



## Foreign Labor Certification H-2B Job Order Submission

Email completed forms to:  
h2b.joborders@commerce.nc.gov

**MANDATORY EMPLOYER ASSURANCES:** By submitting this Job Order, the employer assures:

- Prohibition against preferential treatment** - The employer offers to U.S. workers no less than the same benefits, wages, and working conditions that the employer is offering, intends to offer, or will provide to H-2B workers. Job offers may not impose on U.S. workers any restrictions or obligations that will not be imposed on the employer's H-2B workers. This does not relieve the employer from providing to H-2B workers at least the minimum benefits, wages, and working conditions which must be offered to U.S. workers.
- Bona fide job requirements** - The job qualifications and requirements are bona fide and consistent with the normal and accepted qualifications and requirements imposed by non-H-2B employers in the same occupation and area of intended employment.

<b>Tell us about this position...</b> (Please complete ALL appropriate fields as we will not be able to post incomplete orders.)			
Employer (Company paying the wages): Tribal Casino Gaming Enterprise (d/b/a Harrah's Cherokee Casino Resort)			
Job Title/Occupation: Food and Beverage Servers		O*NET code: 35-3031	
Federal tax ID: <span style="background-color: black; color: black;">XXXXXXXXXX</span> <small>Required for all job orders.</small>		NC UI tax ID: 02-77-580 <small>Required for all job orders.</small>	
<b>Main/Corporate Contact Information</b>			
Contact Person: Jan Stubbs		Title: Talent Acquisition & Compensation Manager	
Mailing Address: 777 Casino Drive			
City: Cherokee		State: NC	Zip: 28719
Phone: 8284978850		Alternate Phone:	
Fax:		Email: jstubbs@harrahs.com	
<b>Job Location/Worksite Information</b> (if different from above)			
Job Location Contact Person: Jan Stubbs		Title: Talent Acquisition & Compensation Manager	
Physical Address: 777 Casino Drive			
City: Cherokee		State: NC	Zip: 28719
Phone: 8284978850		Alternate Phone:	
Fax:		Email: jstubbs@harrahs.com	
<b>Job Details</b>			
Number of Positions: 12		Keep Job Order Open Until: 09/10/2022	
Expected start date of job: 10/01/2022		Expected end date of job: 01/01/2023	
<b>Type of Job:</b> <input checked="" type="checkbox"/> Full-Time (30+ hours) <input checked="" type="checkbox"/> Temporary <input type="checkbox"/> Seasonal <input type="checkbox"/> Part-Time (<30 hours)			
Minimum age of applicants to this position, if any? None			
This minimum age is due to the following:			
<input type="checkbox"/> Alcohol <input type="checkbox"/> Hazardous work/materials involved <input type="checkbox"/> Hours of Work			

<input type="checkbox"/> Insurance	<input type="checkbox"/> Other (Specified in Job Description)	<input type="checkbox"/> Special Program/Category	<input type="checkbox"/> Bonding
<b>Compensation</b>			
Hiring range? Minimum Pay: \$9.96 Maximum Pay: \$9.96 (MIN AND MAX are required)			
Basis of salary/pay: <input checked="" type="checkbox"/> Hour <input type="checkbox"/> Day <input type="checkbox"/> Week <input type="checkbox"/> Month <input type="checkbox"/> Year <input type="checkbox"/> Quarter <input type="checkbox"/> Other - specify:			
How often will the worker(s) be paid? <input type="checkbox"/> Weekly <input checked="" type="checkbox"/> Every 2-weeks <input type="checkbox"/> Monthly <input type="checkbox"/> Other (Specified in Job Description)			
Bonus, if applicable:			
A single workweek will be used to compute wages due. <span style="float: right;"><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</span>			
All deductions from the worker's paycheck required by law will be made. <span style="float: right;"><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</span>			
List other deductions not required by law to be taken from paycheck (lodging, board or facilities):			
<p><b>Job Description</b></p> <p style="color: red;">Please provide a detailed Job Description as outlined in Title 20, Sec. 655.18 (Assurances).</p>	<p>Greet and communicate to patrons, take orders and serve food and beverages to patrons at tables in dining establishments and cafes. Set and clear tables for service, maintaining sanitation and cleanliness standards. Shifts vary and range from 8am-4pm, 6am – 2pm, 10a-6p, 3pm – 11pm. 35 Hours per week. Overtime may be available, but is not guaranteed. Resort is open 7 days per week. Work days and shift times will vary. Holiday and weekend shifts are required.</p> <p>Must be able to work weekends and holidays. All applicants (US workers and foreign workers) must meet hiring standards of Harrah's: must have a criminal background check and drug test prior to offer of employment. On the job training is not required, but will be provided if necessary.</p> <p>Employer will use a single workweek to compute wage due. Employer uses a Monday - Sunday workweek as the standard for computing wages due and are paid bi-weekly. Employer guarantees to offer work for hours equal to at least three-fourths of the workdays in each 12-week period of the total employment period. Employer will make all deductions from the worker's paycheck as required by law. Employer will provide workers without charge or deposit charge, all tools, supplies and equipment required to perform the job. Workers have the option to live in Employer provided housing. \$150 biweekly. A \$300 housing deposit will also be required. Transportation to and from work is available. Housing costs will be payroll deducted if employee elects to make use of them.</p> <p>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). Employer will provide transportation and subsistence (including, to the extent necessary, lodging) from the place of recruitment to the place of work. If the worker does not use the Employer arranged and paid for transportation, the employer will reimburse the worker for any transportation costs incurred. If the workers require reimbursement for any transportation costs, and subsistence (including meals and lodging), the employer will reimburse workers in the first week. Upon completion of the employment period or where the worker is dismissed earlier, employer will provide or pay for worker's reasonable costs of return transportation &amp; subsistence back home or to the place the worker originally departed to work, except where the worker will not return due to subsequent employment with another employer. The amount of transportation payment or reimbursement will be equal to the most economical &amp; reasonable common carrier for the distances involved. Daily subsistence will be provided at a rate of \$14.00 per day during travel to a maximum of \$59.00 per day with receipts.</p>		

	<p>Work location: Harrahs Cherokee Casino Resort, 777 Casino Drive Cherokee, NC 28719.</p> <p>Employer Contact: Jan Stubbs – jstubbs@harrahs.com; 828-497-8850</p> <p>FOR ASSISTANCE IN APPLYING FOR THIS JOB ORDER, INQUIRE AT YOUR NEAREST CAREER/WORKFORCE CENTER OR COME TO NCWORKS CAREER CENTER– Swain County - 101 Mitchell St, Bryson City, NC 28713. PHONE: 828-339-2207. REFERENCE JOB ORDER.</p>
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<b>Job Application Method</b>
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<p>Check all the methods that individuals may use to apply for this job.</p> <p><u>Apply via NCWorks Online (which will require follow-up by Employer via NCWO):</u></p> <p><input checked="" type="checkbox"/> Provide a NCWO Resume      <input type="checkbox"/> Provide a NCWO (Generic) Application      <input checked="" type="checkbox"/> At local NCWorks Career Center</p> <p><u>Apply <b>directly</b> to employer via:</u></p> <p><input type="checkbox"/> Phone      <input type="checkbox"/> Fax      <input type="checkbox"/> In Person      <input type="checkbox"/> Email Resume      <input type="checkbox"/> Mail Resume</p> <p><input type="checkbox"/> Via Company or application Website (include http:// or https:// )</p> <p>Any specific application instructions or details to share with candidates?</p>
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<b>USDOL Assurances Compliance</b>
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<p><u>Employer Provided Items (required):</u></p> <p><input checked="" type="checkbox"/> The employer will provide workers at no charge or deposit charge all tools, supplies, and equipment required to perform the duties assigned.</p>
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<p><u>Three-fourths Guarantee (check ONE):</u></p> <p><input type="checkbox"/> The anticipated period of employment will last 120 days or more. The employer guarantees to offer work for a total number of hours equal to at least three-fourths of the workdays in each 12-week period of the total employment period.</p> <p><input checked="" type="checkbox"/> The anticipated period of employment will last less than 120 days. The employer guarantees to offer work for a total number of hours equal to at least three-fourths of the workdays in each 6-week period of the total employment period.</p>
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<p><u>First Workweek Guarantee (required):</u></p> <p><input checked="" type="checkbox"/> 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).</p>
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<p><u>Transportation and Subsistence Benefits (required):</u></p>
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Transportation for H-2B Visa workers and non-commuting United States Domestic Workers (citizens and holders of visas that allow work in the U.S.), including meals and lodging to the extent necessary, to the place of employment will be provided, or its cost to workers reimbursed, if the worker completes half the employment period. Return transportation will be provided if the worker completes the employment period or is dismissed early by the employer. Upon completion of the work contract or where the worker is dismissed earlier, the employer will provide or pay for worker's reasonable costs of transportation and subsistence back home or to the place the worker originally departed to work, except where the worker will not return due to subsequent employment with another employer or where the employer has appropriately reported a worker's voluntary abandonment of employment. The amount of transportation payment or reimbursement will be equal to the most economical and reasonable common carrier for the distances involved. Daily meals will be provided at a rate of at least \$14.00 per day during travel to a maximum of \$59.00 per day with receipts.

**Board, Lodging or Fringe Benefits (check all that apply):**

If applicable, the job order must disclose the provision and cost of any board, lodging, or other facilities, including fringe benefits or assistance to be provided to the H-2B or non-commuting U.S. Domestic Workers in securing such benefits.



Employer does not provide workers daily board (food). Workers are responsible for obtaining and preparing their own food.



Employer provides workers free daily board (food) at no charge to the workers. Additional details/specifics regarding Board, Lodging or Fringe Benefits:



Employer provides workers daily board (food) and charges \$            per day.



Employer does not provide workers with lodging. Workers are responsible for finding and paying for their own lodging including utilities.



Employer does not provide workers with lodging but will assist workers to find lodging. Workers are responsible for paying for their own lodging including utilities.



Employer provides workers free lodging at no charge to the workers.



Employer provides workers lodging and charges for rent and/or utilities.  
\$ 150.00 per: ☐ day ☒ 2-week pay period ☐ month

**Daily Transportation (check all that apply):**



Daily transportation to and from the worksite(s) will not be provided; Workers will provide their own transportation.



Daily transportation to and from the worksite(s) will be provided to the workers from a centralized designated daily pick-up place.



Employer will provide transportation for free, at no charge to the workers.



All employer-provided transportation complies with all applicable Federal, State, and local laws and regulations and must provide, at a minimum, the same vehicle safety standards, driver licensure requirements, and vehicle insurance as required under 49 CFR parts 390, 393, and 396.



The employer will charge the workers \$            per round trip.