

U.S. DEPARTMENT OF LABOR
Employment and Training Administration

**APPLICATION
FOR
ALIEN EMPLOYMENT CERTIFICATION**

OMB Approval No. 44-R1301

IMPORTANT: READ CAREFULLY BEFORE COMPLETING THIS FORM

PRINT legibly in ink or use a typewriter. If you need more space to answer questions on this form, use a separate sheet. Identify each answer with the number of the corresponding question. **SIGN AND DATE** each sheet in original signature.

To knowingly furnish any false information in the preparation of this form and any supplements thereto or to aid, abet, or counsel another to do so is a felony punishable by \$10,000 fine or 3 years in the penitentiary, or both (18 U.S.C. 1001).

PART A. OFFER OF EMPLOYMENT

1. Name of Alien (Family name in capital letter, First, Middle, Maiden)
Unknown

2. Present Address of Alien (Number, Street, City and Town, State, ZIP Code or Province, Country)
Unknown

3. Type of Visa (if in U.S.)
N/A

The following information is submitted as evidence of an offer of employment.

4. Name of Employer (Full name of organization)
North Carolina Growers Association, Inc. (NCGA). NCGA and its Members are Joint Employers for Application Purposes under the H-2A Program administered by USDOL-OFLC. See Addendum for Employer Members Names.

5. Telephone (Area Code and Number)
NCGA 910245-2959. See Addendum for Employer Members Telephone #'s.

6. Address (Number, Street, City or Town, Country, State, ZIP Code)
NCGA, Inc. 230 Cameron Ave. Vass, NC 28394. See Addendum for NCGA Members Names and Addresses.

7. Address Where Alien Will Work (if different from item 6)
Various counties in North Carolina.

8. Nature of Employer's Business Activity	9. Name of Job Title	10. Total Hours Per Week		11. Work Schedule (Hourly)	12. Rate of Pay	
		a. Basic	b. Overtime		a. Basic	b. Overtime
Farm; Diversified Crop	Farmworker, Diversified Crop II	40	0	7:00 a.m. 3:00 p.m.	\$ 8.85*	N/A

13. Describe Fully the Job to be Performed (Duties)
Workers will be expected to work in Flue Cured Tobacco and other crops such as: Burley Tobacco, Pickle Cucumbers, Hay and Straw, Sweet Potatoes, Red and White Potatoes, Asparagus, Cabbage, Collards, Squash, String Beans, Butter Beans, Sweet Corn, Long Green Cucumbers, Bell Pepper, Eggplant, Long Hot Peppers, Turnips, Tomatoes, Jalapeno Peppers, Field Peas, Strawberries, Cherry Peppers, Banana Peppers, Cuban-L. Peppers, Blueberries, Watermelon, Cantaloupes, Soybeans, Wheat, Cotton, Onions, Radishes, Spinach, Tomatillo, Kale, Mustards Greens, Okra, Pumpkins and Gourds. **Tobacco (Flue Cured):** Workers will move in and around mature tobacco plants bending over and removing mature leaves. Gather armload of leaves and empty armload onto field sleds. May also ride mechanical transplanter, top and sucker tobacco, or work at the barn. Workers will cultivate and harvest tobacco by hand. Harvest workers will bend over at the waist and move quickly along rows of mature tobacco and remove only ripe leaves by hand beginning at the bottom of the stalk where the leaves are touching the ground. As leaves are removed from the tobacco plant with one hand workers will place the leaves between their body and their opposite arm, carrying the leaves, forward to the next plant, without standing up, until a full armload of tobacco has been gathered. Workers will then deliver the full armload, keeping the tobacco in an orderly arrangement, to a harvest trailer waiting in a tractor row. The worker will then return to their assigned row quickly and repeat the process. It is imperative that workers be able to distinguish ripe tobacco by observing the color of the leaves. While moving in and around the tobacco plants care must be exercised to prevent damaging the plants or breaking leaves that are not yet mature enough and ready for harvest. During harvest, workers must move quickly along the rows and move in unison with the harvest trailer and the other harvest workers. (continued in attachment to ETA - 750, item 13)

14. State in detail the MINIMUM education, training, and experience for a worker to perform satisfactorily the job described in item 13 above.				15. Other Special Requirements	
EDUCATION (Enter number of years)	Grade School	High School	College	College Degree Required (Specify)	Physically able to work in hot, humid weather, bending or stooping to reach ground level crops and able to stand on feet for long periods of time.
	0	0	0	Major Field of Study	
				N/A	
TRAINING	No. Yrs.	No. Mos.	Type of Training		Workers may be required to take a random drug and/or alcohol test at no cost to the worker. Testing positive or failure to comply with the requirement may result in immediate termination.
	0	0	None		
EXPERIENCE	Job offered	Related Occupation	Related Occupation (Specify)		
	Yrs. Mos. Yrs. Mos.	Number		None	
	0 0 0 0				

16. Occupational Title of Person Who Will Be Alien's Immediate Supervisor
Employer

17. Number of Employees Alien Will Supervise
0

ENDORSEMENTS (Make no entry in section - for government use only)

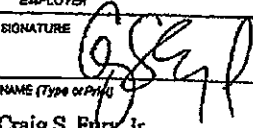
Date Forms Received

L.O.	S.O.
R.O.	N.O.
Ind. Code	Occ. Code
Occ. Title	

Replaces MA 7-50A, B and C (Apr. 1970 edition) which is obsolete.

ETA 750 (Oct. 1978)

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18. COMPLETE ITEMS ONLY IF JOB IS TEMPORARY				19. IF JOB IS UNAUTHORIZED (Cont/446)			
4. No. of Openings To Be Filled By Aliens Under Job Offer	b. Exact Dates You Expect To Employ Alien		9. Number of Local	b. Name of Local		c. City and State	
	From	To					
226	8/16/08	11/5/08					
20. STATEMENT FOR LIVE-AT-WORK JOB OFFERS (Complete for Private Household Job ONLY) N/A							
1. Description of Residence			b. No. Persons Residing at Place of Employment			c. Will the board and private room not shared with anyone be provided?	
(*) one	Number of Rooms	Adults	BOYS	Children	Ages		
<input type="checkbox"/> House							
<input type="checkbox"/> Apartments			GIRLS			<input type="checkbox"/> Yes <input type="checkbox"/> No	
21. DESCRIBE EFFORTS TO RECRUIT U.S. WORKERS AND THE RESULTS. (Specify Sources of Recruitment by Name)							
<p>Attempt to recontact former workers. Advertise in local newspaper and radio. Advertise by word of mouth. Solicit help through Ag Extension Service. Publicize need through Employment Service.</p> <p>The Employer Agent will engage in positive recruitment of U.S. workers to the same extent (with respect to both effort and location) no less than that of non H2A Employers of comparable or smaller size in the area of employment in accordance with 655.102(d).</p>							
22. Applications require various types of documentation. Please read PART II of the instructions to assure that appropriate supporting documentation is included with your application.							
23. EMPLOYER CERTIFICATIONS							
By virtue of my signature below, I HEREBY CERTIFY the following conditions of employment:							
<p>a. I have enough funds available to pay the wage or salary offered the alien.</p> <p>b. The wage offered equals or exceeds the prevailing wage and I guarantee that, if a labor certification is granted, the wage paid to the alien when the alien begins work will equal or exceed the prevailing wage which is applicable at the time the alien begins work.</p> <p>c. The wage offered is not based on commissions, bonuses, or other incentives, unless I guarantee a wage paid on a weekly, bi-weekly or monthly basis.</p> <p>d. I will be able to place the alien on the payroll on or before the date of the alien's proposed entrance into the United States.</p>				<p>e. The job opportunity does not involve unlawful discrimination by race, creed, color, national origin, sex, religion, handicap, or citizenship.</p> <p>f. The job opportunity is not:</p> <p>(1) Vacant because the former occupant is on strike or is being locked out in the course of a labor dispute involving a work stoppage.</p> <p>(2) At issue in a labor dispute involving a work stoppage.</p> <p>g. The job opportunity's terms, conditions and occupational environment are not contrary to Federal, State or local law.</p> <p>h. The job opportunity has been and is clearly open to any qualified U.S. worker.</p>			
24. DECLARATIONS							
DECLARATION OF EMPLOYER Pursuant to 28 U.S.C 1746, I declare under penalty of perjury the foregoing is true and correct.							
SIGNATURE 						DATE	
NAME (Type or Print) Craig S. Bay, Jr.						7/1/08	
TITLE Executive Director North Carolina Growers Association, Inc.							
AUTHORIZATION OF AGENT OF EMPLOYER I HEREBY DESIGNATE the agent below to represent me for the purpose of labor certification and I TAKE FULL RESPONSIBILITY for accuracy of any representations made by my agent.							
SIGNATURE OF EMPLOYER						DATE	
NAME OF AGENT (Type or Print)						ADDRESS OF AGENT (Number, Street, City, State, ZIP Code)	

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North Carolina Growers Association
ETA 750 - Continuation of Text Tobacco Diversified Crop

ETA 750
Item 12. Rate of Pay - Continuation

Wage Rates, Special Pay Information and Deductions:

The tasks in the crops listed below will be paid at the piece rates listed. All other work will be paid the adverse effect wage rate (AEWR) of \$8.85 per hour.

Crop Activity	Piece Rate / Unit	Est. Hourly Earnings	
Cucumbers Harvest-	.75 per 5/8 bu.		\$8.85
Long Green Cucumbers Harvest-	.50 per 5/8 bu.		\$8.85
Bell Pepper Harvest-	.35 per 5/8 bu.		\$8.85
String Beans Harvest-	2.00 per 5/8 bu.		\$8.85
Butter Beans Harvest-	2.50 per 5/8 bu.		\$8.85
Long Hot Pepper Harvest	1.00 per 5/8 bu.		\$8.85
Jalapeños Harvest	1.50 per 5/8 bu.		\$8.85
Strawberries Harvest-	\$1.00 per 1 gal.		\$8.85
Sweet Potato Harvest-	\$.40 per 5/8 bu.		\$8.85
Banana Peppers Harvest-	.45 per 5/8 bu.		\$8.85
Hot Cherry peppers Harvest-	1.50 per 5/8 bu.		\$8.85
Red/White Potatoes Harvest-	.30 per 5/8 bu.		\$8.85
Cuban-L. Peppers Harvest-	.35 per 5/8 bu.		\$8.85
Blueberries Harvest-	\$0.42 per pint		\$8.85
Puffing Turnips -	\$.60 - 5/8 bu.		\$8.85

The tasks listed above will be paid at the above listed piece rates whenever possible. In instances when, in the employer's judgment, working conditions are unusually adverse, the employer may, in its discretion, temporarily raise the piece rate above the rates listed above, or may elect to pay workers at the hourly rate of \$8.85 per hour, in order to assure workers fair earnings. None of the tasks listed above will be paid at less than the above-listed piece rates.

Pickle Cucumbers Piece Rate Pay: When picking pickle cucumbers each worker will be paid a minimum of \$.75 per 5/8 bushel bucket for all buckets picked during the pay period and will be guaranteed the AEWR; however the workers earnings will be based on the various sizes of the cucumbers picked each day by the total crew. Each bucket picked will include cucumbers of all marketable sizes. These full buckets picked by all pickers in the crew will be dumped in a common field bin. The worker will be given a token or ticket for each 5/8 bushel bucket dumped in the bin. The cucumbers will be taken to the grading station operated by the company that buys the pickles grown by the Employer. The buyer's grading machine separates by size the pickles furnished by the Employer. The Employer is paid for his cucumbers by size grading; the Employer will pay the workers 44% of the total proceeds. Each bucket under this system equals one 5/8 U.S. bushel. At the end of the grading process, the total crews earnings are determined for the day. The mix rate for the day will be determined by dividing the total number of 5/8 bushel buckets picked by the crew into the total earnings of the crew. The individual worker's earnings will be determined by the number of 5/8 bushel buckets picked that day times the determined mix rate. In no instance will a worker receive less than \$.75 per 5/8 bu. bucket for each bucket picked over the course of a pay period. There will be a mandatory production standard of five (5) buckets per hour. Any worker that does not meet the production standard may be terminated.

Flue Cured Tobacco, Burley Tobacco, Asparagus, Peas, Collards, Sweet Potato Transplanting, Sweet Corn, Watermelon, Hay, Straw, Cantaloupes, Soybeans, Cotton, Pumpkins, Turnips, Eggplants, Onions, Squash, Cabbage, Radishes, Spinach, Strawberry planting and cultivation, Tomatoes, Tomatillo, Kale, Mustard Greens, Okra, and Gourds are paid at the hourly rate (\$8.85).

The estimated hourly earnings listed above for activities paid at piece rates are only estimates; they are not representations or guarantees that any worker will in fact earn the amounts shown. Persons working on a piece rate are guaranteed that their total earnings will be at least the AEWR for all hours of piece work in the payroll period. If the Worker's piece-rate earnings for the hours worked at piece rate during a payroll period result in average hourly earnings of less than the guaranteed rate of \$8.85 per hour the Worker will be provided makeup pay to the guaranteed minimum rate of \$8.85 per hour for the hours worked at the piece rate during the payroll period. The employer will pay the prevailing piece rate in a crop activity for which a piece rate is specified if the DOL determines that a higher piece is prevailing in the crop activity in the area of intended employment than the piece rate specified herein, only if the new higher prevailing wage survey is known before the acceptance letter is issued by DOL. The employer will apply the prevailing hourly rate in a crop activity for which an hourly rate is specified if DOL determines that a higher hourly rate is prevailing in the crop activity in the area of intended employment than the hourly rate specified herein, only if the new higher prevailing wage survey is known before the acceptance letter is issued by DOL. In the event the DOL promulgates a new AEWR during the recruitment or work contract period which is higher or lower than the AEWR herein, the higher AEWR or, at the discretion of the employer, lower AEWR, will become the guarantee.

NCGA and its employer members reserve the legal right to pay a new or different wage rate (wage standard) authorized by the USDOL or signed into law by the President of the United States of America as soon as it becomes effective.

ETA 750
Item 13. Describe Fully the Job to be Performed (Duties) - Continuation

Other Crops: Growers may grow one or more of these other crops depending on many variables including favorable available markets, favorable plant stock and unexpected land availability, favorable weather conditions, poor crop and weather conditions in other growing areas, and other factors that can not be determined at the time this application is made. Farmers will frequently decide whether to plant these crops and what crops they will plant after

TD7

this job order is submitted. Crops may not be determined until well after employment has begun. The anticipated work periods involved in these other crops vary widely and can occur at anytime during the growing season and during the course of this employment period. Asparagus, Pickle Cucumbers, Collards, Butter Beans, Squash, String Beans, Sweet Corn, Long Green Cucumbers, Bell Peppers, Eggplant, Turnips, Tomatoes, Tomatillos, Long Hot Peppers, Jalapeno Peppers, Field Peas, Strawberries, Blueberries, Onions, Radishes, Cabbage, Watermelon, Cantaloupe, Spinach, Kale, Mustard Greens, Okra, Peaches, Pumpkins, Gourds, Hay and Straw, Banana and Cherry Peppers, Cuban-L Pepper.

Continuation of Crop Specific Job Description

FLUE CURED TOBACCO - Job Description - continued - Workers may ride mechanical transplanter and mechanical harvester. Workers must remove all flowering tops and suckers, as necessary, from tobacco plants. Workers will assist in removing cured tobacco from barn, placing on sheets to be bound and loaded on trucks or may assist in baling tobacco by placing cured tobacco onto conveyor loading system or directly into baler. Weight of sheets of tobacco may be 300 lbs. Workers are required to work in fields when tobacco leaves are wet with dew or rain. If workers are required to work in light rain, rain gear will be provided at no cost to the workers. Worker will bend at waist in a stooped position for prolonged periods of time to harvest leaves by hand which are from two (2) to ten (10) inches from the ground. Workers may be exposed to noxious plants or insect control sprays. Temperatures in tobacco fields during working hours may range from Twenty (20) degrees to over one hundred (100) plus degrees. Tobacco work is hourly paid.

BURLEY TOBACCO: Workers cut, hoist, and strip tobacco. Workers will chop out weeds with a hoe, or pull by hand. Workers will remove tops and suckers from plants. Workers using a tobacco knife will cut ripe plants off at ground level and spear the tobacco stalk over metal spear onto wooden stick (stick is 48 inches long, one end is stuck in ground, and metal spear is placed on other end). Industry standard is six (6) plants per stick (stick and six (6) plants may weigh 80 pounds, and plants may be seven (7) feet tall). Workers may drop sticks in standing tobacco before cutting by hand or by machine. Worker will transfer tobacco-loaded sticks from ground to wagon or trailer and load sticks in orderly fashion on said wagon or trailer. Worker will then transfer sticks from wagon or trailer to other workers standing on rails in tobacco-curing barn. Workers standing on rails (worker stands with one foot on each rail - rails may be 48 inches apart and from 6 to 40 feet from ground) will either hang stick and separate plants, or will transfer to another worker for purposes of air-curing the tobacco. For best results, curing barns should be filled in as short a time as possible.

Care must be exercised to prevent bruising or breaking of plants and leaves at all times. Care must also be exercised in using tobacco knife, spear, while standing on rails, and stripping the crop. Workers will take great care when stripping (removing tobacco from the stick) the tobacco. The tobacco is taken down from the barn. The stalks with leaves are removed from the sticks and piled under a piece of plastic to retain moisture (bulking down). Each worker pulls his assigned grade for the stalk and passes the stalk down to fellow workers. When a worker gets a full hand, the tobacco is tied into "hands" and placed on a strip stick. Burley tobacco work is hourly paid.

PICKLE CUCUMBERS: Move along row, stoop and bend to pick all cucumbers 1/4 inch in diameter and larger. Discard all jumbo cucumbers (over 2 inches in diameter) in the row middle and place remaining cucumbers in a 5/8 bushel bucket. Carry full buckets to a nearby truck for dumping, receive ticket or token in emptied bucket and return to assigned row to continue task. Worker must be careful to avoid damaging vines, blooms and smaller cucumbers. May be required to block and thin cucumbers and perform general cultivation work and move tractors or trucks on the farm incidental to picking. Workers must "clean the vines" (pick all cucumbers of marketable size) and larger as specified by the supervisor. It is extremely important that the Workers remove and discard all cucumbers over 2" in diameter from the vine. Workers will be required to stay on their assigned row. Worker must pick a minimum of five (5) buckets per hour. Any worker that does not meet the production standard may be terminated.

SWEET POTATOES: Sweet Potato harvest workers will walk along row that has been previously plowed. Workers will stoop, bend and kneel to pick up sweet potatoes using hands and fingers to dig out unexposed potatoes. Workers may grade in the field separating #1's and #2's into separate 5/8 field hampers. Cannons, when harvested will be placed into a separate bin. Damaged or diseased potatoes will not be harvested. Full hampers weighing up to 35 lbs. will be carried to truck row to be loaded onto truck or trailer. Workers will be required to stay on their assigned row. May be required to ride a mechanical harvester. Hand harvesting sweet potatoes will be paid on a piece rate of .40 per 5/8 bushel. Mechanical harvesting will be hourly paid.

RED AND WHITE POTATOES: Workers will walk along row which has been previously plowed. Will bend over, scratch dirt and pick out potatoes. Potatoes which are one(1) inch in diameter and larger will be placed in 5/8 bushel buckets. Potatoes smaller than one(1) inch in diameter are discarded in the row middle. Filled buckets are taken to trucks or trailers for dumping. Workers will receive ticket or token for each bucket and return to assigned row to continue work. Worker must carefully handle potatoes and avoid bruising. Workers will be required to stay on their assigned row. Harvesting red or white potatoes will be paid on a piece rate of .30 per 5/8 bushel.

SQUASH, STRING BEANS, SWEET CORN, LONG GREEN CUCUMBERS, BELL PEPPER, EGGPLANT, LONG HOT PEPPERS, TURNIPS, TOMATOES, ONIONS, BUTTER BEANS, JALAPENO PEPPER, PEAS, OKRA, STRAWBERRIES, BLUEBERRIES, CUBAN-L, CHERRY, BANANA PEPPERS, TOMATILLOS AND GOURDS: Workers will bend and stoop to pick vegetables according to size, color, shape and degree of maturity and place into field containers. Workers may carry full container weighing approximately forty (40) lbs. and empty into field bin or load onto trailer. May be required to pull and discard culls as directed by supervisor. Pickers will take care not to bruise or scar produce. Preharvest activities for tomatoes may include staking, tying, transplanting and pruning. Workers may assist in planting activities. Workers will stand on feet for long periods of time. Workers are required to work in fields when plants are wet with dew or rain. Temperatures in fields during working hours can range from forty (40) to over one hundred (100) degrees. All work is hourly paid.

WATERMELONS, PUMPKINS AND CANTALOUPE: Workers will walk along rows and cut melons according to size, color, shape and degree of maturity using a knife. May carry to trailer or windrow. Other conditions, same as above. Workers may assist in planting activities. The pay rate for watermelons and cantaloupes is hourly paid.

CABBAGE AND COLLARD, KALE AND MUSTARD GREENS: Workers will cut mature cabbage heads and bunches of collard, kale and mustard greens using knife as specified by employer. Products will then be placed into sacks or boxes and placed on trailer for transport. Workers may grade products removing bad or damaged leaves and repack for shipment. Workers will be required to stay on their assigned row. Workers may assist in planting activities. All cabbage, collard, kale and mustard green work will be hourly paid.

708

PEACHES: Workers may thin and/or harvest peaches. Workers will harvest peaches according to color, size and degree of maturity as specified by supervisor and place into half bushel baskets taking the extra time, care and effort not to bruise or scar the fruit. Workers may windrow full containers or carry full containers weighing approximately 30 lbs. to truck or trailer and stack according to supervisors specifications. Peach trimmers will thin peaches using hands and/or plastic hat to knock off excess peaches, spacing remaining peaches approximately one hand width apart, taking care to walk around entire tree before moving to the next. Workers will be required to stay on their assigned row. Workers may assist in planting peach trees. All peach work is hourly paid.

ASPARAGUS: Move along assigned row, stooping, bending, and reaching to break asparagus spears at ground level. May operate self-propelled harvesting aid on which workers ride while stooping to break spears at ground level. Spears which are under 1/4 inch in diameter (measured at butt) are discarded. Spears over 1/4 inch in diameter which exceed 7 1/2 inches in length will be rebroken at the butt end. Any spear head which has begun to open will be discarded. Spears meeting harvest specifications will be placed in a straight fashion in field buckets and carried to trucks or trailers for dumping. Workers may assist in planting activities. Workers will be required to stay on their assigned row. All asparagus work is hourly-paid.

HAY AND STRAW: Move along rows of previously baled hay and straw, bending, stooping and lifting 30 to 60 lb. bales. Load and stack bales onto a truck or trailer, move tractor or truck to the field incidental to loading. Worker may unload and restack for storage. All hay and straw work is hourly-paid.

SOYBEANS, WHEAT AND COTTON: Workers will walk along rows and through fields as specified by employer and remove weeds and grass from soybean, wheat and cotton fields by hand or using a hoe.

PRE-PLANT ACTIVITIES: Workers will perform vegetable seeding activities in greenhouses to prepare for planting. Workers will move soil materials, fill seeding trays, plant seeds, water seedlings, fertilize seedlings, monitor growth and growing conditions. Workers will also perform activities to prepare farm for spring planting outside the greenhouse.

GENERAL CONDITIONS APPLICABLE TO ALL CROPS: Field work begins at assigned time. May begin as early as shortly after daylight. Work may be performed during light rain and in high humidity and in temperatures ranging from 100+ degrees to 20 degrees F. Workers will work on their feet in stooped or crouched position for long periods of time. Workers will supply their own work clothes. All the tasks in this Job Description constitute one (1) job; the employer may assign workers to different tasks on any day or to multiple tasks during the same day in the sole judgment of the employer. Workers may be required to perform work, on the farm, that is incidental to farming the crops listed in the application, such as performing hand cultivation tasks, weeding or hoeing various crops, cleaning and repairing farm buildings, seed beds, racks, grounds, set up and move irrigation pipes and equipment, gardening, weeding and shrubbing, etc. Workers may assist in planting activities. All duties assigned under this order will be those duties of Farmworker, Diversified Crops, DOT Code 407.687-010. This is a very demanding and competitive business in which quality specifications must be rigorously adhered to. Sloppy work can not and will not be tolerated.

Harvesting specifications, 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 days work or portion of day. Instructions and general supervision will be provided by the farm 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.

Full Growing Season Commitment: The job offered requires that the worker be available for work seven hours per day Monday through Friday and five hours on Saturday every day that work is available for the full period of employment shown in Item 5, even though work may be slack for brief periods from time to time throughout the period of employment. The worker agrees to be available for work and perform the assigned work for the assigned employer whenever work is available through the full period of employment shown in Item 5. Work available is defined as, no work required on the worker Sabbath or federal holidays, but work is required seven hours per day Monday-Friday, and five hours on Saturday.

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, can not be tolerated and may result in termination.

Daily individual work assignments, crew assignments, and location of work, will be made by and at the sole discretion of the farm manager and/or farm supervisor as the needs of the farming 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.

ETA 750

Item 18.a. No. of Openings To Be Filled By Aliens Under Job Offer - Continuation

The North Carolina Growers Association is a joint employer with its producer members. The number of workers shown in Item 18.a. of the ETA 750 is the aggregate number of workers that will be employed by the association and its producer members under this labor certification. The approximate maximum number of workers (foreign and domestic) to be employed in the certified occupation by individual producer members of the association are shown in the Addendum (the list of employers). The numbers shown in the addendum are approximations provided for the convenience of administrative agencies. Pursuant to 20CFR655.106(c)(2)(i), all temporary labor certifications issued to the Association may be used for the certified job opportunities of any of its members. The Association will control the assignment of workers employed under this job order and maintain records of such assignments, and will transfer workers among its producer members as needed to perform the work for which the temporary labor certification was granted. The actual number of workers employed in the certified job opportunities of an Association member at any given time may be more or less than the approximate numbers shown in the addendum, depending upon crop conditions, weather, markets or other circumstances that develop during the season. The number of workers requested in Item 18.a. is not the sum of the approximate number of workers (foreign and domestic) shown in the addendum because workers may work for more than one producer member over the course of the season.

TD9

North Carolina Growers Association is
 Joint Employers with these Association Members

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Addendum A12

Employers	(11881)	Total Workers Employed	Starting Date Ending Date	Housing Type	Housing Location County	Total Capacity	Total H2A Wrks
CHAD BADGETT 3793 ROCKFORD ST. MT. AIRY, NC, 27030 (336) 710-1378 TOBACCO, HAY, STRAW	(11881)	8	8/16/08 11/5/08	1 WF	SURRY	8	4
BOBBY R. BEASLEY, JR. 3404 FAIRGROUND ROAD DUNN, NC, 28334 Hay, Straw, Tobacco	(19647)	4	8/16/08 11/5/08	SH	HARNETT	0	0
RANDAL S. BENSON 7583 NC 50N ANGIER, NC, 27501 (919) 894-8650 TOBACCO, SWEET POTATOES, HAY	(12230)	16	8/16/08 11/5/08	1 BL	JOHNSTON	20	5
JESSIE DENNY 3691 DENNY STORE RD ROXBORO, NC, 27574 (336) 597-3556 TOBACCO, HAY, WHEAT	(19521)	6	8/16/08 11/5/08	1 MH	PERSON	6	4
BARRY DINKINS 2200 WATKINS RD. - BOX 244 YADKINVILLE, NC, 27055 (336) 463-2707 TOBACCO, HAY, STRAW	(11371)	6	8/16/08 11/5/08	1 MH	YADKIN	6	4
DARRYL DUNAGAN 165 ANGELL RD. SUMMERFIELD, NC, 27358 (336) 951-2921 TOBACCO, HAY, STRAW	(11001)	5	8/16/08 11/5/08	1 MH	ROCKINGHAM	6	6
HENRY GREY FIELDS, JR. 1070 HOWELL SWAMP CHURCH RD. WALSTONBURG, NC, 27888 (252) 753-4551 TOBACCO, CUKES, HAY	(11289)	50	8/16/08 11/5/08	1 BL, 4 WF	GREENE	44	4
MICHAEL GODWIN 5904 TIMOTHY RD. DUNN, NC, 28334 (910) 892-4359 TOBACCO, SWEET POTATOES, CUCUMBERS	(11921)	40	8/16/08 11/5/08	1 BL	SAMPSON	44	12

Housing Types: AP - Apartment, BL - Block, HO - Hotel/Motel, ME - Metal, MH - Mobile Home, SH - Shared, WF - Wood Frame

CASE No. C-08184-14118

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Addendum A12

Employers		Total Workers Employed	Starting Date Ending Date	Housing Type	Housing Location County	Total Capacity	Total H2A Wrkrs
JAMES HILL, JR. 2264 HUGO RD. KINSTON, NC, 28501 (252) 523-8053 TOBACCO, SWEET POTATOES, PEPPERS, CABBAGE, COTTON	(11248)	110	8/16/08 11/5/08	2 BL, 1 WF	LENOIR	117	55
LOIS HOPE 255 MALIPASS FARM LANE CLINTON, NC, 28328 (910) 590-4354 Hay, Straw, Tobacco	(19654)	15	8/16/08 11/5/08	SH	SAMPSON	0	0
NEWELL JOHNSON 216 JOHNSON FARM RD. HIDDENITE, NC, 28636 (704) 876-1168 TOBACCO, CORN, CUKES, WHEAT, SPOTATES, HAY, SOYBEANS	(11457)	4	8/16/08 11/5/08	1 WF	IREDELL	5	2
TONY W. JOHNSON 4074 BENSON HARDEE RD. BENSON, NC, 27504 (919) 894-2727 TOBACCO, SWEET POTATOES, HAY	(12289)	20	8/16/08 11/5/08	1 BL	JOHNSTON	24	18
PHILLIP JOHNSON 3095 ORMONDSVILLE ROAD AYDEN, NC, 28513 (252) 814-7583 TOBACCO, HAY, STRAW	(19574)	3	8/16/08 11/5/08	1 WF	GREENE	4	4
TIM KNIGHT 645 TROUBLESOME RD. REIDSVILLE, NC, 27320 (336) 362-3680 TOBACCO, HAY, STRAW	(11565)	12	8/16/08 11/5/08	2 MH	ROCKINGHAM	8	4
ROGER LANE 228 TURKEY HWY P.O. BOX 289 CLINTON, NC, 28329 (910) 592-6188 TOBACCO, SWEET POT, MELONS, CUKES, SQUASH, PEPPERS, ASP	(11277)	140	8/16/08 11/5/08	2 BL, 1 WF	SAMPSON	70	23

Housing Types: AP - Apartment, BL - Block, HO - Hotel/Motel, ME - Metal, MH - Mobile Home, SH - Shared, WF - Wood Frame

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Addendum A12

Employers		Total Workers Employed	Starting Date Ending Date	Housing Type	Housing Location County	Total Capacity	Total H2A Wrks
SUE LEGGETTE 3593 WEST OLD SPRING HOPE ROAD NASHVILLE, NC, 27856 (252) 904-5594 TOBACCO, SOYBEAN, HAY, SWEETPOTATOTES, CUKES	(19549)	20	8/16/08 11/5/08	1 BL	NASH	92	25
WILBUR M MARION 1141 PILOT CHURCH ROAD PINNACLE, NC, 27043 (336) 325-2139 TOBACCO, WHEAT, SOYBEANS	(11735)	3	8/16/08 11/5/08	1 MH	SURRY	4	1
DAVID T. MCGEE 1510 ROBERTSON RIDGE RD. KING, NC, 27021 (336) 416-5039 TOBACCO, BURLEY, SWEETPOTATOES, HAY	(12388)	10	8/16/08 11/5/08	1 SH	STOKES	9	0
EDWARD A. NEWTON 8044 HWY 39 SOUTH HENDERSON, NC, 27537 (252) 226-2477 Hay, Straw, Tobacco	(19619)	4	8/16/08 11/5/08	1 WF	FRANKLIN	4	4
KENT W. PAGE 137 KENT RD. REIDSVILLE, NC, 27320 (336) 613-1147 TOBACCO, WHEAT, SOYBEANS	(11086)	12	8/16/08 11/5/08	2 MH	ROCKINGHAM	8	0
MATTHEW C. PEARSON 3458 FOUST ROAD STALEY, NC, 27355 Hay, Straw, Tobacco	(19844)	8	8/16/08 11/5/08	1 WF	RANDOLPH	8	4
GLENN RIGGAN P.O. BOX 73 MACON, NC, 27551 (252) 257-1079 Corn, Small Grains, Tobacco, Wheat	(19391)	15	8/16/08 11/5/08	1 BL	WARREN	8	8
ROBIN ROGERS 619 EAST MAIN TAYLORSVILLE, NC, 28681 (828) 632-3052 TOBACCO, HAY, STRAW	(12180)	11	8/16/08 11/5/08	1 BL	ALEXANDER	11	5

Housing Types: AP - Apartment, BL - Block, HO - Hotel/Motel, ME - Metal, MH - Mobile Home, SH - Shared, WF - Wood Frame

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Addendum A12

Employers		Total Workers Employed	Starting Date Ending Date	Housing Type	Housing Location County	Total Capacity	Total H2A Wrks
ANDREW TYSON 985 EVANS RD NASHVILLE, NC, 27856 (252) 459-9545 TOBACCO, SPOTATOES, CUKES; CANTALOPE	(12537)	60	8/16/08 11/5/08	1 WF	NASH	67	23
BILLY H. WHITE 868 E. HOUSTONVILLE HARMONY, NC, 28634 (704) 320-5605 TOBACCO, HAY, STRAW	(12183)	8	8/16/08 11/5/08	1 WF	IREDELL	10	2
STANLEY WILLIAMS 5621 GOLDSBORO ROAD WADE, NC, 28395 (910) 483-6717 Corn, Hay, Straw, Tobacco	(19617)	5	8/16/08 11/5/08	1 SH	CUMBERLAND	5	5
GREG S. WRIGHT 4106 HIGHT ROAD OXFORD, NC, 27565 (919) 693-9720 Hay, Straw, Tobacco, Wheat	(19645)	6	8/16/08 11/5/08	1 MH	GRANVILLE	4	4

Total Workers Employed	601	
Total Housing Capacity	592	564
Total H2A Workers Requested	226	222
Total Employers	27	26 as of 7/10/08

Individual growers may adjust their crop plans to add or delete crops listed on the above Addendum A12 after the filing of a job order for any of a number of reasons, including reasons that are described in the respective Job Orders as part of the ETA-750 Item 13 attachment and the ETA-790 Item 11 attachment, the full contents of which you are urged to read. Jobs under this job order include all of the jobs that are certified job opportunities of the North Carolina Growers Association, Inc. and its joint employer members. Individual growers may plant, cultivate and harvest many diverse crops depending on many variables including favorable available markets, favorable plant stock and unexpected land availability, favorable weather conditions, poor crop and weather conditions in other growing areas, the health or illness of the grower and the grower's family and key personnel, and many other factors that cannot be determined at the time this application.

Because the Association is a joint employer with its producer members, growers who do not list a specific number of anticipated H-2A workers will share workers with other Association producer members who require workers in the certified job opportunities of any of its producer members.

Housing Types: AP - Apartment, BL - Block, HO - Hotel/Motel, ME - Metal, MH - Mobile Home, SH - Shared, WF - Wood Frame

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