimburse the worker for the cost of transportation and subsistence expenses from the Place of recruitment to the place of work, if such costs were borne by the worker, after the date the Worker has completed 50% of the work contract period. Subsistence will be in accordance with current rates published in the Federal Register (currently no less than \$11.58 per day without receipts and up to \$46.00 per day with receipts as the maximum amount to be reimbursed).

The employer will not be responsible for providing the cost of return transportation and subsistence from the place of employment to the place of recruitment if the worker voluntarily abandons the job or is terminated for just cause.

Upon completion of the work contract, or termination for medical reasons, or as the result of an Act of God, the employer will be bound by the three-fourths guarantee from the first workday after arrival to the date of termination and pay reasonable costs of return transportation and subsistence to the place of recruitment. When the worker will not be returning to the place of recruitment due to subsequent employment with another employer who agrees to pay such costs this employer only pays for transportation to the next job. The amount of transportation payment will be equal to the most economical and reasonable similar common carrier transportation charges for the distance involved.

The employer agrees to abide by the regulations at 20 CFR 655.135 Assurances and 20 CFR 653.501. The working conditions will 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 is an Equal Opportunity employer and will offer US workers at least the same opportunities, wages, benefits, and working conditions, as those which the employer offers or intends to offer to non-migrant workers.

Clearance Order Assurances

By filing and interstate clearance order, the employer agrees to abide by the interstate clearance order regulations and makes the following assurances:

1. The employer will provide workers referred through the employers Clearance Order with a full week of employment for the week beginning with the date of Need stated in Item #9 of the Clearance Order, unless the employer amends such Date of need at least 10 working days prior, by so notifying the appropriate ES Office. The employer will pay workers recruited through this clearance Order the rate specified in the Clearance Order for the first weeks starting with original date of need. The employer retains this option, however, of requiring the worker to perform the alternative Specified in the Clearance of order, if the guarantee in this section is invoked.
2. In the event that the period of employment is extended beyond that specified in the Clearance Order, the employer will not be relieved from paying the wage already earned, and from providing transportation or paying transportation expenses as provided in the Clearance Order regulations.
3. The working conditions of this job offer comply with applicable Federal and State minimum wage, child labor, social security, health and safety, migrant and seasonal farm worker and other employment related laws.
4. The employer will expeditiously notify the appropriate ES office by telephone upon learning that his/her crop is maturing earlier or later, or that weather conditions, over recruitment, or other factors have changed the terms and conditions of employment being offered by the employer.
5. The employer, if acting as a Farm Labor Contractor (FLC) or Farm Labor Contractor Employer (FLCE) on the order, has a valid FLC certificate or FLCB identification card.
6. The employer will provide housing which meets Federal standards and is sufficient to house the number of workers requested through the Clearance System. The housing will be provided at no cost to the workers who are referred on this order, and when applicable, family members, as provided in Item #3 of the Clearance Order, who are unable to return to their residence on the same day.
7. Employment service staff (including outreach workers) shall have reasonable access to workers in the conduct of outreach activities.
8. This job order describes the actual terms and conditions of the employment being offered by the employer and contains all the material terms and conditions of the job.
9. In accordance with Departmental regulations 20 CFR sec. 655.122(o). "If before the expiration date specified in the work contract, the services of the worker are no longer required for reasons beyond the control of the employer due to fire, weather, or other Act of God that makes the fulfillment of the contract impossible, the employer may terminate the work contract. Whether such an event constitutes a contract impossibility will be determined by the CO. In the event of such termination of a contract the employer must fulfill a three-fourths guarantee for the time that has elapsed from the start of the work contract to the time of its termination, as described in paragraph (i) (1) of this section. The employer must make efforts to transfer the worker to other comparable employment acceptable to the worker, consistent with existing immigration law, as applicable. If such transfer is not affected, the employer must:(1) Return the worker, at the employers expense, to the place from which the worker (disregarding intervening employment) came to work for the employer, or transport the worker to the workers next certified H-2A employer, whichever the worker prefers; (2) Reimburse the worker the full amount of any deductions made from the worker's pay by the employer for transportation and subsistence expenses to the place of employment; and (3) Pay the

worker for any costs incurred by the worker for transportation and daily subsistence to that employer's place of employment. **Daily subsistence must be computed as set forth in 20CFR 655.122(h) (1) which is \$11.58 per day \$46.00 is the maximum amount for travel reimbursement for meals.** The amount of the transportation payment must be **NO less** (and is not required to be more) than most economical and reasonable common carrier transportation charges for the distances involved."

10. $\frac{3}{4}$ work guarantee: The employer will guarantee to offer the worker employment for at least three-fourths of the workdays of the total periods during which the work contract and all extensions thereof are in effect, beginning with the first workday after the arrival of the worker at the place of employment and ending on the expiration date specified in the work contract or in its extensions, if any. If the employer offers the worker during the total work contract period less employment than is required under this work guarantee the employer shall pay such worker the amount, which the worker would have earned had the worker in fact, worked for the guaranteed number of days. For purposes of this guarantee, a workday shall mean the number of hours in a workday, excluding the workers Sabbath and Federal Holidays. A worker may be offered more than the specified hours of work on a single workday, including the workers Sabbath and Federal Holidays. For the purposes of meeting the guarantee, however the worker shall not be required to work for more than the number of hours specified in this job order for a workday, or on the workers Sabbath or Federal Holiday. In determining whether the guarantee of employment has been met, any hours which the worker fails to work during a workday when the worker is offered the opportunity to do so by the employer and hours of work performed shall be counted in calculating the employment guarantee.

WORK RULES

The following rules are intended to provide standards of conduct expected of workers employed under this contract. Violations of these rules or other lawful, job-related employer requirements will be considered grounds for termination. In cases of less serious violations, penalties such as suspension without pay for up to three (3) days will be imposed. Workers are expected to comply with **ALL** rules related to discipline, attendance, work quality/quantity and the care/maintenance of all property.

1. Workers who perform fraudulent/sloppy work, as defined in Section 3-H, Job Specifications, will be suspended without pay for the remainder of the workday or up to three (3) days based on the supervisor's consideration of the degree of infraction, the worker's prior record, and other relevant factors. Subsequent offenses may result in termination/discharge.
2. No use or possession of alcohol or unlawful drugs is permitted during work time or during any workday or before work is completed for that day (such as during meal or break periods). Workers may not report for work under the influence of alcohol or illegal drugs. Illegal drugs may not be used nor kept on the employer's premises.
3. Excessive absences or tardiness will not be permitted. Excessive absence is defined as three consecutive days of unexcused absence or five unexcused absences within a 30-day period.
4. Workers living in employer provided housing that are assigned bunk beds may not separate nor move bunk beds.
5. Workers living in employer-provided housing may not cook in sleeping rooms or any other non-kitchen areas.
6. Workers may not repeatedly drop paper, cans, bottles or other trash in fields, packinghouses or housing areas. Trash and waste receptacles must be used.
7. With the exception of the worker's assigned housing and/or work area/field, workers may not enter employer's premises without authorization by the person in charge.
8. With the exception of the worker's assigned housing, workers may not enter the employer's premises at times other than during hours the employee is scheduled to work.
9. Workers may not begin work prior to the scheduled starting time or continue working after stopping time unless authorized by the employer.
10. Workers may not abuse/extend break periods which may be provided or take unauthorized breaks from work.
11. Workers may not deliberately restrict production.
12. Workers may not engage in horseplay, scuffling, throwing things, wasting time or loitering during work hours. Workers may be discharged for fighting on the employer's premises at any time.
13. Workers may not post nor remove any notices, signs or other instructions from the employer's property.

14. Workers may be discharged if they steal from fellow workers or from the employer.
15. Workers may not falsify personnel, medical, production or other work-related records.
16. Workers may not willfully abuse or destroy any machinery, equipment, tools or other property belonging to the employer or other employees.
17. Workers may not interrupt other workers rest/sleep periods by excessive or unnecessary noise or commotion.
18. Workers may not have guests in employer-provided housing past 10:00 pm, except on Saturday, not past 12:00 midnight. Workers and/or their guests may not engage in indecent, immoral or illegal conduct at any time on the employer's premises.
19. Repeated failure to follow instructions, obey safety requirements, and equipment and vehicle operation instructions may result in termination.
20. Any worker who repeatedly impedes the progress of the group by tardiness, leaving early, lax adherence to picking standards, or rough handling of produce may be terminated.
21. Any worker who refuses to attend work for 4 consecutive days without a proper excuse (e.g. illness, death in the family) may be terminated.
22. No firearms or other weapons may be brought onto the employer's premises **AT ANY TIME.**

**FAILURE TO COMPLY WITH THE ABOVE WORK RULES MAY RESULT IN
TERMINATION/DISCHARGE. IF YOU DO NOT UNDERSTAND ANY OF THE ABOVE
RULES, ASK YOUR EMPLOYER FOR AN EXPLANATION.**

REGLAS DE TRABAJO

Las siguientes reglas tienen por objeto proporcionar normas de conducta que se espera de los trabajadores empleados en virtud de este contrato. Violaciones de estas normas u otros requisitos empresariales legales, relacionados con el trabajo serán consideradas como motivo para la terminación. En los casos de menor gravedad infracciones, sanciones como la suspensión sin goce de sueldo durante un máximo de tres (3) serán impuestas días. Se espera que **TODOS** los trabajadores cumplan con todas las reglas relacionadas con la disciplina, la asistencia, la calidad del trabajo / cantidad y el cuidado / mantenimiento de toda la propiedad.

1. Los trabajadores que realizan trabajos fraudulentos / descuidados, tal como se define en la Sección 3 -H, Especificaciones de empleo, serán suspendidos sin goce de sueldo por el resto de la jornada laboral o hasta tres (3) días en base a la consideración del supervisor del grado de la infracción, el registro anterior del trabajador y otros factores pertinentes. Infracciones subsiguientes pueden resultar en la terminación / descarga.

2. No se permite ningún uso o posesión de alcohol o drogas ilegales durante el tiempo de trabajo o durante cualquier día o antes que el trabajo se ha completado para ese día (por ejemplo, durante períodos de comida y descanso) . Los trabajadores no pueden presentarse a trabajar bajo la influencia de alcohol o drogas ilegales. Las drogas ilegales no se pueden usar ni mantener en los locales del empleador.

3. No se permitirán ausencias excesivas o tardanzas. La ausencia excesiva es de tres días consecutivos de ausencia injustificada o cinco ausencias injustificadas en un período de 30 días.

4. Los trabajadores que viven en el patrono dentro de la vivienda que se asignan literas no pueden separarse ni mover literas.

5. Los trabajadores que viven en la vivienda proporcionada por el empleador no pueden cocinar en los dormitorios o en cualquier área de cocina no dormir.

6. Los trabajadores no pueden repetir el papel de la goma, latas, botellas u otra basura en los campos, empacadoras o áreas de vivienda. Basura y desperdicio deben ser utilizados.

7. Con la excepción de la vivienda asignada al trabajador y / o área / ámbito de trabajo, los trabajadores no pueden entrar en los locales del empleador y sin la autorización de la persona a cargo.

8. Con la excepción de la vivienda asignada al trabajador, los trabajadores no pueden entrar en los locales del empleador a otros que durante horas está previsto que el empleado trabaje horas .

9. Los trabajadores no deben comenzar a trabajar antes de la hora asignada, ni continuar trabajando después de la hora menos que sea autorizado por el empleador.
10. Los trabajadores no pueden abusar de / extender los períodos de descanso que se pueden ofrecer o tomar descansos no autorizados trabajo.
11. Los trabajadores no pueden restringir deliberadamente la producción.
12. Los trabajadores no pueden participar en juegos violentos, forcejeos, tirar cosas, perder el tiempo o merodear durante horas de trabajo. Los trabajadores pueden ser despedidos por cualquier pelea en los locales del empleador en cualquier momento.
13. Los trabajadores no pueden publicar ni eliminar ningún aviso, señales u otras instrucciones de la propiedad del empleador.
14. Los trabajadores pueden ser despedidos si se robe a otro trabajador o del empleador.
15. Los trabajadores no deben falsificar personal, médicos, de producción u otros documentos relacionados con el trabajo.
16. Los trabajadores no deben intencionalmente abusar o destruir cualquier maquinaria, equipo, herramientas u otros bienes pertenecientes al empleador o a otros empleados.
17. Los trabajadores no pueden interrumpir otros trabajadores de descanso / sueño períodos por ruido o alboroto excesivo o innecesario.
18. Los trabajadores no pueden tener invitados en la vivienda proporcionada por el empleador después de las 10:00 horas, excepto el sábado, no el pasado 12:00 de la noche. Los trabajadores y / o sus invitados no podrán participar en una conducta indecente, inmoral o ilegal en cualquier momento en los locales del empleador.
19. Incumplimiento de las instrucciones repetidas, obedecer los requisitos de seguridad, y equipos y vehículos instrucciones de operación pueden resultar en la terminación.
20. Cualquier trabajador que impide repetidamente el progreso del grupo por llegar tarde, salir temprano, la adhesión a los estándares laxos o manipulación brusca de los productos puede ser terminado.
21. Cualquier trabajador que se niegue a asistir al trabajo durante 4 días consecutivos sin una excusa adecuada (por ejemplo, enfermedad, muerte en la familia) puede ser terminado.
22. No hay armas de fuego u otras armas pueden ser introducidas en los locales del empleador **EN CUALQUIER MOMENTO.**

EL INCUMPLIMIENTO DE LAS NORMAS LABORALES ANTERIORES PUEDE RESULTAR EN FIN / DESCARGA. SI NO ENTIENDE ALGUNA DE LAS NORMAS ANTERIORES, PREGUNTE A SU EMPLEADOR PARA OBTENER UNA EXPLICACION.

Agriculture Work Agreement

Employer _____

Employee _____

The assigned employee agrees faithfully to all the terms and conditions to perform all the assigned duties within the job description under the direction of the employer as set. This employment shall be governed by the following:

1. Name, address, telephone and place of work of employer:

EMILIA ALVAREZ
233 LANIER ST
LYONS, GA 30436
(843) 908-7328

2. Name and address of employee at time of recruitment:

3. Wages: are at piece and hourly rate; however **\$10.00** per hour is guaranteed.

4. Area of employment: work will be performed at:
CLINCH, LANIER, AND WAYNE COUNTIES IN GEORGIA

5. Period of employment: beginning date is **04/01/2015** through **07/15/2015**

6. Full employment commitment: this is regular work for the full period of employment. The employee agrees to work for the employer seven hours a day Monday-Friday. The employee understands that if he or she quits or is terminated for cause prior to the completion of the employment period, he or she may not be eligible for rehire in the future, unless the termination is a mutual agreement between the employer and employee

7. Work rules, Discipline and termination: a copy of the work rules will be provided to workers by the employer, no later than on the day that work commences. The work rules are intended to provide guidance to workers of the standards of conduct expected of them. Violation of these rules or other lawful job-related employer requirements will be considered grounds for termination. In cases of less serious violations, workers will be penalized such as suspension from work without pay for up to three days. Workers are expected to comply with all rules relating to discipline, attendance, work quality and quantity, and the care and maintenance of all property.

8. Date employee was provided a copy of contract, work rules and work agreement: _____

_____ EMPLOYEE	DATE	_____ EMPLOYER	DATE
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CONTRATO PARA EL TRABAJO AGRICULTURAL

Empleador _____

Empleado _____

El empleado asignado se compromete fielmente a todos los términos y las condiciones para llevar a cabo todas las tareas asignadas dentro de la descripción del trabajo bajo la dirección del empresario según lo establecido. Este empleo se registrará por las siguientes:

1. Nombre, Dirección, Teléfono del empleador:

**EMILIA ALVAREZ
233 LANIER ST
LYONS, GA 30436
(843) 908-7328**

2. Nombre y Dirección del empleado en el momento de la contratación:

3. Salarios: se encuentran en la pieza y precio por hora, pero **\$10.00** por hora está garantizada.

4. Área de trabajo: el trabajo se puede realizar en:

CONDADO DE CLINCH, LANIER, Y WAYNE EN GEORGIA

5. Período de empleo: fecha de inicio es a través **01/04/2015 AL 15/07/2015**

6. Pleno compromiso de cultivos: este es un trabajo regular durante todo el período de empleo. El empleado se compromete a trabajar para el empleador siete horas al día de lunes a viernes y cinco horas del sábado. El empleado entiende que si él o ella renuncian o es despedido por causa justificada antes de la finalización del período de empleo, él o ella no pueden ser elegibles para volver a contratar en el futuro, a menos que la terminación es un acuerdo mutuo entre el empleador y el empleado

7. Las reglas de trabajo, disciplina y terminación: una copia de las reglas de trabajo se proporcionará a los trabajadores por el empleador, a más tardar el día en que el trabajo comience. Las normas de trabajo tienen por objeto proporcionar orientación a los trabajadores de las normas de conducta que se espera de ellos. La violación de estas normas u otros requisitos relacionados con el trabajo de los empleadores legítimos se considerará motivo de terminación. En los casos de violaciones de menor gravedad, los trabajadores serán sancionados, como la suspensión de empleo y sueldo de hasta tres días. Se espera que los trabajadores cumplan con todas las normas relacionadas a disciplina, asistencia, calidad de trabajo y la cantidad, y el cuidado y mantenimiento de toda la propiedad.

8. Fecha empleado se proporcionó una copia del contrato, las reglas de trabajo y contrato de trabajo: _____

Empleador

Fecha

Empleado

Fecha

FIELD LOCATIONS FOR B & W BURCH FARMS 2015

FIELD 1 IMMEDIATELY S OF 1056 STANFIELD RD, SCREVEN, GA. 31560

FIELD 2 ADJACENT TO FIELD 1

FIELD 3 JUST SOUTH OF FIELD 2

FIELD 4 APPROXIMATELY ¼ MILE ON CLYDE WASDIN ROAD, SCREVEN,GA.31560

I PLAN TO BEGIN HARVEST OF ONIONS BETWEEN 5 AND 10 APRIL 2015. FIELD 1 HARVEST SHOULD TAKE 15 TO 20 DAYS.

FIELD 2 APPROXIMATELY 10 TO 15 DAYS.

FIELD 3 APPROXIMATELY 10 TO 15 DAYS.

FIELD 4 APPROXIMATELY 5 TO 7 DAYS.

A TOTAL OF APPROXIMATELY 57 DAYS WITH 45 WORKERS.

APRIL

(Blueberry) Harvest Schedule

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
			1 APRIL FOOLS DAY	2	3	4
5	6	7	8	9	10	11
EASTER	12	13	14	15 TAX DAY	16	17
18	19 Cogdell (HB2)	20 Cogdell (HB3)	21 Cogdell (HB3) Oak Trees	22 Van Adams (HB1)	23 Musgrove (P)	24 Musgrove (P)
25	26 Cogdell (HB2)	27 Cogdell (HB2)	28 Cogdell (HB3)	29 Cogdell (HB3)		

All dates subject to weather and ripening of the fruit,

2015

MAY

Blueberry / Blackberry

Harvest schedule

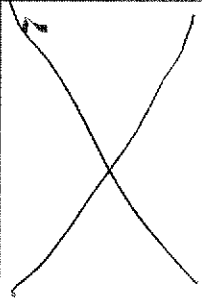
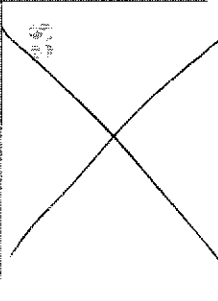

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Sirmans (2) 3	Sirmans (2) 1	Cogdell HB5 5 (Oak Trees)	Van Adams 6 (HB1)	Van Adams 7 (HB1)	Cogdell (HB1) 1	Cogdell (HB6) 2
Musgrove (2) 10	Cogdell (HB2) 11	Cogdell (HB2) 12	Cogdell (HB1) 13	Cogdell (HB6)(HB3) 11	Sirmans (2) 15	Van Adams 16 (HB1)
MOTHER'S DAY	Cogdell (HB2) 18 (HB3)	Cogdell (HB3) 19	Cogdell (HB1) 20 (HB5)	Sirmans (2) 21	Van Adams 22 (HB1)	Musgrove (1) 23
Musgrove (1) 17 Musgrove (2)	Cogdell (HB2) 23 (HB3)	Cogdell (HB2) 24	Sirmans (2) 27	Musgrove (1) 28	Cogdell (BB3) 29 Begin Blackberry Harvest	Cogdell 30 (BB3) (Blackberry)
Cogdell (HB3) 21	MEMORIAL DAY					
Cogdell (BB3) 11 (Blackberry)						

All dates subject to weather and ripening of the fruit

2015

JUNE

Blackberry Harvest Schedule

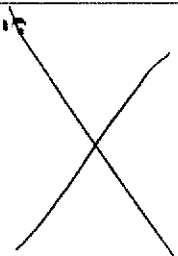
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	1 Cogdell (BB1)	2 Cogdell (BB1)	3 Cogdell (BB1)	4 Cogdell (BB3)	5 Cogdell (BB3)	6 Cogdell (BB3)
	8 Cogdell (BB1)	9 Cogdell (BB1)	10 Cogdell (BB1)	11 Cogdell (BB3)	12 Cogdell (BB3)	13 Cogdell (BB3)
14 Cogdell (BB1)	15 Cogdell (BB1)	16 Cogdell (BB1)	17 Cogdell (BB3)	18 Cogdell (BB3)	19 Cogdell (BB3)	20 Cogdell (BB3)
21 Cogdell (BB1)	22 Cogdell (BB1)	23 Cogdell (BB1)	24 Cogdell (BB3)	25 Cogdell (BB3)	26 Cogdell (BB3)	27 Cogdell (BB1)
FATHER'S DAY 	28 Cogdell (BB1)	29 Cogdell (BB3)				

FLAG DAY

All dates subject to weather and ripening of the fruit.

2015 JULY

Blackberry Harvest Schedule

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	INDEPENDENCE DAY
	Cogdell BB3	Cogdell (BB1)	Cogdell (BB3)	Cogdell (BB1)	Cogdell (BB3)	Cogdell (BB3)	11
12	13	14	15	16	17	18	
19	20	21	22	23	24	25	
26	27	28	29	30	31		

All dates subject to weather and ripening of the fruit.