

Attachment to: 9142B F.a.1) SWA JOB ORDER Texas Blacktops, LLC

ONE: Employer Name and Contact Information

Business Name: Texas Blacktops LLC

Physical Address: 701 N Powers Seymour, Texas, 76380

Mailing Address: 701 N Powers Seymour, Texas, 76380

FEIN: [REDACTED]

Employer Job Phone Number: 940-256-1511

Employer Job Email: Dylan.benson@icloud.com

Employer Job Web Portal: N/A

TWO: This job opportunity is a temporary, seasonal full-time position.

Number of job openings to be filled: 10

THREE: Job Opportunity

Job Title: Laborer, Landscape

OES Code/OES Title: 37-3011

Duties:

Landscape or maintain grounds of property using hand or power tools or equipment. Workers typically perform a variety of tasks, which may include any combination of the following: sod laying, mowing, trimming, planting, watering, fertilizing.

Entry level, no experience required, work under close supervision.

May assist in routine maintenance and cleaning of equipment used each day.

Minimum Education Required: None.

Minimum Experience Required: None.

Work Hours & Days: 40 hours per week, may vary from 35 to 50 hours per week, typically 7:00 am to 6:00 pm, Monday to Friday, some Saturdays available depending on the workload and weather.

Anticipated Start Date of Job Opportunity: July 21, 2022

Anticipated End Date of Job Opportunity: December 30, 2022

Other requirements: Post-employment random drug testing and background checks may be required, at no cost to the worker. The job requires the applicant to be qualified, ready, willing, able, and available to perform during the entire employment at all the designated worksites; and to follow workplace rules.

FOUR: Geographic Area of Intended Employment:

Various job sites in Baylor, Dallam, Dawson, Foard, Gaines, Garza, Hansford, Hardeman, Hartley, Hutchinson, Knox, Moore, Sherman, Yoakum, Donley, Collingsworth Counties in Texas.

FIVE: Wage that the employer is offering:

\$13.93 hour / \$20.90 hour overtime

Pay raises are based on merit, length of time on job, quantity and quality of work produced, dependability and adherence to procedures and policies.

(The wage offer will equal or exceed the highest of the prevailing wage or the Federal, State or Local minimum wage in effect during employment).

SIX: Overtime:

Overtime expected and mandatory.

SEVEN: On the Job Training?

On-the-job training will be provided. Position is entry level, no experience required.

EIGHT: Wage Computation.

The employer will use a single workweek as its standard for computing wages due.

NINE: Pay Frequency:

Wages will be paid on a bi-weekly basis.

TEN: Board, Lodging, other facilities, including fringe benefits.

Uniform not required

Employer will assist those employees in securing housing. Payment for this housing and any included utilities will be free of charge for foreign workers and each US worker performing the same job.

ELEVEN: Deductions from Pay:

Employer will make all deductions from the worker's paycheck required by law.

TWELVE: Initial transportation and subsistence.

If the worker completes 50% of the work contract period, employer will, consistent with applicable regulatory requirements, arrange and pay directly for transportation and subsistence. Daily subsistence will be provided either at a rate of \$14.00 per day during travel without receipts to a maximum of \$59.00 per day with receipts or the applicable USDOL mandated fee in effect on the date of travel.

THIRTEEN: Return transportation and subsistence.

Workers will be provided with or reimbursed for outbound transportation and subsistence consistent with applicable regulatory requirements if the employee completes the period of employment or is dismissed from employment before the end of the period of employment. If transportation is provided, it will be by common carrier land or air conveyance at the option of the employer. Daily subsistence will be provided either at a rate of \$14.00 per day during travel without receipts to a maximum of \$59.00 per day with receipts or the applicable USDOL mandated fee in effect on the date of travel.

FOURTEEN: Daily Transportation to and from Worksite.

Round trip transportation from business address to the job sites daily at no cost to the worker.

FIFTEEN: Reimbursement to H-2B worker of visa and other related fees.

H-2B workers will be reimbursed in the first workweek for all visa, visa processing, border crossing, and other related fees, including those mandated by the government (excluding passport fees).

SIXTEEN: Tools, Supplies and Equipment

The employer will provide to the worker, without charge or deposit charge, all uniforms, tools, supplies, and equipment required to perform the duties assigned.

SEVENTEEN: Application Instructions.

Please inquire about the job opportunity or send applications, indications of availability, and/or resumes directly to the nearest local office of Job Service Center Workforce Solutions-Vernon Comprehensive Center 1700 Wilbarger Street Room B7 Vernon, TX 76384. Phone number 940-552-9381 refer to Job Order Number (TO BE PROVIDED BY SWA)

EIGHTEEN:

This job order, including its wage and working terms and conditions, is contingent upon prevailing legal interpretations of federal H-2B immigration and FLSA employment law, including Department of Labor and Department of Homeland Security regulations. If any such prevailing law is rescinded, superseded, vacated, or substantially modified, then any affected portion of this job order will be similarly modified.