

This job order is placed in connection with a concurrent H-2B labor certification application.

The job opportunity is a bona fide, full time temporary position for 10 Landscape Laborers from 4/1/2021 to 12/15/2021 with Shepherd's Landscape Maintenance, LLC, 13945 Lucia Riverbend Hwy, Mount Holly, NC 28120; (704) 820-3022 or email office@shepherdslandscape.com.

Landscape or maintain grounds of property using hand or power tools/equipment. Lay sod, lawn maintenance, mow, trim, weed, plant, water, fertilize, dig, rake. Install sprinklers and mortarless segmental wall units. Lift/carry up to 50lbs.

40 hpw, 6:30am – 3:00pm; Mon–Fri; work extended daily hours and weekends when necessary.

Employer paid drug test is Pre-Employment, Post-Employment Random.

No experience/ no education. Work is supervised.

\$14.31/hr; overtime is not guaranteed but if worked rate is paid at time and a half (\$21.47) per hour above 40 hours per week. Raise/bonus at employer's discretion. Opportunity for higher pay based on experience/performance.

Returning workers may be paid their previous end of season wage if higher than the prevailing rate.

A single workweek will be used in computing the wage due. Frequency of pay is Weekly on Wednesday.

Employer will not offer, provide, arrange or assist with housing for US or H-2B workers.

The employer will make the following deductions from the worker's wages: all deductions required by law, cash advances and repayment of loans, repayment of overpayment of wages to the worker, payment for articles which the worker has voluntarily purchased from the employer, long distance telephone charges, recovery of any loss to the employer due to the worker's damage (beyond normal wear and tear) or loss of equipment where it is shown that the worker is responsible, and any other reasonable deductions expressly authorized by the worker in writing. No deduction not required by law will be made that brings the workers hourly earnings below the FLSA Federal statutory minimum wage.

Return transportation and daily subsistence will be provided if the worker completes the employment period or is dismissed early by the employer. Outbound transportation will be provided at the most economical and reasonable common carrier transportation rates for the distances involved, where applicable.

Employer provides transportation from office to and from job sites located in Gaston, Mecklenburg, Iredell, Cabarrus, Union and Lincoln counties. There is no itinerary involved as there are multiple locations.

Employer will reimburse the H-2B worker in the first workweek for all visa, visa processing, border crossing, and other related fees, including those mandated by the government, incurred by the H-2B worker (but need not include passport expenses or other charges primarily for the benefit of the worker).

The employer will provide workers at no charge all tools, supplies and equipment required to perform the job.

Inquire about the job opportunity or send applications and/or resumes, indicating availability to nearest job service location or directly to the office at the NCWorks Career Center - Gaston, 1391 Bessemer City Road, Gastonia, NC 28052; (P) 704-853-5328.

For workers eligible for the inbound transportation and subsistence reimbursement benefit, the Employer will reimburse workers who complete 50 percent of the work period (or with the first paycheck if applicable under FLSA) and who are beyond commuting distance the reasonable cost of transportation and subsistence from the place from which the worker has come to work for the employer, whether in the U.S. or abroad to the place of employment. The amount of the reimbursement for transportation cost will be the worker's actual transportation cost from the place from which the worker has come to work for the employer to the employer's place of employment or, by regulation at 655.20(j)(1)(i), the amount not to exceed the most economical and reasonable common carrier transportation cost for the distance involved, whichever is less. The employer reserves the right to assist in coordinating transportation to assure the lowest available inbound transportation cost. Such inbound transportation will be at the worker's expense. Workers who do not avail themselves of such transportation, when available, will be reimbursed only the per worker cost of the employer-arranged transportation or the most economical and reasonable common carrier transportation cost for the distance involved, whichever is less.

Workers are always free to choose their own means of inbound transportation at their own liability. Workers who arrange their own transportation understand they assume all liability and hold harmless the employer for any damages, injuries, personal or property losses. Daily subsistence will be provided at a rate of at least \$12.68 per day during travel to a maximum of \$55 per day with receipts.