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AUTHOR Hayes, Sherrill W., Comp.
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ABSTRACT

Reviewing the operations of the Rural Manpower Services as administered by the Tennessee Department of Employment, this annual report reveals factors which have influenced 1974 placement services for rural employers and workers. Areas covered include: planning; economic developments; employment and unemployment trends; services for rural people; Rural Manpower Service participation in community development activities; public relations activities; evaluations, problems, plans, and recommendations; selected data on farm placement operations; composition of interstate farm migrant workers; and interstate seasonal agricultural clearance activities. The following are among significant developments reported: crop losses were minimized due to the labor supplied employers; equity to access for rural applicants and employers was not fully attained, though migrant farm workers and rural area residents sustained priority; total resource allocations equaled the 80 percent as measured in terms of universe need; limited staff made expansion difficult; identification of applicants based on place of residence provided more accurate data; and value of land per acre increased at an accelerated rate (up \$86 per acre from 1973). (JC)

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TENNESSEE STATE EMPLOYMENT SERVICE

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RURAL MANPOWER SERVICE



1974
Annual Report

RC008469

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T E N N E S S E E

RURAL MANPOWER SERVICES REPORT

1974



TENNESSEE DEPARTMENT OF EMPLOYMENT SECURITY
Employment Service Division
301 James Robertson Parkway, Nashville, Tennessee 37201

submitted by

J. D. Wallace, Commissioner

prepared by
Sherrill W. Hayes
Chief of Rural Manpower Services

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TENNESSEE ANNUAL RURAL MANPOWER REPORT

1974

This annual report reviews the operations of the Rural Manpower Services as administered by the Tennessee Department of Employment Security during 1974. It is written to illustrate the primary objective of the Rural Manpower Section, providing placement service to rural employers and workers. The report reveals factors affecting attainment of these objectives, such as the limited supply of available workers to plant, cultivate, harvest, and process perishable farm products.

During 1974, as in previous years, excellent cooperation and assistance was received from employers, other state agencies, newspaper, radio, and television, churches, and other interested community groups. Indebtedness has been acknowledged and appreciation is expressed to all the above without whose cooperation the overall success of the Program would have been impossible.

Tennessee Department of Employment Security
Employment Service Division
Rural Manpower Service
MA 5-79

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PART I
ANNUAL SUMMARY

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PART I
ANNUAL SUMMARY

PLANNING

1. Administrative Organization

During 1974 there was no organizational change in the Rural Manpower Service. The Chief of Rural Manpower Services provided direct supervision to three Area Rural Manpower Representatives and functional direction to the Program, and one or more individuals in each local office was designated and assigned duties to assure that rural applicants and employers received "equity of access" to Manpower services.

2. Pre-Season and In-Season Meetings

State and local office personnel attended several Rural Manpower meetings throughout the year to gather and exchange information rendered. There were numerous informal meetings with growers, processors, and other community groups. Scheduled meetings were held during the year as follows:

Joint East Tennessee - Western North Carolina
Rural Manpower Meeting
Newport, Tennessee - April 23, 1974

Area Rural Manpower Representative
Staff Meeting and Training Session
May 8, 1974 - September 11, 1974 - December 11, 1974

ECONOMIC DEVELOPMENTS

A. Impact of Rural Industrialization and Related Developments

The Research and Statistics Division reported a total of 4,974 new jobs in rural areas of the state during 1974. The new jobs occurred as a result of new industry moving into rural Tennessee and expansion in existing industry.

Many of the non-urban areas throughout the state organized committees concerned with attracting new industry. These committees worked with the Industrial Development Division of the Economic and Community Development Department.

Most new industries that moved into the rural areas of the state required semi-skilled production workers. Very little difficulty was encountered in training rural residents. The demand by most existing, as well as new, industry locating in rural areas of the state was for those workers who live outside the urbanized part of the county.

Vocational training was provided to rural residents through MDTA and other cooperative programs with the Employment Service, such as NAB-JOBS, and JOPS. Training varied according to the needs of the community. Many high schools in rural areas of the state arranged for adult training and enrollment in vocational fields.

A continued out migration of rural children into urban areas occurred, however, this was reduced by the expansion of non-agricultural industry into rural areas.

B. Impact of Agricultural Mechanization Changing Production Techniques

A reduced need for seasonal agricultural workers continued as increased mechanization in many crops expanded. The largest crop in the state, soybeans, was completely machine harvested. The utilization of larger and, in some instances, complicated machinery in harvesting increased the demand for experienced equipment operators.

Few gains were made in machine harvest of fresh market vegetables, and researchers continued to seek the improvement of machines for this purpose.

Agricultural chemicals, including pesticides and herbicides, with the exception of "Deldrin", were reported to have increased in use during 1974 despite adverse publicity of their use on certain crops.

EMPLOYMENT AND UNEMPLOYMENT TRENDS

A. Employment Trends

The rural work force, estimated at 42.2 percent of the total statewide work force, remained at about the same level during the year.

Sixty-eight new manufacturing plants announced locations during 1974, in rural towns, as compared to 37 new announcements in urban areas.

The 68 new rural plant locations represented a total of 4,974 new jobs in rural sections of the state during the year.

Some rural areas were the first to feel the effects of an economic down-turn the latter part of the year. Many indefinite layoffs had taken place in certain areas of the economy and, as usual, the rural segment was the first to feel this impact.

B. Unemployment Trends

The annual average unemployment rate for the state dropped to 3.3 percent, well below the national average during the year, but during the latter part of the year began to climb because of a down-turn in the economy. As in the past, the county-by-county study indicated that unemployment in rural counties increased more rapidly than counties with metropolitan areas.

C. Farm Employment Trends

The agricultural work force saw a decrease in numbers over the same period of time for the previous year, especially during the first half of 1974. The average age of the seasonal farm worker remained about the same as before with youth, age 18 and under, making up the larger percentage of the labor force. The sex of the seasonal farm worker was predominantly female, except for school age youth when the sexes were more evenly divided. Most of the adult females were housewives who worked during the summer months only. The adult male seasonal farm workers were men who were either temporarily laid off from their industrial jobs or who were available while not working their small acreages. All migrants used were home based in Florida, Mississippi, and Texas. These migrants generally followed the migrant stream pattern of employment.

Regular hired farm workers employed over a 150 day duration were employed, in 98 percent of the cases, on large dairy farms. The other 2 percent were employed in beef cattle and swine activities. With larger and larger dairies in operation, it took a much higher

skilled individual to handle the job. Dairy operators found it profitable to work individuals with greater specialized skills and paying a much higher rate.

There was a shortage of seasonal farm workers during the months of May, June, and July, especially in both pre-harvest and harvest of tomatoes in the eastern part of the State. Interstate recruitment was not attempted because of lack of approvable housing, but intense recruitment on a local level by radio and television spot announcements helped alleviate some of this shortage.

A shortage of dairy workers, as well as harvest machine operators, also developed during 1974. In the western part of the State, a substantial shortage of cotton picking machine and grain combine operators was rapidly developing at the beginning of the 1974 harvest season until the farmer realized that the cotton crop would not mature, and the yield would be 50 percent or less of a normal crop. As a result of low yield and favorable harvest weather, the demand for these workers became almost non-existent soon after harvest began.

SERVICE FOR RURAL PEOPLE

Continued efforts were made to ensure that rural residents received "equity of access" to Manpower Services.

Twenty-seven local offices offered remote area Manpower Services in every county in the State. The most effective type of rural manpower operation was in the twelve full-service sub-office located in rural counties. The staff members were trained and all programs were operational in these offices. If an applicant or employer could not receive service for any reason at a sub-office, a specialist was

immediately sent in from the local office having jurisdiction over the sub-office to assist. In addition to the twelve sub-offices mentioned above, there were fifty-eight itinerant points. Manpower Services were offered from these itinerant point offices by regular Employment Service Interviewers on a one or two day-per-week schedule. Usually the county provided office space at these itinerant points, including telephones. Portable microfiche viewers were used at these offices, and referrals were made directly from the itinerant offices from state-wide Job Bank. Overall, Manpower Services to rural residents, as well as rural area employers, continued to increase during 1974. Even with the limited resources, Rural Manpower Services used a combination of WIN, Food Stamp, and farm positions. This provided a greater range of Manpower Services in areas where there had been no service rendered.

RURAL MANPOWER PROGRAMS AND ACTIVITIES FOR FARM WORKERS

The demand for seasonal farm workers exceeded the supply. Manpower programs, designed to assist farm workers, were the same as those for all rural areas. Rural Manpower Representatives recruited farm labor in high schools and attempted to acquaint students with available summer work.

Tennessee participated in the annual worker plan by completing the MA 7-85, Rural Manpower Mobility Plan, on all migrant groups coming in contact with our offices. Where groups were looking for work or future commitments, the Employment Service made every effort through personal visitation, telephone contacts, radio and newspapers to secure definite job orders.

There were 10,016 job openings received through Clearance, however, 8,865 of these openings were for sugar cane workers in Florida.

Intensive recruitment was done for these openings but with very little positive results. Of the 23 orders received, only three were filled. Twelve of the orders were from Kentucky, Michigan, Missouri, Illinois, Wisconsin, Vermont, and Virginia.

There were four housing inspections made during 1974, however, orders for workers where these inspections were made were not extended into interstate clearance when migrant groups "free wheeled" into the State. Four crew leaders were assisted in complying with the Farm Labor Contractor Registration Act.

The Employment Service Rural Manpower Representatives worked closely with the State Welfare Department in three counties aiding various migrant groups to secure food stamps. Medical aid was provided by all three county health departments involved when needed. The Department of Education, who operates an elementary education program for children of migrant workers, was notified when these groups arrived in the State. Efforts were made, with some success, in one county to place migrant workers in permanent work when desired, and full Manpower Services were provided whenever this need arose. A year round processing firm provided work for several migratory workers through job development efforts by Rural Manpower Representatives. Tennessee continued the direct clearance agreement with North Carolina. This agreement helped meet the demand for seasonal farm workers in the upper East part of the State.

Some employers having a need for migrant labor, but not able to meet housing regulations, refuse to extend orders into interstate clearance with the Employment Service, resulting in a loss of control of migrant crews coming into the State. This in turn caused the MA 7-85, Rural Manpower Mobility Plan, to be less effective.

RURAL MANPOWER SERVICE PARTICIPATION IN COMMUNITY DEVELOPMENT ACTIVITIES

The Rural Manpower Service was concerned with rural development in Tennessee and, as a member of the State Rural Development Committee, attempted to assure that the Rural Development Act was being implemented in a manner designed to give the fullest consideration to planning and development groups in attaining their goals.

PUBLIC RELATIONS ACTIVITIES

All local Employment Service offices had access to publicity through television, radio, and newspapers. During crop season when extra seasonal labor was needed, as well as other times during the year, the Public Relations Division of the Tennessee Agency provided excellent coverage for recruitment of workers in bringing growers and workers together. The bi-weekly Farm Labor Bulletin, published from April through October, gave crop data, job openings, labor supply and demand. This Bulletin was distributed statewide within the Employment Service, as well as to news media, various other agencies, and interested persons.

EVALUATIONS, PROBLEMS, PLANS, AND RECOMMENDATIONS

The Rural Manpower Program made a substantial contribution to keeping crop losses due to lack of labor to a minimum. Services to these

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outlying areas increased during 1974, and continued progress was made in providing service to our rural areas. "Equity of Access" was not fully attained for rural applicants and employers during 1974. Improved services and equity of access to migrant and seasonal farm workers and rural area residents continued to be a priority objective. The proportion of total resources allocated to serving the needs of residents of rural areas equaled the 80 percent of parity, as measured in terms of the universe of need. With limited staff, many problems were encountered in providing expanded Manpower Services. The operation of weekly and bi-weekly itinerant points by the Employment Service was not the most effective way to provide realistic Manpower Services to rural areas. Many of our facilities were rent free and were low in quality. One additional sub-office was established during 1974. Identification of rural applicants, based on place of residence, began April 1, 1974. This method of identifying applicants as urban or rural by county of residence resulted in more accurate data on service to rural residents from ESARS.

It is estimated that the number of farms in 1974 in Tennessee remained at 125,000, the same as 1973. Land in farms also remained unchanged from the previous year at 15.4 million acres. The average size of each farm at 123 acres also was the same as last year. Value per acre increased at an accelerated rate compared with recent years. During 1974, the average value per acre was

\$449.00, up \$86.00 per acre from 1973.¹

Continued emphasis was placed on compliance with the Secretary of Labor's 13 Point Program, and implementation of the Court Order issued in August 1974 began immediately upon receipt of the issuance. In order to effectively expand Employment Service into rural areas, and increase the 80 percent parity, we would recommend funding be made available for acquisition of office space and communication in rural counties when need exists.

¹Tennessee Crop Reporting Service

ANNUAL RURAL MANPOWER REPORT
COMPOSITION OF INTERSTATE FARM MIGRANT GROUPS

SECTION A. MIGRANT GROUP CONTACTS			SECTION B. REPORTING STATE'S RESIDENTS		SECTION C. GROUPS WORKING IN REPORTING STATE	
TYPE	BY REPORTING STATE	WITH REPORTING STATE'S RESIDENTS	TYPE	NUMBER	TYPE	NUMBER
1. Total	105	76	2. Total persons	218	4. Families	81
a. Crew leaders	7	0	3. Total workers	211	5. Unattached males	207
b. Family heads	30	3			6. Unattached females	10
c. Other	74	74				

SECTION D. COMMENTS

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SIGNATURE

Sherrill W. Hayes

TITLE

Chief of Rural Manpower Service

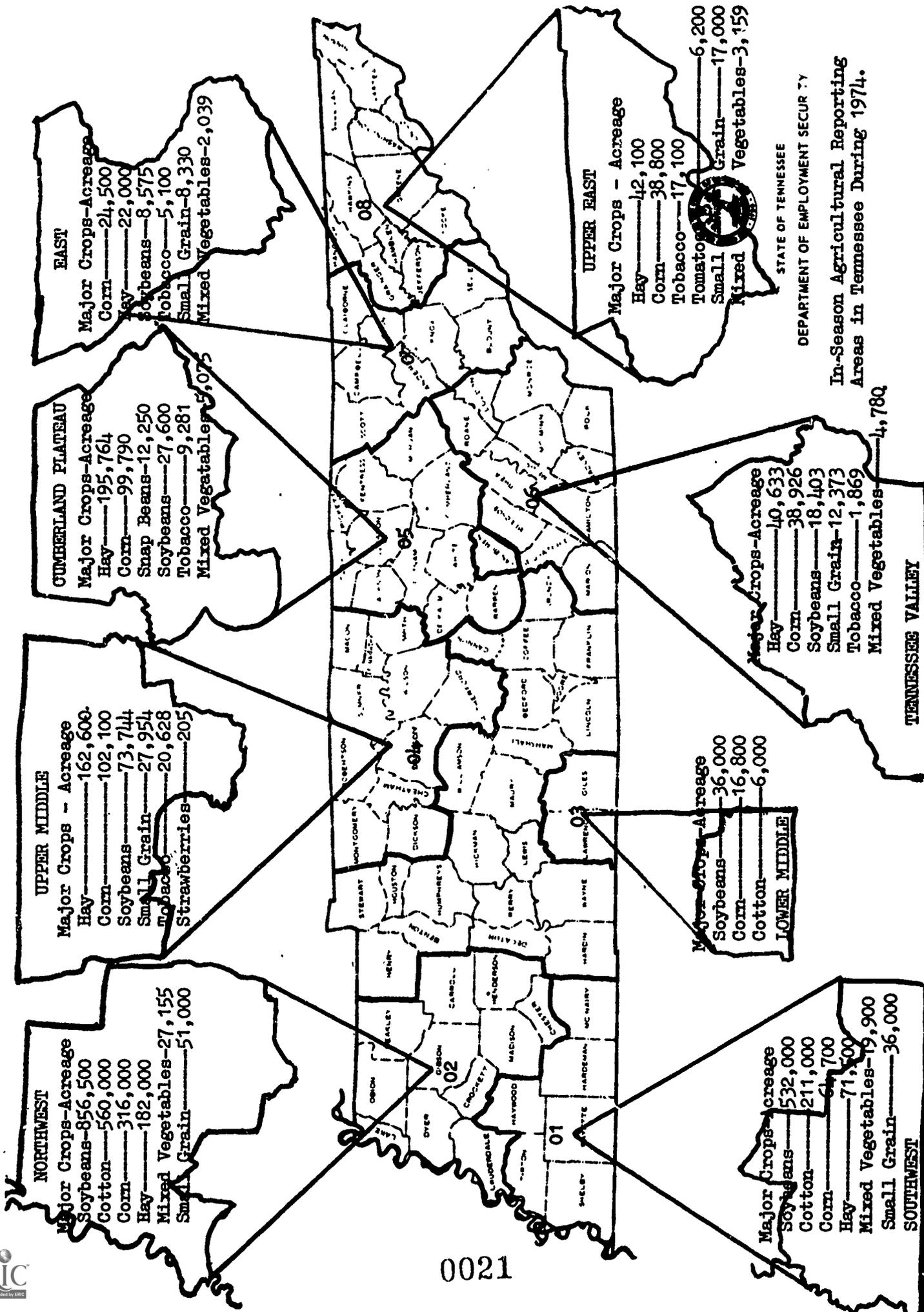
Replaces ES-225 Table 2 which is obsolete.

U S DEPARTMENT OF LABOR • Manpower Administration		STATE
ANNUAL RURAL MANPOWER REPORT		Tennessee
SELECTED DATA ON FARM PLACEMENT OPERATIONS		CALENDAR YEAR REPORTED
ITEM		1974
		NUMBER
SECTION A. DAY-HAUL ACTIVITIES AT POINTS OPERATED BY STATE AGENCY		
1. Towns with day-haul points		0
2. Number of day haul points		0
3. Sum of days day haul points operated during year		0
4. Total number of workers transported during year		0
SECTION B. SELECTED SERVICES TO SCHOOL-AGE WORKERS (under 22 years)		
5. Supervised camps operated for school-age farm workers		0
a. Placements in camps		0
6. Placements of school-age workers in supervised live-in farm homes		0
SECTION C. SERVICES TO INDIANS LIVING ON RESERVATIONS		
7. Referred by on-reservation local offices or at itinerant points		
a. Farm placements		0
b. Applicant-holding acceptances		0
8. Other farm placements of reservation Indians		0
SECTION D. OTHER SELECTED DATA		
9. Number of local offices which held farm clinics		0
10. Sum of days on which farm clinics were held		0
11. Total number of local offices participating in formal community service programs		0
12. Peak number of volunteer farm placement representatives		0
SIGNATURE		TITLE
Sherwill V. Hayes		Chief of Rural Manpower Service

Replaces ES-225 Table 1 which is obsolete

PART I
ANNUAL SUMMARY

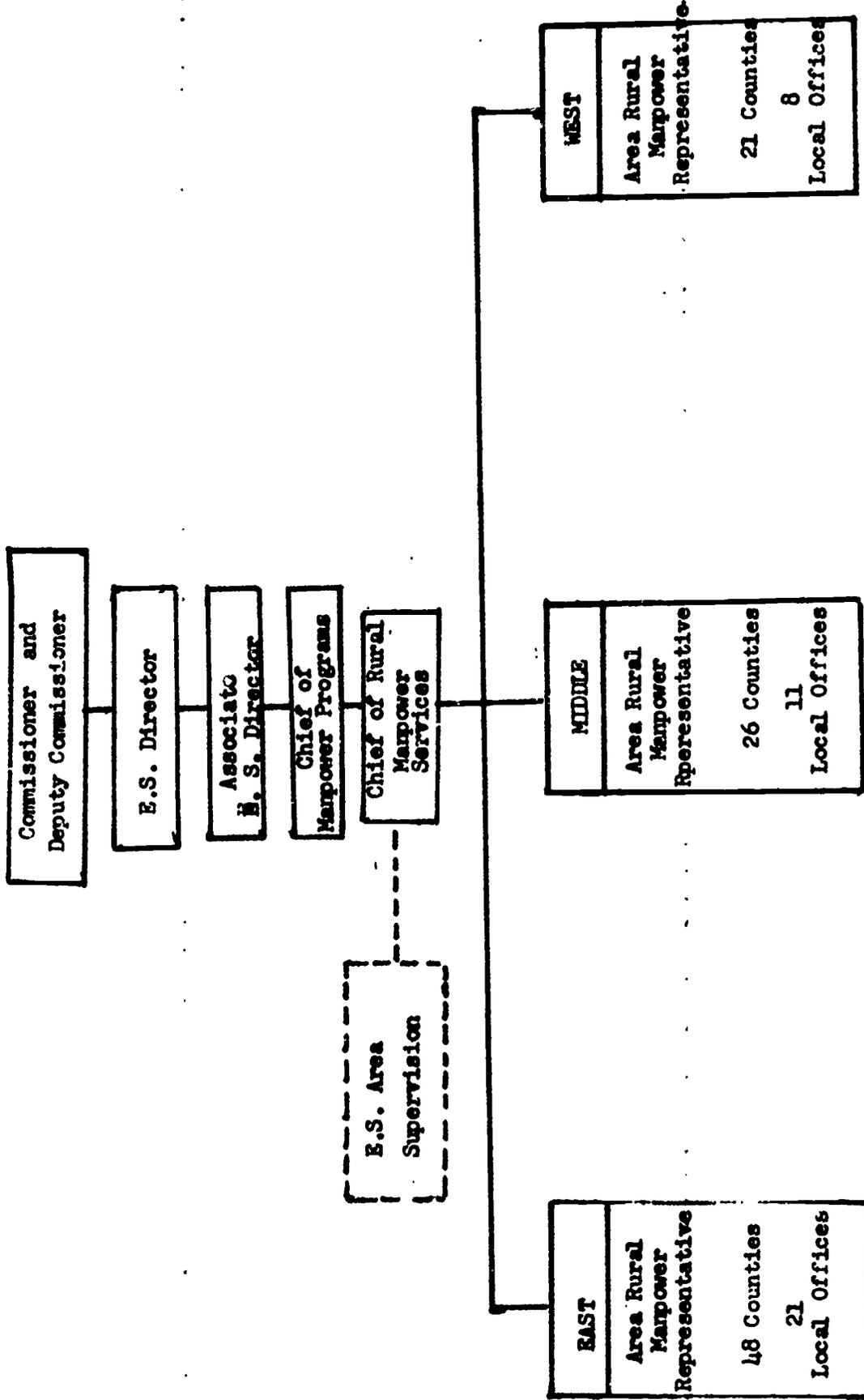
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STATE OF TENNESSEE
DEPARTMENT OF EMPLOYMENT SECURITY
In-Season Agricultural Reporting
Areas in Tennessee During 1974.

TENNESSEE RURAL MANPOWER SERVICES ORGANIZATIONAL STRUCTURE

JANUARY 1974



— Lines of Authority

- - - - - Coordination

RURAL MANPOWER SERVICE DIRECTORY

Tennessee Department of Employment Security
 Employment Service Division
 301 James Robertson Parkway
 Nashville, Tennessee 37201

Telephone (615) 741-3378

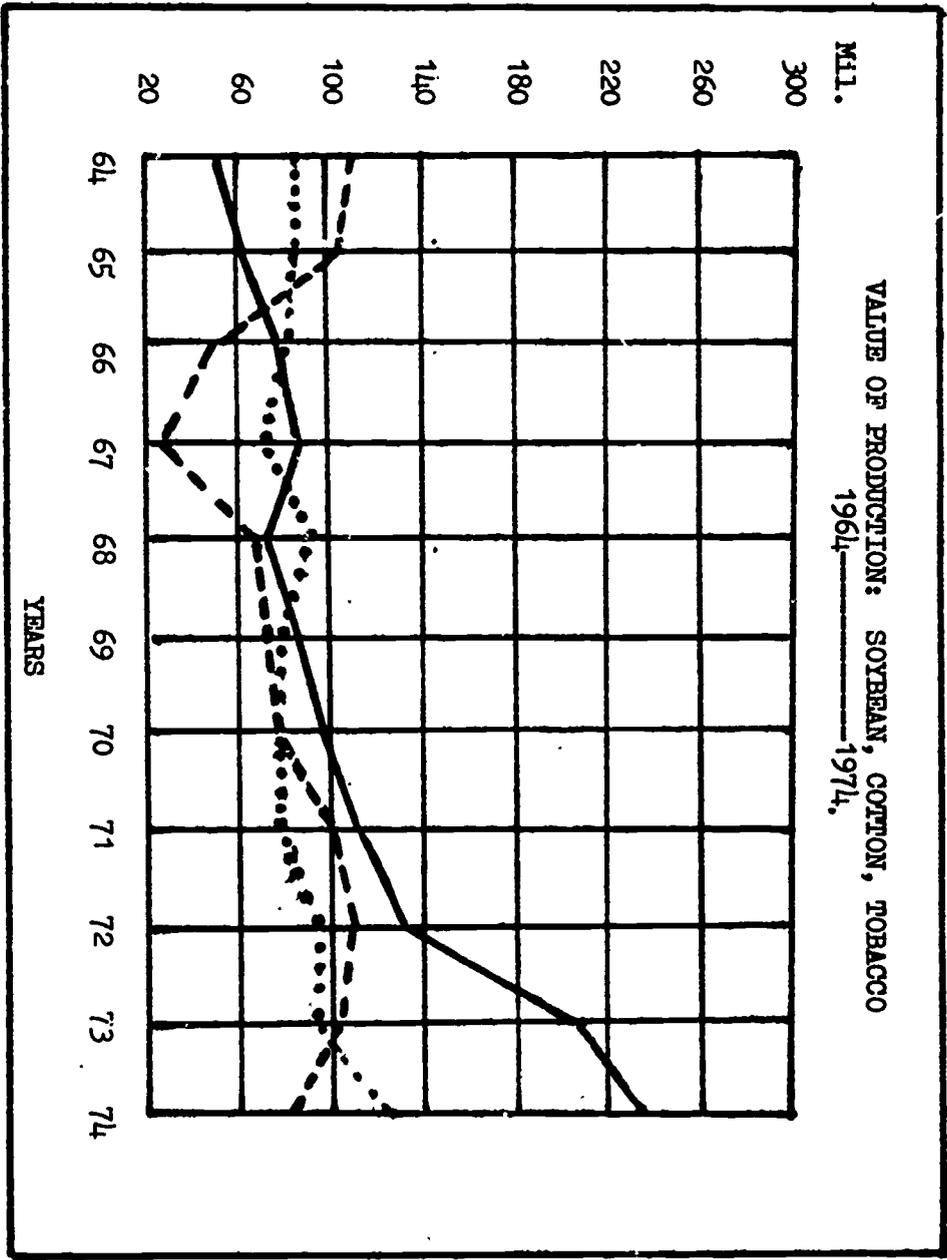
LOCAL OFFICE	ADDRESS	TELEPHONE	RURAL MANPOWER REPRESENTATIVE	RURAL, ITINERANT and SUB-OFFICE SERVICE	ITINERANT TELEPHONE
Memphis	1295 Poplar	726-0838	Michael O'Hara	Somerville, 302 Market St. (12 noon - 4pm Wed) *Covington, 204 W. Pleasant (8am - 4:30pm Mon-Fri) *Lexington, Monroe St. (8am - 4:30pm Mon-Fri) Henderson, Courthouse (1:30 - 3:00 1st & 3rd Thurs)	465-3020 476-2601 986-2427 989-2341
Jackson	416 Chester	427-2681	William Elinor	Bolivar, Courthouse (9:30 - 11:00 Thurs) Selmar, Courthouse (9:00 - 12 noon Wed) *Savannah, 1206 Wayne Rd. (8:00 - 4:30 Mon-Fri) Alamo, Courthouse (8:30 - 2:30 Tues) *Brownsville, 709 E. Jefferson St (8:00-4:30 Mon-Fri) Trenton, City Hall (8:30 - 11:00 Thurs) Dyer, City Hall (8:30 - 11:00 Mon) Milan 2nd St. (8:30 - 3:00 Tues) Camden, Old Jr. High (9:00 - 3:00 Thurs) *Paris, 510 Market St. (8:00 - 4:30 Mon-Fri) Ripley, Courthouse (8:30 - 3:30 Thurs) Tiptonville, NSC (9:00 - 11:00 Wed) *Dresden, Courthouse (8:00 - 4:30 Mon-Fri) Centerville, Courthouse (9:00 - 3:00 1st & 3rd Tues) Hohenwald, Courthouse (9:00 - 3:00 2nd & 4th Wed) Linden, Courthouse (9:00 - 3:00 4th Fri) Waynesboro, Welfare (9:00 - 1:00 every other Tues) Pulaaki, Welfare (9:00 - 12:00 noon Wed) Fayetteville, Courthouse (9:00-12:00 1st & 3rd Thurs) Lynchburg, Courthouse (9:30 - 10:30 2nd Tues) Lewisburg VFW Bldg. (9:00 - 12:00 noon 2nd & 4th Wed) Winchester, Welfare (9:00 - 11:00 2nd & 4th Thurs) Manchester, Welfare (9:00 - 11:00 1st & 3rd Thurs) Ashland City, Courthouse (8:00 - 2:30 Mon) Franklin, 100 Spring St. (9:00 - 2:00 Tues) Dover, Courthouse (9:00 - 12:00 noon every other Thurs) Erin, Courthouse (9:00 - 12:00 noon every other Mon) Waverly, Courthouse (8:30 - 12:30 Wed) Springfield, Main St. (9:00 - 3:00 Mon - Tues) Hartsville, Welfare (9:00 - 11:00 every other Tues) South Pittsburg, City Hall (8:00 - 12:00 every other Mon) Jasper, Old Depot (8:00 - 11:00 every other Mon) Dunlap, Courthouse (8:00 - 11:00 every other Tues) Dunlap, Food Stamp Office (8:00-11:00 every other Thurs) Altamont, Courthouse (8:00 - 11:00 every other Tues) Tracy City, Welfare (8:00 - 11:00 every other Thurs) Pikeville, Courthouse (8:00 - 11:00 Wed) Dayton, Cor Main-Market (8:00-4:30 daily except Wed) Athens, Courthouse (9:00 - 9:30 Mon and Tues) Decatur, Courthouse (9:00-12:00 noon every other Wed) Ducktown, Courthouse (9:00-12:00 noon every other Wed) Celina, Courthouse (9:30 - 1:00 every other Tues) Crossville, Amer. Legion Bldg. (9:00 - 12:00 noon Thurs) Jamestown, City Hall (9:30-12:00 every other Thurs) Gainesboro, Courthouse (9:00-12:00 every other Wed) Byrdstown, Courthouse (9:30 - 12:00 every other Tues) Lafayette, Tooley Bldg. (9:00 - 12:00 every other Thurs) Carthage, Courthouse (9:00-12:00 every other Tues) Sparta, North Mah (9:00 - 11:00 every other Mon) Livingston, Comm. Center (9:00 - 12:00 every other Mon) Woodbury, Courthouse (8:30 - 12:30 Tues) Smithville, Courthouse (8:00 - 12:00 noon Thurs) Spencer, City Hall (9:30 - 11:00 Wed) *Gatlinburg, 642 Parkway (8:00 - 4:30 Mon-Fri) *Onoia, Amer. Legion Bldg. (8:00 - 4:30 Mon-Fri) Wartburg, Amer. Legion Bldg. (9-11 every other Thurs) Loudon, 400 Mulberry St. (9:30 - 3:00 Wed) Madisonville, Freeway Bldg. (10:00 - 3:00 Thurs) Tazewell, Comm. Center (9:00-12:00 every other Tues) Rutledge, OED (9:00 - 2:00 2nd & 4th Mon) *Elizabethton, 519 E. St. (8:00 - 4:30 Mon-Fri) Erwin, City Bldg. (1:00-3:30 every other Thurs) *Mountain City, 113 Church (8:00 - 4:30 Mon-Fri) Dandridge, Courthouse (9:00 - 11:00 every other Thurs) *Bristol, 1712 State St. (8:00 - 4:30 Mon-Fri) *Rogersville, 110 Washington St. (8:00-4:30 Mon-Fri) Sneedville, Welfare (9:30 - 2:30 Fri)	658-6442 NONE 925-5095 696-2101 772-3490 855-9698 692-2438 686-8456 584-6058 612-2971 635-1311 253-7632 364-2554 724-4671 796-3853 589-2132 722-3431 363-5521 433-2454 759-7912 359-9155 967-0410 728-4883 792-5179 794-4618 232-5304 289-3361 296-2393 354-4662 371-3513 837-6524 942-5146 949-2618 949-3629 692-3368 592-6338 447-2137 775-3611 745-5964 334-5231 496-7475 243-2161 NONE NONE NONE 864-3285 735-9040 836-3601 823-1757 563-5217 597-7948 946-2357 436-4335 569-4750 346-3840 458-4378 442-9674 NONE 828-5228 543-3129 743-4403 743-3721 397-2935 764-118 456-2661 733-2824
Humboldt	2215 Osborne	784-3552	Jerry Hardison		
Huntingdon	188 E. Main	986-5217	Majorie Caton		
Dyersburg	439 McGaughey	285-4854	William Norment		
Union City	707 S. First St.	883-3810	James Z. Grooms		
Columbia	204 W. 4th St.	388-5062	Bedford Lochridge		
Lawrenceburg	209 Columbia St.	762-7591	Malcolm Gilchrist		
Shelbyville	301 N. Main	684-6666	Ruth Johnson		
Tullahoma	111 E. Lincoln	455-3415	Thomas Maxwell		
	Madiacn Square	868-6400	Hester McBroom		
Nashville	Foster Creighton	254-4282	Mary Johnson		
Clarksville	224 South 2nd St.	448-4778	Ann Collier		
Dickson	Oak & Henslee	446-2397	Sandra Beasley		
Gallatin	200 E. Franklin	452-4111	Edith Hoy		
Lebanon	328 N. Cumberland	444-5464	Maxine Bandy		
Chattanooga	400 Georgia Ave.	266-7121	Foster Powell		
Cleveland	173 Broad St., SW	476-8557	Lanny Graham		
Cockeville	263 W. Spring	526-9701	Fred Buford		
McMinnville	107 Lyon St.	473-2154	Billy Young		
Knoxville	530 Henley	546-1260	Bill Jack		
Harriman	526 Devonia	882-2041	Arvazeen Stephan		
Maryville	220 Court St.	983-0321	Joe Walker		
LaFollette	212 E. Central	562-3329	Ray Elmore		
Morristown	536 W. First St., N	586-3811	Mary Marcum		
Johnson City	301 N. Roan	926-3194	Evelyn Berry		
Newport	Broadway Shop. Ctr.	623-2344	M. O. Allen		
Kingsport	1140 Center St.	246-4191	Jim Bowman		

*Sub-Offices

Revised February 1975

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VALUE OF PRODUCTION: SOYBEAN, COTTON, TOBACCO
 1964-----1974.



Soybeans _____

Cotton _____

Tobacco

NUMBER AVERAGE SIZE AND VALUE OF FARMS - 1970-1974

