

Land O'Lakes, Inc.

1989 INTERNATIONAL FARMER PROGRAM

Training Booklet for Trainees

Agri-Business

Jamaican learning the Minnesota way of farming

By HAROLD SEVERSON
Post-Beltville Town & Country Editor

LYOTA — Clinton Thomas won't be picking coffee berries this summer. Or reeking up and plucking them from a plant that looks like a hot chili. Or milking cows that are equal parts of Holstein, Jersey and Brahma genes in their genetic make-up.

Thomas, who is 21 and a native of Jamaica, will be spending the summer months in a different climate and environment than his tropical homeland. He arrived in March at the farm of Clinton and Len Fogel of Lyota Township for a five-month stay. He is one of six young Jamaican trainees who will be receiving instruction through Land O'Lakes' Farmer Training Program.

Clinton Thomas is one of six young Jamaicans who will be combining their own experience with American dairy farming. The program involves placement of young farmers from developing countries on the farms of Land O'Lakes members.

The Lyota family will host Morris Morgan, who is in his final year at the College of Agriculture. He will spend five months with them before going to Minneapolis for a month of intensive training.

Los family chosen to host Jamaican

Harvey and Barbara Los of rural Princeton have been selected as a host family for the Land O'Lakes 1989 International Farmer Program.

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The farm store. Many suggest raising industry beef and sheep and horses. In fact, the farm owner and manager had farm interests in Wisconsin and Minnesota. He wants to maintain a farm and provide the labor.

In addition, Morris notes that he will not be using any electric fences in Lyota. His farm buildings are work parlors. And, he operates 14 minor town farms as well.

Participants get to know all things besides the five-month stay. Training, instruction and farm program participants spend months of intensive training, a month of intensive training, a month of intensive training.

Program develops 100 hours of instruction. The program involves placement of young farmers from developing countries on the farms of Land O'Lakes members.

The Land O'Lakes International Farmer Program will host seven Jamaican trainees and Len Fogel.

Ag Trainee at Schoephoerster Farm



Recently arrived from Jamaica, Clinton Thomas is adjusting to Minnesota's climate as a trainee on the Lyota Township farm of Clinton and Len Fogel. He will spend five months with the Fogels under Land O'Lakes' International Farmer Program. Photo by Harold Severson.



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JADE sponsors training programme

The JADE is sponsoring a three-month training programme in dairy production for Jamaicans. The programme will be held in Lyota, Minnesota.

Jamaicans learn repair of farm machinery from veteran machinist

Jamaican trainees are learning the basics of repairing farm machinery as part of their stay in the United States under the sponsorship of Land O'Lakes. They and more pictures on page 3.

Land O'Lakes dairy farmers host Jamaican trainee, share technology

Land O'Lakes dairy farmers are sharing their knowledge and experience with a Jamaican trainee. The trainee is learning the basics of dairy farming and the use of modern technology.

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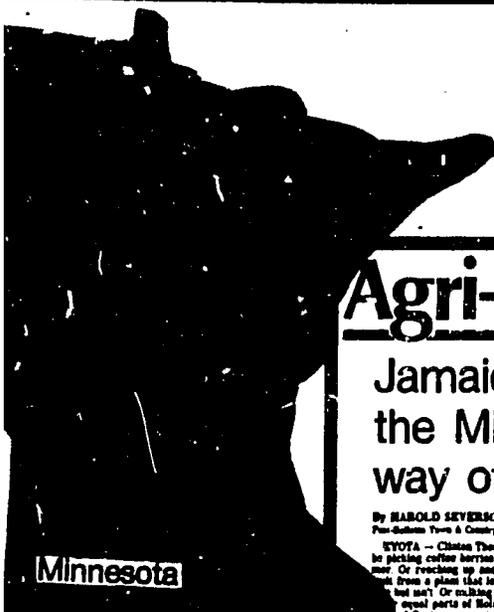


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PROGRAM DESCRIPTION OF THE INTERNATIONAL FARMER PROGRAM
LAND O'LAKES, INC.
INTERNATIONAL DEVELOPMENT DEPARTMENT
1983-1989

I. INTRODUCTION

Welcome to the Land O'Lakes International Farmer Program!

Land O'Lakes, Inc. (LOL) takes great pleasure in offering its farmer members and its foreign counterparts the opportunity to participate in its International Farmer Program (IFP). The program involves placement of young farmers from foreign countries on the farms of Land O'Lakes members in the North Central United States, where they are expected to live and work as a member of the host family. One month of technical training off the farm is scheduled at the end of the program.

The purpose of the program is three-fold. First, it is intended to provide practical on-the-farm training for the foreign farmer, as well as to upgrade his or her dairy farming skills. The participant then returns to his/her own country to exchange experiences with other farmers and broaden the program's impact. Secondly, the program benefits the host family by exposing them to another culture, and by allowing them to learn, through the trainee, about the farming techniques of another country. Finally, the program endeavors to strengthen international agriculture and the cooperative system through the exchange of the new technologies, skills, and concepts in dairy production.

Land O'Lakes believes that this type of program will build a foundation of trust, cooperation and mutual respect between itself and its foreign agricultural partners. This program is expected to serve as the base for future commercial and noncommercial activities that may be pursued through such a cooperative training endeavor.

History and Organization

Dr. LaVern Freeh, Vice President of International and Public Affairs, designed and directed a farmer exchange program at the University of Minnesota for many years before implementing a similar idea at Land O'Lakes. In August of 1983, four Korean farmers were the first participants in the LOL program. They lived on farms in Minnesota and Wisconsin for three months. The 1984 program was expanded to include another country, Costa Rica. In 1985 the program expanded slightly more to seven and a half months. In 1986 trainees from Ecuador and Costa Rica participated for a total of eight and a half months in order to be able to experience a full crop-growing cycle. After a year of program redesign, the 1988 program offered opportunities to young Jamaican farmers for a streamlined six-month program. Due to the success of the 1988 program, the program of 1989 will be very similar to that of 1988, adding a seventh month option for trainees.

Administration

This program is conducted by the staff of the International Development Department of Land O'Lakes, Inc. All suggestions or questions should be directed to Ms. Lori Anderson, program director, or Mr. Jim Frantz, program coordinator.

The program responds to the desires of three groups:

1. International agricultural trainees desiring practical on-the-job training in production agriculture; experience in intercultural communication; and practice in the English language for non-native speakers.
2. North Central United States farm families desiring to host a trainee from another country and to share an intercultural living experience/learning exchange of ideas and farming methods.
3. Land O'Lakes and its foreign agricultural partners, each of which benefits from the interaction of their members/constituents.

II. PROGRAM DESCRIPTION

General Program Goals

1. To promote the exchange of technology and mutual understanding between agricultural cooperatives and commercial organizations on a worldwide scale.
2. To implement training in such a way as to support and expand upon agricultural principles of the trainee's own culture.

Specific Objectives

1. To aid trainees in learning new methods of agriculture, new approaches to managing farms or agricultural businesses, and in developing new practical skills.
2. To provide the trainees with cross-cultural experiences valuable to their personal and social development.
3. To strengthen the agricultural production system of the foreign country through the introduction of new technologies, skills, and concepts in dairy production.
4. To offer the trainees the opportunity to develop proficiency in the English language if they are not native speakers and to learn U.S. agricultural terminology.

The objectives are met by providing the trainees with:

1. A host family and community environment conducive to developing an understanding of U.S. rural life.
2. A placement conducive to receiving agricultural training in areas of interest to the trainees.
3. A social environment conducive to intercultural communication between the people of the United States and the participants from other countries.
4. A daily opportunity to use the English language (non-native speakers).

In addition, the program offers the U.S. farmer:

1. An opportunity to become acquainted with a foreign trainee as an individual.
2. The chance for their agricultural community to exchange agricultural methods, as well as the socio-cultural, political and economic ideas with the trainees.

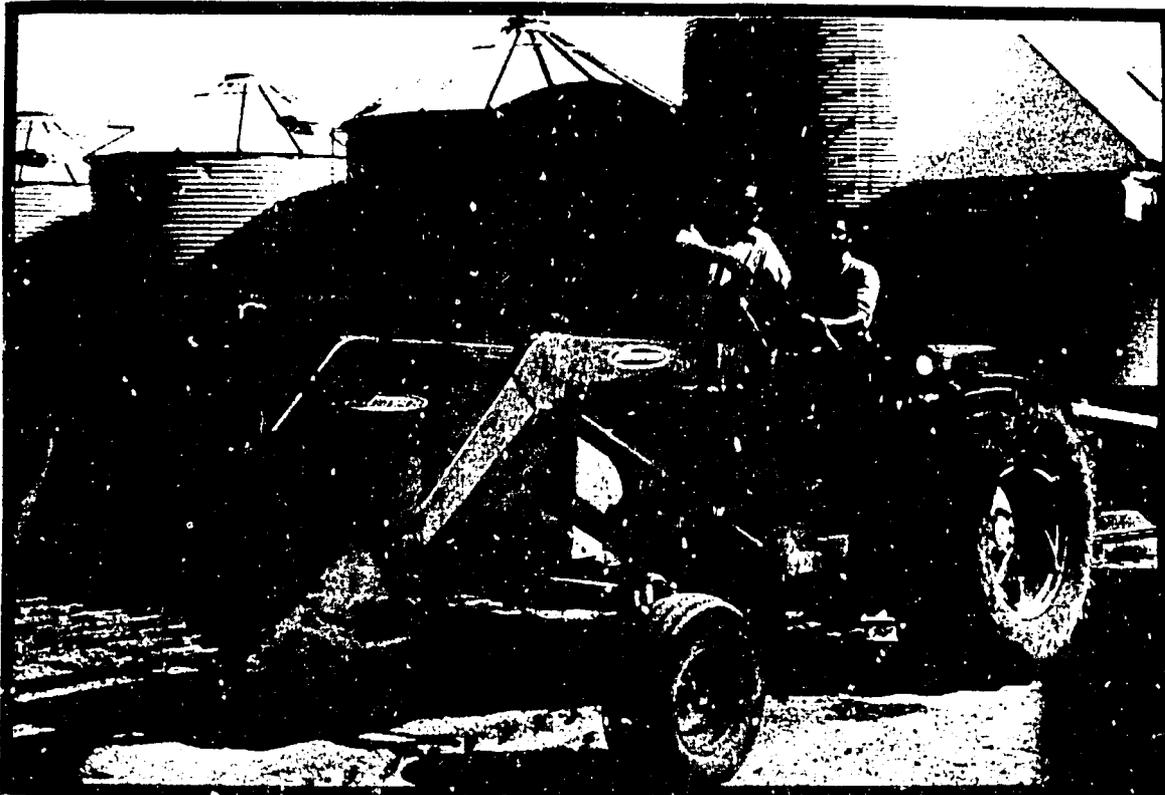
Practical On-the-Farm Training Period

The main objective of the International Farmer Program is to offer the opportunity for practical dairy farming experience by placing trainees on typical Midwestern farms. It is neither a travel opportunity nor a money-making venture for trainees. It is understood that they will live on one farm for the entire five-month practical training period, and that it is the responsibility of the farmer to assure that the trainee is exposed to different activities in the immediate geographical area during that time.

The trainee will be "learning by doing" on the farm. This means that he/she will be participating in every aspect of farm life, from the menial, everyday chores to understanding how U.S. farmers make management decisions. The trainee is NOT a hired laborer but a student of the many diverse aspects of a farm operation. While it is understood that you are not professional teachers, you are professional farmers, and you are successful. You should try to teach the trainee as much as possible of what you know about farming.

The training will require a team effort between you and the trainee. On the one hand, you will present the trainee with knowledge and facts as best you can. Please be sensitive to the fact that when it is necessary to correct the trainee, doing so in a loud or angry voice may disturb him/her rather than be constructive. Previous trainees have indicated that they are not accustomed to being reprimanded aggressively, so they are quite taken aback by it. They tend to take loud or angry instructions personally, even when you do not mean them that way.

On the other hand, the trainee's responsibility is to take this new knowledge, record it, and use it. You must remember that the trainee may be reluctant to ask you questions for fear of being disrespectful or being considered unintelligent. While it may be difficult to understand his/her use of



English, please be patient. Try to encourage the trainee to discuss ideas or agricultural practices that are new or different to him/her.

It is important to remember that the training period is a continuous process, with several discernible levels of learning. Take a moment to imagine these stages:

Stage I: Technical Skills: The trainee will immediately begin working on technical skills. This means learning the day-to-day activities of the farm. Some participants may catch on quickly, while others may tell you that they understand something when they actually don't. Please take the time to assess your trainees abilities, and slow down if necessary.

Stage II: Management Skills: Once the participant has mastered the daily routine, they will be interested in further challenges. Most participants will want to know how you run your farm, and how you make your business decisions. You should try to include him/her in the management of the farm when you feel he/she is ready for it. Otherwise, your trainee could easily become bored and restless.

Stage III: Community Involvement: Once the participant has grasped the overall operation of your farm, he or she may be interested in learning how your activities fit with those of your community. He/she should become familiar with professional farmer's organizations such as Farm Bureau, Minnesota Corn Growers, and other organizations such as coops and elevators. Local implement dealers, livestock markets, and processing plants will also be of extreme interest to your trainee. The Land O'Lakes Dairy Rep will be aware that your trainee is staying with you, and can be relied on to expose them to off-the-farm activities. Keep in touch with him to arrange these activities for the trainee.

NOTE: The above stages will not necessarily follow this order. You will probably encounter aspects of each of them at any given time in the training period. But with these ideas in mind, you will be better prepared to recognize your trainee's needs and abilities.

In this "hands-on" training, your attitude may well make the difference between the trainee's having a rewarding experience or becoming disillusioned and depressed. You should keep in mind the following aspects of the program:

1. The trainee understands that there are times when long hours of work will be required. However, he/she should not be expected to work longer than you or your family does. He/she needs one "day off" weekly, despite the fact that you do not get a day off. If you ask your trainee to work on a scheduled "day off," be careful to set another day aside as a substitute "day off."
2. All trainees have had previous farm experience. However, there will be many things that are new to them, so patience and understanding on your part is essential. You should be sensitive to boredom on the part of the trainee and encourage him or her to take on greater responsibility.
3. Your instructional responsibilities during the training period include:
 - a. To teach new agricultural practices and technology associated with agricultural production in the Midwest.
 - b. To teach farming methods, skills, systems and concepts.
 - c. To help the trainee develop competencies and skills necessary for production agriculture.
 - d. To help the trainee develop relationships with the people in your community and an understanding of the people of the United States.
 - e. To help the trainee develop proficiency in the English language (if a non-native speaker).
 - f. To instruct the trainee in your method of farm management, including finances and planning.
4. Most importantly, have a good sense of humor!!



Technical Training

The last month of the program is spent off the farm in technical training. It is generally more academic in nature, though short-term hands-on training is a possibility during this time. Participants may pursue in-depth exposure in areas such as artificial insemination, basic machine repair, extension techniques, dairy herd management, cheesemaking, dairy processing or in other related subjects.



Expenses

During the five month, practical training period, the farmer is responsible for providing a stipend plus room and board for the trainee. The stipend is \$350/month, and should not be considered a wage. The farmer is also expected to provide liability insurance for the trainee to cover accidents while working on the farm.

The sponsoring organization is responsible for the trainee's passage to the United States and the return trip home. They also provide the trainee's lodging expense during the weekend get-together, field trip to Iowa, and the technical training period.

Each trainee must bring a return air ticket. The trainee is responsible for all meals during the program's weekend get-together, field trips, off-the-farm leisure time, and the month of technical training. The trainee must also pay all long-distance phone calls made or received at any time. In addition, the trainee is required to pay for personal health insurance to cover sickness, accident, medical, dental, and hospital expenses. Arrangements for such insurance are made by Land O'Lakes, but paid for by the trainee.

Evaluation

The success of the program depends greatly on the definition of goals by both the farm family and the trainee. During the orientation at the beginning of the program, you will have the opportunity to discuss and list some common goals that should be worked on throughout the program. Every month, the trainee may be asked to submit a short report to the coordinator on his/her experience and progress. At the end of the training period, the farmer and trainee will evaluate the accomplishment of the various goals.

Twice during the five months of practical training the program coordinator will visit each farm. The first visit will occur within the first four to six weeks of the program, followed by a second visit towards the middle of the five-month program. These visits are meant to give the farmer and the trainee the opportunity to discuss their initial adjustment with the coordinator, and to help improve communication or training early in the program.

Approximately half-way through the program, the program director and/or coordinator will hold group evaluation meetings for trainees. Again, the input of the trainees will be crucial to correcting problems and improving the program.

Requirements

A. Trainees

1. Work experience: Only those persons who have had previous farm experience will be allowed to participate in this program. Land O'Lakes requires that you have worked on a farm or in a dairy plant for at least three years, and that you be accustomed to the daily labor that takes place.



2. Language ability: The trainee MUST be able to speak and understand English well. Prior program experience has shown that trainees who cannot fully communicate with their host family are often the most unhappy during their stay.
3. Age: The trainee must be 20 to 25 years old at the beginning of the program.
4. Position: The trainee should be a leader in his/her own community and be able to share experiences in the program with peers upon returning home. The ideal trainee is one who is involved in all aspects of dairy farming and desires to expand his/her general knowledge of dairying.
5. Expenses: The trainee must be able to pay for the following expenses:
 - a. All meals while in Minneapolis for the orientation, field trips, and final evaluation.
 - b. Meals during one month of technical training.
 - c. Personal health insurance for the entire program period.
 - d. All doctor/hospital bills incurred during the program that are not covered by insurance .
 - e. All long-distance telephone calls made or collect phone calls received while in the U.S.

B. Participating Foreign Organizations

1. To seek and participate in selection of trainees who understand and meet requirements noted above.
2. To provide round-trip airfare for trainees.
3. To share the cost of the trainee's technical training with Land O'Lakes.
4. To pay for the trainee's lodging during field trips, weekend get-togethers, and technical training.
5. To ensure that the trainees have proper passports and visas necessary for the six month program.
6. To guarantee that any of the above mentioned expenses be paid by the trainee.

C. Host Family

1. To provide trainee with room and board and a \$350.00/month stipend during the entire farm stay.
2. To provide farm liability insurance to cover on-farm accidents.
3. To treat trainee as a temporary member of the family, not as a hired laborer.



4. To allow the trainee one "day off" each week, and to allow trainee to participate in scheduled program field trips.

What is a day off?

- a. If the trainee leaves the farm and/or decides to take the entire day off.
- b. If the trainee attends a family outing for more than a half day.

What is not a day off?

- a. If the trainee attends an outing with the family for a half day or less.
- b. If the trainee does the regular chores on Sunday with the family.
- c. When the trainee attends the scheduled field trips.

5. To allow program coordinator to visit trainee on the farm, and to participate in discussions at that time.
6. To provide trainee the opportunity to visit neighboring dairy farms and community farming activities.
7. To participate in orientation sessions and final evaluation sessions.
8. To provide transportation between Land O'Lakes headquarters and the farm at the following times:
 - a. From Land O'Lakes to the farm at the beginning of the program.
 - b. To/from Land O'Lakes for scheduled field trips.
 - c. To/from the Land O'Lakes Young Farmer Away-For-A-Day Program.
 - d. To Land O'Lakes at the end of the program.
 - e. To/from Minneapolis for seventh month of IFP should host family and trainee decide to participate in an extra month of training.

9. To teach trainee aspects of United States farming agreed upon by trainee and host farmer at the orientation session.
10. To expose trainee to a variety of social activities within the community.

D. Land O'Lakes

1. To interview and select foreign trainees.
2. To interview and select participating host farmers.
3. To provide introductory orientation for trainees and host farmers.
4. To make at least two on-farm visits during the program.
5. To plan and supervise field trips, technical training, and all evaluation meetings.
6. To plan and coordinate all aspects of technical training.
7. To share the cost of the trainee's technical training with the participating foreign organization.
8. To provide overall management and supervision for entire program.

E. Other

1. Trainees are expected to adapt to U.S. eating habits during the program. Host farmers are not expected to prepare separate meals for the trainees.
2. Trainees are responsible for having proper clothing for the entire six months. This includes a heavy jacket or coat and work boots.

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The staff of Land O'Lakes looks forward to a meaningful and enriching training program. If there are any questions relating to any requirement or aspect of the program, please contact:

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1989 International Farmer Program Schedule

January - February	Host families and trainees interviewed and selected for the 1988 program.
March 19	Trainees arrive in Minneapolis.
March 20	Trainees tour Minneapolis/St. Paul. -- Apply for Social Security cards. -- Shop for warm work clothes.
March 21	Trainees meet host families and all attend one-day orientation. Trainees discuss cross-cultural adjustments and training plans, and attend safety seminar. Host families partake in cross-cultural orientation. Trainees go home with host families and begin training. Good luck!
March 21 - August 18	This represents the practical on-the-farm training phase of the International Farmer Program.
Late April	The program coordinator visits each farm. The program director and coordinator are available throughout the training period to assist host families and trainees.
May 5, 6, 7	Weekend get-together in Minneapolis for all trainees.
June 15	Deadline for decision concerning 7th-month option. Insurance premium due for this period.
Mid-June	Program coordinator makes 2nd farm visit.
June 26 - 28	Field trip to Land O'Lakes Answer Farm in Ft. Dodge, Iowa.
August 18	Trainees leave host farms for Minneapolis.
August 21 - September 15	Technical training in Minneapolis.
September 17	Trainees return to Jamaica.
September 18	Trainees opting for additional training return to farms.
October 13	Trainees return to Minneapolis.
October 15	Trainees leave for Jamaica.

A CULTURAL GUIDE TO U.S. LIVING

Common U.S. Characteristics

Although people of the United States are known for being very individualistic and different from each other, they do share some general common characteristics. These are very general, but each person has varying degrees of each of the following characteristics. By understanding these characteristics you may be able to avoid misunderstandings and poor judgments.

1. Individualism

The U.S. value of individualism is stressed early in life. Children are encouraged to think for themselves, make their own decisions, and to develop their own opinions. This continues to be stressed through childhood and adolescence. The idea is not for people to bow unquestioningly to tradition or authority, but rather to explore and question why. After observing the facts, one chooses whom to believe and what to do.

In the U.S., people believe that a person must be independent, responsible, and self-acting. One is expected to be responsible for one's own actions -- good or bad.

"Group mentality," or subordination of the individual to the group, is accepted in the States, but only to a certain point. Very rarely in a group will someone lose his/her own personal identity. Groups are considered a meeting of people with different and separate backgrounds, opinions, and ideas.

2. Efficiency and Practicality

The U.S. is well-known for having the mentality of getting things done the fastest and cheapest way possible. This is evident everywhere. When you go to a grocery store, you will find the majority of the food canned, frozen, pre-cooked or microwaveable. Fast food chains are abundant and popular because you can "go pick up a burger" on your way somewhere. Technology also is geared towards being the most efficient. Microwave ovens help you prepare foods in a fraction of the time it takes in a conventional oven, not to mention that it allows us to save food by its reheating capabilities. Car makers are constantly striving to get more miles to the gallon or to make a lighter and more powerful engine.

This trait of being efficient is obviously linked to being practical. In the U.S. (especially in rural areas) practicality is the rule.

When making purchases, the U.S. consumer will often opt for comfort over fashion. If there are two items that appear the same, but one has a "better" or well-known name brand and a higher price, most people will buy the less expensive item. Discount stores (K-Mart, Target) and outlet

stores (COMB) in the States owe their overwhelming success to this mentality.

On the farm, one form of practicality you will see is "hand-me-downs." Hand-me-downs are articles of clothing that are passed down from child to child. After one child outgrows a pair of pants, for example, the next child will use them.

During your stay on the farm, you may be lent some hand-me-downs (mainly work clothes or seasonal clothing). You probably should accept the clothing (if it fits) since rejection of it would be impolite and give your family the illusion that you think you are too good for used clothing.

3. Materialism

People in the U.S. are very proud of their material belongings. There is a constant wish to have more; in fact, some feel it is a right to be well-off (materially). People are often judged by the amount of material possessions they have. People in the U.S. realize that this is a part (and some feel a fault) of their culture, but it is a well-accepted fault. This characteristic is not urban or rural in scope, but can be seen in all parts of U.S. society.

4. Informality

U.S. citizens are informal in every sense of the word. Clothing is informal with jeans being accepted almost everywhere (unless it is a formal or business function).

When addressing people, first names are generally used. When first introduced to someone you should address them as Mr., Mrs., or Miss and their last name. Generally, they will tell you either at the first introduction or within the next few meetings that you should call them by their first name.

For more information on informality, see the section on dress and greetings.

5. Mobility

The U.S. is a very mobile society. Mobility has two meanings here. First of all, mobility means that people move from job to job and house to house more frequently than in many other countries. A youth of 18 years old usually moves away from his/her parents to study or work. After university graduation once again, they will move to find a job. If they are offered a better job, they will move again. Due to the vast media and communications networks in the United States people can easily find jobs in areas far away geographically.

The second meaning of the U.S. as a mobile society is related to transportation. Most U.S. citizens have their own cars and drive to work. Outside the cities (and in larger cities) people must have a means of transportation to buy food, go to work and school, since the store, offices and schools are often far away. People in the U.S. prefer the convenience of driving their own vehicles.

6. Cleanliness

The U.S. culture is very hygiene-conscious. One must simply turn on the television to see the numerous advertisements for deodorants, shampoos, toothpastes, and soaps. Most people in the U.S. bathe and wash their hair daily. Clothing is almost always washed after wearing it one or two times.

The U.S. house is usually kept quite clean. Because there are very few maids or "helpers" paid by the family to clean the house (except by wealthy people), everyone is expected to keep their own living quarters neat.

It is polite to make your own bed and keep your room neat. Generally you will not be asked to dust or vacuum unless it is specifically requested of you. You may offer to clear the dishes or wash or dry them after a meal.

7. Orderliness

People in the U.S. pride themselves on their order. They stand and wait in line. They do not push or crowd and do not "cut in lines" (move ahead of someone in line). If someone cuts ahead of them in line, they will probably object and tell that person to go back to his original place. The U.S. people are also rule-conscious, obeying traffic laws and signs.

8. Work Ethic

People in the United States and even more so in the Midwestern States (including Minnesota and Wisconsin) have a very strong work ethic. Work and social activities are two separate entities. When one is at work, one is expected to work.

On farms, the work day is long and hard. Although farmers are the owners of the farm, they usually work equally as hard as the hired hands. Hired hands are not a sign of wealth, but are hired to do that which the farmer does not have time to do. Farmers pride themselves on their work. They will openly criticize someone who does not do his/her share of the work. Laziness is considered a fault and is not accepted. You may find that your acceptability is based in part on how hard you work.

9. Health-mindedness

To be healthy or aware of what is healthy is very important to people of the United States. Exercise and eating the right foods is highly stressed and is reinforced by the media. You may hear people speaking of calories, carbohydrates, caffeine, and sodium or fat content. A good example of this "craze" is seen in the soft drink (or "pop" as it is called in the Midwest) industry. You can now buy soft drinks with or without sugar, with or without caffeine and any combination therein.

Other Characteristics Pertaining to U.S. Farmers

1. Religion

U.S. farm families are generally quite religious. The farm family will usually be very active in the local church. The church not only is a spiritual activity, but is also the main social activity of many farmers. It is a time to gather with friends and neighbors and enjoy their company and fellowship.

Another common practice of U.S. farmers is "saying grace" before meals. Families (depending on their religious affiliation) will either recite a prayer together before meals or will ask one member of the family to pray or "bless the food."

2. Family Structure

Although the traditional U.S. nuclear family has changed over the past thirty years, it is still considered the "typical" family unit. The U.S. nuclear family consists of a father, mother, and the children. The father traditionally has been the head of the house (and continues to be so in rural areas) although husband and wife are now considered equal, and the head of the house is considered a partnership. Both parents generally take part in child-rearing, though the mother still is more active in this role.

Children usually live with their parents until the age of 17 or 18 when they graduate from high school.

They then either find a job and move out or go to college or a university, many times in another city.

Extended family members (grandparents, uncles, aunts, and cousins) usually do not participate in social activities with the family unit. They visit on holidays or birthdays, but unless they live in close proximity, they are often excluded from everyday family activities.

Farm families tend to be the exception to the rules mentioned above. The father is still widely considered "the head of the house" with the mother doing traditional female roles (childrearing, cooking, housework). The woman, however, has always taken an active working role on the farm. She normally has her own chores (usually dealing with the livestock), but she will also work by her husband's side in busy seasons.

Children also are active on the farm. The farm is considered a family business and, therefore, all must contribute. Most U.S. farmers have always insisted on good education for their children. Even in centuries past, education was stressed. Today's farm children are normally educated at least through high school with a good percentage continuing their education at a college or university. Some of these students return to the farm after

graduation to apply their new skills and knowledge to the family farm. There are a number who opt to stay on the farm instead of going to college.

The activities of farm families are more likely to include the extended family. The majority of farms in the United States are passed down from generation to generation. Many are even operated by brothers or by father and son. Because of this, the extended family unit is closer.

3. Ethnicity

Besides seeing the U.S. culture, you will probably be exposed to some specific European-country culture. The people of Minnesota and Wisconsin are largely descendants of northern-European immigrants who came to this part of the country to farm. Although most of the families have been in the States for two or three generations, these European characteristics are still very evident.

People of this ethnic background tend to be much more reserved. They will refrain from showing their emotions to strangers and sometimes to each other. One should not think that they are cold or uncaring (although many times it will appear so). They are quite the opposite. They simply, for the most part, choose not to show their emotions. One needs only to look a little deeper under the surface to see what kind and caring people they are.

You will probably also see some form of ethnic celebration during the year. Many small communities will have a week or weekend set aside to celebrate their heritage. People bring ethnic food, wear ethnic clothes, show crafts which originate in that particular country, and have ethnic dances. If you have the opportunity to attend, do it and enjoy!

U.S. Cultural Quirks

Greetings

Men and women usually shake hands at their first meeting. After the initial meeting, people are usually greeted more informally. "Hi" or "Hi, how are you" is considered sufficient and friendly. Handshaking is done between friends normally only in formal settings, church, or after a substantial period of time has passed since the last meeting. Hugging and kissing are usually reserved for boyfriends and girlfriends, husbands and wives, and children and parents or grandparents. Hugging occasionally occurs between close friends or relatives, but it makes some people from the U.S. feel uncomfortable.

Concept of Time

People in the U.S. are normally very time conscious, and being prompt is stressed. When you agree to meet someone at a certain time, you are expected to arrive within 5 minutes of that time. For example, if you have been invited to a dinner (supper is the word used for the evening meal in the Midwest) at 6:00, you should arrive at 6:00. You should not arrive earlier or much later. If someone from the U.S. arrives earlier, often they will wait in their car or

drive around the block until the exact hour. If you are running late it is better to call the person with whom you have the appointment to alert them of your tardiness.

When going to movies, theatrical events, sports events or concerts, you should go at least 15 minutes early. If you arrive late to movies, for example, you may be denied entrance. At events with unreserved seating you may want to arrive up to a half hour early.

Bus schedules are usually accurate, but it is advisable to arrive at least five minutes early as the buses do arrive early from time to time.

The United States is a very time oriented society and at first it will seem very rushed. Schedules are usually tighter (more strict and rushed) in urban areas than in rural areas.

Making Friends

In the United States, forming and maintaining friendships is very different from the way of doing it in other countries. The U.S. society is very mobile. Friendships often are temporary although there are friendships that last many years. You will probably be greeted warmly by people in the States, but the warmth isn't always permanent. People in the United States are usually involved in many activities and the warmth expressed in that initial meeting, while genuine and sincere, may be confined only to that occasion. Close friendships are formed over longer periods of time and through many social interactions.

Since the pattern of forming friendships is casual in the United States, people can move in and out of social groups with little ceremony. There are usually different circles of friends including work, church, neighbors, and special interests. The circles, although separate, often overlap, especially in smaller communities.

Meals

Eating schedules vary from family to family. On farms, breakfast is usually a larger meal than in the city. Although it varies, on dairy farms with early milking schedules, breakfast is usually served after the first milking.

Because of the amount of physical labor involved in farming, lunch is also a larger meal than in the city. Lunch (the afternoon meal) is usually served between 11:30 and 1:00 and lasts between a half hour to an hour. During busy times on the farm, lunch frequently carried with the person or brought out to the farmer/worker.

Dinner (or "supper") is the largest meal of the day and is usually served between 5:00 and 7:00 (during busy planting or harvesting seasons it may be served later). Supper is usually the family meal so all family members are present. This meal may include soup, salad, bread, meat, vegetables, and dessert.

In the evening the family sometimes will eat snacks which could be sweets, fruit, ice cream, or popcorn.

Tipping

In restaurants, tipping for waiters and waitresses is generally 15% of the bill. The same holds true for cab drivers. In airports the standard rate for baggage handling is \$1.00 per bag.

Self-serve restaurants or cafeterias do not require tips, but you are usually required to carry your own tray and must dispose of your garbage (paper cups, plates, napkins) afterward.

Alcoholic Beverages

The legal drinking age in Minnesota is 21 years. When going to a bar you may be required to show identification proving that you are 21 years old. If you are not yet 21 years old, you will not be admitted to the bar. This law is strictly enforced.

Liquor stores are open every day except Sundays and holidays in Minnesota. 3.2 beer is sold in supermarkets and grocery stores. Bars stop serving alcohol at 1:00 a.m. Monday - Saturday, at midnight on Sunday.

In Wisconsin the legal drinking age is 20 years.

Drinking is a very sensitive subject with many people in the United States. Many have experienced the pain of alcoholism in family or friends, and because of it, drinking is not acceptable to them. Others will see nothing wrong with a few beers or a glass of wine. Your host family will have their own rules and you are expected to adhere to them. Remember, they are bringing you into their family and will expect you to respect their wishes just as any other family member must.

Driving while under the influence of alcohol is absolutely forbidden by law, and violation of the law could mean a fine and a possible jail term.

Wardrobe

Dress changes with the seasons and ranges from very formal to casual. In the spring and fall, light jackets or topcoats are recommended. Since summers are warm, proper light summer wear should be included in a wardrobe. Winters are cold, requiring heavy coats, hats, gloves, and boots.

You will be arriving in Minnesota in mid-March. March is the month that we normally receive the most snow. Temperatures will be from 20° - 50° Fahrenheit and will gradually be warming. Your host families may let you use some of their extra winter clothes or help you find some inexpensively.

Most of your time will be spent in rural areas where people dress more practically. Blue jeans and work clothes are accepted dress styles for the work week. When you go to town in the evenings, nice, clean jeans or dress pants with a dress shirt or sweater are perfectly acceptable. Sundays at church are the most "dressy" days. You may want to wear a suit or dress pants and a tie. Some churches are less formal and you can wear a sweater or even jeans. Your host family will let you know.

When going out in Minneapolis or other big cities, dress is a little more formal. Although jeans are perfectly acceptable for shopping, movies, or pizza, dress pants and a sweater or a dress shirt are more frequently used for the theater or nicer restaurants. Some of the more exclusive restaurants require jackets and ties.

In the summer on your days off you may want to wear short pants and t-shirts. Even in the extreme summer heat, farmers do not wear short pants to work in. They are strictly used for recreation. A swimsuit is a must as there are many lakes and community swimming pools.

Any type of shoe is acceptable although work boots are a necessity on the farm. Tennis shoes (athletic shoes) are acceptable in most situations except church or formal events.

Telephone

The lowest rates for making phone calls within the United States may vary depending on the long distance company your host family uses. The lowest rates are usually between 11:00 p.m. and 8:00 a.m. Monday through Friday, all day Saturday, and until 4:00 p.m. on Sunday. The next least expensive time for long distance phone calls within the United States is from 5:00 p.m. until 11:00 p.m. Sunday through Friday. Daytime calls (from 8:00 a.m. until 5:00 p.m.) are usually the most expensive.

When calling Jamaica, the hours with the lowest rates are different. The lowest rates for calling Jamaica are from 10:00 p.m. until 7:00 a.m. The second lowest rates are from 7:00 a.m. until 4:00 p.m., leaving the most expensive time to call Jamaica from 4:00 p.m. until 10:00 p.m.

It is less expensive for you to call directly to Jamaica than to accept a collect call from Jamaica. The following information should give you an idea about different rates. These rates are based on a call from Minneapolis to Kingston. Your phone charges could differ slightly.

<u>Dial Direct</u>	<u>1st Minute</u>	<u>Each Additional Minute</u>	<u>Total 10-Minute Call</u>
10 p.m. - 7 a.m.	\$.89	\$.60	\$ 6.29
7 a.m. - 4 p.m.	1.10	.75	7.85
4 p.m. - 10 p.m.	1.48	.99	10.39

<u>Collect Calls</u>	<u>1st 3 Minutes</u>	<u>Each Additional Minute</u>	<u>Total 10-Minute Call</u>
10 p.m. - 7 a.m.	\$8.87	\$.60	\$13.07
7 a.m. - 4 p.m.	8.87	.75	14.12
4 p.m. - 10 p.m.	8.87	.99	15.80

Driving

Whether or not you may drive the family's car is totally up to the family. They will decide if and when you can drive the car. You are to drive their car only after given permission by them. They are not required to provide you

with a car, but if they do, you will need a driver's license that is valid in the U.S. When driving in the United States, traffic laws are strictly enforced and breaking them can result in fines and losing your license. Remember that in the U.S. cars are driven on the right side of the road.

Reckless or careless driving is considered illegal, and any such conduct may result in your termination from the Land O'Lakes International Farmer program. Driving while under the influence of alcoholic beverages is illegal, as is driving with an open container of alcohol in the vehicle (even if the driver is not drinking it). Any violation of this law by an IFP trainee may result in his/her termination of the program.

Should a trainee decide to purchase a car to use while in the U.S., he/she must adhere to the rules and regulations of the Land O'Lakes International Farmer Program Motor Vehicle Agreement.

Smoking

In the U.S., people's view on smoking has changed dramatically in the past 15 years. In the 1970's it was viewed as "sexy" or "cool" by many, but today it is seen largely as a bad habit.

Your family will have certain rules pertaining to smoking. If they say you should not smoke in the house, do not smoke in the house. If they say do not smoke anywhere on the farm, do not smoke anywhere on the farm. Smoking is a very personal issue and, if rules are not obeyed, there may be many problems.

When in public, it is always polite to ask whether or not you may smoke. If they say they prefer that you don't, do not take it personally; wait and smoke outside. Smoking in cars is not acceptable, unless the driver says it is okay. Most public places have sections reserved for smokers and non-smokers. Please respect these rules.

Drugs

Use of illegal drugs (including marijuana) is strictly prohibited. Any use of these substances will warrant immediate termination from the IFP.

Racism

To foreigners, the U.S. has often been viewed as a racist society. The upper-Midwest, like the rest of the U.S., has its own unique attitudes. First of all, there are very few Blacks that live in Minnesota and Wisconsin, and fewer still in the rural areas. You may be one of the few Blacks that some people have ever seen. Because of this, you may be treated differently. Children may be curious or they may be frightened. Adults also may stare and approach you or stare and avoid you. It is not so much a feeling of racism, but rather a feeling of awkwardness on their part. It is something new and at first they may seem rude; but with time, most will become familiar with you and feel more comfortable.

Concepts of United States Law

The basic purpose of laws in the United States, as elsewhere, is to regulate individual and collective conduct in order to insure a reasonable balance between personal freedom and the requirements of an orderly society. U.S. law is based on English common law and has grown over a long period of time into an enormous and necessarily complex system involving the United States Constitution, federal statutes, common law, state constitutions, state statutes, local ordinances, court decisions, and various regulations issued pursuant to the laws. It is impossible to give a comprehensive description of concepts of U.S. law, but certain basic and important principles of special interest to international students can be discussed briefly.

THE RULE OF LAW¹

A basic principle is that of "the rule of law". It means that we are governed by laws, not by individuals, and that the law is supreme. The people can change the law only through proper legislative and judicial procedures. Once the law is established, it must be observed by all, including government officials from the president down through the average law enforcement officer. The principle of the rule of law protects us from arbitrary actions of government and law enforcement authorities, for they are all subject to the law and their authority is limited by the law.

The United States Constitution is the supreme law of the land. All other laws must be consistent with the Constitution. Those laws or actions of the legislative or executive branches of the government that are not consistent with the Constitution can be challenged in court and declared invalid or unconstitutional. In this way, statutes, ordinances, and regulations undergo a constant process of testing to be sure that they conform to the principles set forth in the Constitution.

DUE PROCESS OF LAW AND EQUAL PROTECTION UNDER THE LAW

The 5th and 14th amendments to the U.S. Constitution guarantee due process of law to all persons, including foreign students and other aliens in the United States. By definition, due process means fairness and substantial justice. Due process of law requires that before life, liberty, or property can be denied orderly procedures be followed in the enactment, administration, and enforcement of the laws.

The 14th amendment to the U.S. Constitution guarantees to every person, aliens included, equal protection under the law. Equal protection under the law means that the law applies to everybody equally, regardless of age, sex, wealth, or race, and that no law may discriminate between persons or classes of persons for arbitrary or capricious reasons. However, there are laws that apply only to certain classes of people, such as aliens, and as long as there is a reasonable basis for these laws, they satisfy the requirements of fairness and justice. Since it has been determined through court cases that most U.S. laws relating to foreign students and other aliens have a reasonable basis, these laws may limit and modify basic rights and obligations. With these exceptions, foreign students and other aliens in the United States are subject to the same laws as are American citizens. They are also guaranteed the same protection under the laws and the same civil rights as are American citizens.

What to do in Case of Trouble

Even though you may believe that you understand the law or that you are innocent of any alleged violation of the law, you should always seek advice on legal questions. A major development in American law has been the protection against self-incrimination. This protection is important because the law is at times so complex that the ordinary person does not fully understand the legal issues and may incriminate himself or herself without knowing it.

A citizen defendant cannot refuse the services of an attorney without the advice of an attorney. The same reasoning applies to foreign students.

If you are arrested by the police you should be aware of your rights. First, you are not required to answer questions except to identify yourself and give your address. It is best to cooperate with law enforcement officials; but protect your rights in the process.

You have the right to know what charges you are accused of; the right to remain silent until you are questioned in the presence of your attorney; the right to an attorney (if you do not have one, the court will provide one for you); and the right to a hearing in court the day following your arrest, except Saturdays and Sundays. Remember that anything you say may be used against you in court. You are allowed two telephone calls (call a friend or an attorney who can arrange bail for your release).

¹Excerpted from "Law Concepts and Legal Rights, Eugene Smith, University of Colorado at Boulder, for the 16th edition of the Asian Student Orientation Handbook, 1977-78.

Never resist arrest, since you may be charged with resisting arrest even if other charges are dropped. Do not physically resist a search of your person or home, but if you do not agree to a search say so. If the police say they have a search warrant, which is issued by a judge and

gives the police the right to search your home, ask to see it.

If questioned about your case by a police officer, answer only "I wish to see my attorney". The questions may sound unimportant, but you should not answer them unless you have consulted an attorney.

CIVIL LAW

Most of the above discussion relates to criminal law. You should also be aware of the existence of U.S. civil law--that body of laws governing relationships between individuals that does not involve criminal conduct, such as the fulfillment of contracts, payment of bills, business arrangements, and similar matters. Contracts may be either written or oral, and in either case they are enforceable by law. (An example of a contract entered into by many students is the lease for an apartment.) If the conditions of a contract are violated by either party, the other party may bring suit in court to enforce the contract or to recover damages. Civil suit may also be initiated to force the payment of legitimate bills or financial obligations.

"Concepts of United States Law" reprinted from training materials for Rotary International Youth Exchange Program.

TAX INFORMATION

Social Security Tax

Trainees of the International Farmer Program are classified as exchange visitors on a J-1 Visa. Participants in this exchange program enter this country (under Section 101 (a)(15)(J), of the Immigration and Naturalization Act) to participate in an exchange visitor program through Land O'Lakes.

Services performed by a non-resident alien while temporarily in the United States as a non-immigrant under subparagraph (J) of Section 101 (a)(15) of the Immigration and Naturalization Act are excluded from coverage under the Social Security program, if the services are performed to carry out the purpose for which the non-resident alien was admitted to the United States. This means that there will be no withholding of social security tax from the compensation received for such services.

Income Tax

The following is general tax information. We suggest that you seek specific information for your own situation. Tax laws have changed and some of these changes could affect you differently. The rulings stipulate that any compensation paid to the trainee by a domestic employer either before, during or after the period of participation in the exchange program, and including the entire period of participation in the program is fully taxable to the trainee for federal income tax purposes and state taxes where applicable.

Trainees will not earn sufficient money to pay taxes. The law does require, however, that the trainee file a tax form. Trainees should refer to Publication 518 (Foreign Scholars and Educational & Cultural Exchange Visitors) for complete details (available from a district office of the IRS). The tax filing forms (1040 NR) will be available from Land O'Lakes later in the summer.

Worker's Compensation

Host families are exempt from paying worker's compensation insurance providing that they are defined as a family farm. To be considered a family farm you must meet the following two requirements:

- 1) Your farm is not incorporated.
- 2) You paid less than \$8,000 during the previous calendar year to hired help.

It is your responsibility to contact your insurance agent regarding worker's compensation coverage. Your agent has final say on whether or not you must have worker's compensation coverage for your trainee.

MINNESOTA, U.S.A. A STATE PROFILE

Geography

Minnesota is located just below the Canadian border in the midwest part of the United States. The state is 217,735 sq. km., with a population of 4,077,000. St Paul is the capital city and is the "twin" city of Minneapolis. The "Twin Cities" area and its surrounding suburbs have a population of 2.5 million.

The Land

The glaciers that moved south from the Arctic eons ago left two legacies in Minnesota: an abundance of lakes and rivers, and a fertile land.

The lakes and rivers provide recreation to Minnesotans and the many visitors to the state. The land is the source of Minnesota's most important industry--agriculture.

When Northern European immigrants began to settle in Minnesota in the mid-19th century, some stayed in the newly forming cities, but most went to the land. Encouraged by the railroads, which were then pushing out to the west and south, and even more encouraged by the sight of unbroken, virgin prairies, they homesteaded the land and began to break the sod with primitive plows drawn by oxen or horses.

The principal crop raised by these pioneer farmers, and later by their descendants, was wheat. There was a ready market for the grain in the flour mills of Minneapolis, and there were railroads to carry it there. But as the farmers began to discover at the turn of the century, dependence on a single crop laid them open to risk. The hazards of weather, and their dependence on the railroads with their changing freight rates, forced them to diversify, as well as band together to market their crops.

In diversifying, Minnesota farmers began to raise corn and then soybeans. These grains soon became the ingredients for livestock feed, and the hog and cattle industry was born. In the central part of the state, corn fed the growing dairy herds. And on the flat prairies of northwestern Minnesota, sugar beets and later sunflowers became major cash crops.

Minnesota's farm lands have been cultivated for more than a century, yet the land is far more productive today than it was when the virgin sod was turned. The use of machinery instead of horses and oxen has helped increase that productivity, as has development of new strains of disease-resistant and hybrid seeds. Chemical fertilizers and insecticides and weed killers also have been major factors in increasing the output of Minnesota's farms.

Because of the dominance of its agriculture, Minnesota is the home of some of the nation's and the world's largest commodities firms. These firms buy the farm production and sell it in domestic markets and abroad. In addition, many farmers have banded together to form cooperatives to increase their buying and selling power. These cooperatives, now a powerful fixture in the state's economy, are among the largest in the country.

Agribusiness

The growth of agriculture in Minnesota has given rise to a related industry, agribusiness, that ranks high as a contributor to the state's economy.

Agribusiness comprises all those industries that service agriculture, provide a market for farm production, and that process farmers' output. Together with agriculture itself, these industries employ more Minnesotans and generate more revenue than any other industry in the state.

These industries include manufacturers of farm equipment--tractors, plows and other implements. Nearly every rural community has one or more implement dealers who sell and service farm equipment. In addition, most of those communities are home to small manufacturing companies that make equipment essential to the operations of those who produce grain and raise livestock and poultry.

Minnesota's large agribusiness firms, nearly all of which have operations abroad as well as throughout the United States, are involved in commodity merchandising and in processing of grain and grain-related products.

WISCONSIN, U.S.A. A STATE PROFILE

Geography and Population

Wisconsin is located to the west of Lake Michigan with the Mississippi River as its western border. On the north, Wisconsin is bordered by Lake Superior and the Upper Michigan Peninsula and to the south by Illinois and Iowa. Wisconsin is 145,433 square kilometers and has a population of about 4,700,000. It ranks 26th in geographical area and 16th in population. The capital city of Wisconsin is Madison, but Milwaukee is the largest city with about 670,000 people.

The Land

The topography of Wisconsin was formed by the same factors that shaped Minnesota. Glacial ice covered the state and when the glaciers receded, many lakes were left. Wisconsin has one of the world's greatest concentrations of lakes. Besides the numerous lakes, many rivers flow through Wisconsin. These rivers are full of fresh water fish for which Wisconsin is well-known.

Wisconsin's land consists of various non-metallic deposits such as sand, gravel, and lime. There are also some iron and now largely depleted lead deposits.

The northern part of the state is largely forest. The trees are cut and used mainly for paper products. The forests are also the home of wildlife which makes Wisconsin popular with hunters and tourists.

The south-central and southwestern parts of Wisconsin are mostly agricultural. Southeastern Wisconsin is a populous industry center.

The People/History

Wisconsin has been the home to a large number of Indian tribes. The Fox, Illinois, Huron, Sioux and Ojibway tribes are a few of the many Indians that have lived in the area.

The first Europeans to arrive were French fur traders. They named the land "Wisconsin", a French rendering of the Indian word meaning "gathering of the waters". The French controlled the area until 1783 when it was taken over by the British who in turn ceded it to the United States that same year.

Wisconsin's new settlers, the farmers and lumberjacks, were largely Germans, Poles, Scandinavians and British. Together they helped form Wisconsin which officially became a state in 1838.

Agriculture

Wisconsin's first crops were planted by the Hopewell Indians in about 100 B.C. These Indians brought pumpkins, squash, and maize (corn) to Wisconsin.

When the white settlers first arrived in Wisconsin, they were more interested in the animals and their furs than in agriculture. However, as more farmers came to the area, wheat became the dominant crop. Wisconsin's wheat era grew until it peaked in 1860. In 1873, however, farm prices fell and Wisconsin farmers were forced to diversify their crops in order to survive. While many continued to plant crops, a large number switched over to dairying. Dairy production grew quickly in Wisconsin and today the state is still "America's Dairyland", the number one dairy state (although it is struggling to keep that title). Wisconsin produces about 40% of all of the cheese in the United States and about 20% of the butter. They also rank high in non-dairy products such as corn for livestock, green peas, beets, cabbage, cranberries and snap beans. Wisconsin also boasts large numbers of beef cattle, hogs, and turkeys. Mink raising is another very important industry. (Minks are small animals whose furs are used in fine clothing and coats.)

In 1900, Wisconsin was about 60% rural, but since the 1920's, the number of farms has dropped. By the 1930's, Wisconsin was no longer considered a rural state since its population was predominantly urban. Since that time the number of Wisconsin farms has continued to drop although the acreage of the remaining farms is growing. Today there are approximately 94,000 farms in Wisconsin averaging 200 acres per farm. More than one-half of the farms specialize in dairy or livestock. Even considering the impressive agricultural figures, Wisconsin's biggest business is not agriculture but manufacturing.

Manufacturing

Wisconsin is the 11th largest manufacturing state. Its major industries are paper products, metal goods, electrical equipment, and transportation equipment. Beer is also produced (and consumed in large quantities).

LAND O'LAKES
INTERNATIONAL FARMER PROGRAM
TRAINEE CONTRACT OF CONDITIONS AND REQUIREMENTS

I, _____, a trainee participant in the 1989 Land O'Lakes International Farmer Program, do fully understand and agree to the following conditions:

1. The "J-1" visa which is issued to me is not a "work permit," but an Exchange Visitor visa given for the purpose of obtaining practical agricultural training, and I do not expect to be paid at the same rate accorded to U.S. citizens employed in this field.
2. The stipend of \$350 (U.S.) per month plus room and board is all that I may expect to receive, and I will be satisfied with this stipend as an agricultural trainee.
3. My placement is arranged through Land O'Lakes, Inc. and I acknowledge that if not satisfied, my option may only be to return home. If reasonable complaints can be proven to a third party, then I may be offered another host family placement.
4. Should the host farmer or Land O'Lakes' International Farmer Program staff be dissatisfied with my performance, I might be required to return to my home country in lieu of another placement.
5. My farm placement is for five months. I will return directly to my home country upon completion of the program after the sixth month. My decision to extend my program to a seventh month must be made and accompanied by payment for that final month's insurance premium by no later than June 15, 1989. Should I change my mind about the program extension after that date, I will not receive a refund on my insurance premium.
6. During the practical training I will participate in all aspects of the farm operation, including daily chores, as requested by the host farmer. At times the workload may require me to work long hours along with my host.
7. Respect for my hosts, whether in agreement or not, will always be shown. I will accept and follow all instructions.
8. Safety instructions in all aspects of farm business will be implemented and respected. I will use all safety guards, devices and protective equipment such as safety eyewear, gloves, respiratory masks, etc.
9. My farm stay lasts from March 21 through August 18, 1989. I will remain on my host farm during these dates unless it is agreed by both parties that I can or should leave earlier. I acknowledge that to leave my host family or training establishment without prior approval of the Land O'Lakes International Farmer Program Administrator or Coordinator is sufficient cause for cancellation of my visa.
10. One day off every week will be offered to me unless agreed otherwise.
11. My attitude will be to exert every possible effort to act as a natural member of my host family and to be sympathetic toward the problems my host family might have in becoming accustomed to having a trainee.

12. Communication between my host family and me is essential. I will tell my host family my interest in particular farm activities as well as inform them of any questions or confusion I may have concerning their instructions or operation.
13. Invitations to speak to local groups about my country and my vocation will be accepted whenever possible. I will also participate in other activities in the community.
14. Should complaints relative to the host family or the program arise and they cannot be settled locally after a reasonable amount of time, I will report them to the Program Administrator or the Program Coordinator.
15. All programmed field trips and evaluations will be attended. All Land O'Lakes evaluations and reports will be completed and returned to Land O'Lakes by the indicated deadlines.
16. Land O'Lakes, Inc. will arrange for my personal health coverage, including dental coverage, but I will be responsible for paying the monthly premiums.
17. Should I decide to purchase a motor vehicle, I must first get approval from Land O'Lakes, Inc. I will meet the conditions and/or restrictions placed on me by Land O'Lakes, Inc.
18. Any use of illegal drugs (including marijuana) and/or excessive use of alcohol shall be justification for my termination from the program.
19. Falsified or incomplete information on the Land O'Lakes International Farmer Program application materials is sufficient cause for my termination from the program.
20. Violation of any local, state or federal laws will justify my termination from the program.
21. It is my responsibility to pay for all long distance telephone calls that I make while in the United States.
22. During the orientation, weekend get-together, the field trips, and the month of technical training, I will be responsible for all my food costs.
23. Thirty (30) U.S. dollars will be withheld each month by the host farmer from my June, July, and August stipend to be used as a damage deposit for my housing during technical training. This money may be returned to me only after the apartment has been inspected for damage by the apartment manager. The cost of long distance telephone calls, damages, or stolen property will be deducted from my deposit.

By signing below, I hereby certify that I have read and agreed to the aforementioned conditions and requirements concerning my participation as a trainee in the 1989 Land O'Lakes International Farmer Program.

Signed: _____ Date: _____

Place: _____

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