

**FAX IT!**

**Send your Job Posting to your local  
Workforce Career Center**



Workforce Office serving your area:

Date: \_\_\_\_\_

Office E-Mail:

Office Fax No.:

<b>Tell us about this position...</b> (please complete ALL sections, as we will not be able to post incomplete orders)		
Company Name: Ecoscape Solutions Group, LLC_Charlotte		Federal I.D.: [REDACTED]
Job Title: Landscape Laborers		
Is this a new job posting? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		Has a similar/identical job order previously been submitted for this occupation? <input type="checkbox"/> Yes* <input checked="" type="checkbox"/> No
* If yes, may a staff member contact you regarding an expedited means of posting similar positions? Please indicate your contact information below and fax this form back to the Workforce Office. <input type="checkbox"/> Yes <input type="checkbox"/> No <i>(The remaining form need then only indicate CHANGES from the previous order.)</i>		
<b>Main/Corporate Contact Information</b>		
Contact Person: Elise Johnson		Title: Vice President, HR
Mailing Address: PO Box 3328		
City: Huntersville	State: NC	Zip: 28070
Phone: (704) 509-0020	Alternate Phone: N/A	
Fax: N/A	Email: ejohnson@yellowstonelandscape.com	
<b>Job Location Information</b> (if different from above)		
Job Location Contact Person: Same as above.		Title: Same as above.
Physical Address: 11010 Metromont Parkway,		
City: Charlotte	State: NC	Zip: 28269
Phone: Same as above.	Alternate Phone: N/A	
Fax: N/A	Email: Same as above.	
Display online to job seekers? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No - Please note that this job will not be displayed in online job search results and job seekers will NOT be able to apply directly online to this job. Only staff will be able to view the job and make referrals.	Display your company name? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Have our staff screen your applicants? <input type="checkbox"/> Yes - If yes, require the applicant to meet the staff member that is screening? <input type="checkbox"/> Yes; <input type="checkbox"/> No <input checked="" type="checkbox"/> No
Career Readiness Certification Required: <input type="checkbox"/> Bronze <input type="checkbox"/> Silver <input type="checkbox"/> Gold <input type="checkbox"/> Platinum <input checked="" type="checkbox"/> N/A		
Occupational Licenses/Certifications Specify: N/A <input type="checkbox"/> Required <input type="checkbox"/> Preferred		
Complete the following section only if this is your first time posting a job with NCWorks Online or information has changed.		
<b>How would you like DWS to contact you?</b>		
<input checked="" type="checkbox"/> Internal Message (through NCWorks Online) <input type="checkbox"/> Email		<input type="checkbox"/> Text Message (If Available)
<input type="checkbox"/> Text Message Notification (If Available) <input type="checkbox"/> Mass Mail		<input type="checkbox"/> Fax
<b>Company Information:</b>		
Industry Title: 56173 Landscaping Services		No. of Employees: 325
<b>Type of Employer:</b> <input checked="" type="checkbox"/> Private Sector <input type="checkbox"/> State Government <input type="checkbox"/> Local Government		
<input type="checkbox"/> Federal Government <input type="checkbox"/> International/Foreign Gov. <input type="checkbox"/> Non-Profit <input type="checkbox"/> Education (Higher) <input type="checkbox"/> Education (K-12)		
<b>Job Details</b>		
Number of Positions: 50	Keep Job Order Open Until: 12/12/2023 <i>(Cannot exceed 60 days without notifying Workforce Office)</i>	Number of Referrals Desired: Unlimited
<b>Type of Job:</b>		
<input type="checkbox"/> Regular <input checked="" type="checkbox"/> Temporary <input type="checkbox"/> Seasonal <input type="checkbox"/> Volunteer <input type="checkbox"/> Contract [Length: month(s)/year(s)]		
<input checked="" type="checkbox"/> Full-Time (30+ hours) <input type="checkbox"/> Part-Time (<30 hours) <input type="checkbox"/> Full and Part-Time Positions <input type="checkbox"/> As Needed (PRN)		

<p align="center"><b>Job Summary</b></p> <p>Please provide a <b>detailed</b> job description of the position (including any specialized skills required).</p> <p align="center"><b>(PLEASE PRINT)</b></p>	<p>Landscape Laborers. 50 temporary/full-time positions with Ecoscape Solutions Group, LLC_Charlotte from 1/2/2024 - 11/2/2024.</p> <p>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: lay sod, mulch, mow, trim, plant, water, fertilize, dig, rake, and remove trash/debris. Maintain/repair tools/equipment as needed. Entry level; requires supervision. (see attachment)</p>
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**Hiring Requirements**

**Check hiring requirements for this job, if any:**     Drug Test         Background Check         Credit Check  
 Reference Check         Motor Vehicle Record Check         Other - specify:

**Testing Requirement:**     Employer will perform         Other Source will perform testing

Provide a brief description of the testing being performed and the collection method(s): See attachment.

**Education, Licenses, and Certifications**

Minimum age of applicants to this position, if any? N/A

This minimum age is due to the following:

Alcohol                       Hazardous work/materials involved         Hours of Work  
 Insurance                       Other (Specified in Job Summary)         Special Program/Category         Bonding

Minimum education required, if any: N/A

Minimum months of prior experience required, if any? 0

Is job accessible by public transportation:     Yes     No

Driver's License Required:     Yes (operator)         Yes (CDL)         No

Driver's License Type Required:     Class A         Class B         Class C         N/A

Endorsements:     Class H         Class N         Class P         Class S         Class T         No Endorsements Required

**Compensation and Hours**

**Hiring range (required)? Minimum Pay:** \$17.24    **Maximum Pay:**        **Display to Jobseekers?**     Yes     No

**Basis of salary/pay:**     Hour     Day     Week     Month     Year     Quarter     Other - specify:

**Pay comments:**     Depends upon Experience         Commission only         Salary + Commission  
 Piece rate         Salary + Tips         Salary + Bonus         Per Diem only         Will discuss with applicant

**Hours per week?**     Not specified         Vary         Are Specific (# per week = )

**Shift:**     Day     Evening/Swing     Night/Graveyard     Rotating     Split     Other (Specified in Job Summary)

**Benefits Offered**

Please list benefits that you plan to offer to the incumbent, if any:  
 See attachment.

**Job Application Methods Accepted**

Check the methods that individuals may use to apply for this job:

Provide a NCWORKS Online Resume (recommended)     Provide a NCWORKS Online Application     At nearest Workforce Office  
 Directly to employer via:     Phone         In Person         Email Resume         Mail Resume  
 Via Company Website    http://

**Additional Information**

Is this a Green Job?     Yes     No

Are you a Federal Contractor?     Yes     No

Does a court ordered affirmative action plan require posting this job order?     Yes     No

Does this job order require security clearance?     Yes     No

Is this a mandatory job order being filed in connection with an application to the Department of Labor to employ H-2B, temporary non-agricultural, guest workers in the United States?     Yes     No     Not Specified

Are there any fees, upfront cost or out-of-pocket expenses associated with this job listing for an applicant seeking to fill this position? **In order for an employer to use NCWorks Online, no fee may be charged to a job applicant.**     Yes     No

**NCWorks  
H-2B Job Order Request Form  
Attachment**

**State UID: 052997**

**Job Location Information (Cont'd)**

11010 Metromont Parkway, Charlotte, NC 28269 and multiple worksites within Cabarrus(NC), Catawba(NC), Gaston(NC), Iredell(NC), Lincoln(NC), Mecklenburg(NC), Rowan(NC), Stanly(NC), Union(NC), Lancaster(SC) and York(SC) counties.

Employer provides incidental transport between job sites.

**Referral Instructions (Cont'd)**

State Workforce Agency (SWA) may only refer qualified applicants who have been apprised of the material terms and conditions of employment and who are able, willing, and available for the job. Employer makes hiring decisions at its sole discretion. Referrals and applicants are accepted from all sources. Applicants must possess documentation required complete Form I-9 employment eligibility verification.

To apply, contact employer at (704) 509-0020, inquire at nearest Career/Workforce Cntr, or send resume to NCWorks Career Center - Charlotte, 8601 McAlpine Park Drive, Suite 110 Charlotte, NC 28211, phone (704) 566-2870.

**Job Details / Hiring Requirements (Cont'd)**

Must lift/carry 50 lbs., when necessary. Saturday and Sunday work required, when necessary. Employer-paid drug testing required of foreign and domestic workers prior to commencing work and post-hire upon suspicion of use and post-accident. Post-hire background checks may be required of foreign and domestic workers based on contract requirements. Employment eligibility (e-Verify) check required of foreign and domestic workers. Post-hire motor vehicle record check required only of foreign and domestic workers who drive company vehicles (driving is not a requirement of all workers in the position).

On-the-job training will be provided to the worker.

**Compensation and Hours / Benefits Offered (Cont'd)**

Wage rate is no less than \$17.24 per Hour. Overtime hours vary at: \$25.86 per Hour.

Raises and/or bonuses may be offered at employer's discretion, based on individual factors such as performance, skill, and tenure. A single workweek will be used to compute wages due. The payroll period is weekly. Workers are paid by check on Friday. The standard work schedule is from 7:00 AM until 4:00 PM, Monday through Friday.

Employer will offer 40 hours per week. Employer may offer more than the stated work hours, depending on weather, business needs, and other conditions. Extreme heat, cold, rain, or drought may affect exact working hours.

Employer makes all payroll deductions required by law. Employer does not envision other workforce-wide payroll deductions. Voluntary deductions must be pre-authorized in writing and may include the following: Voluntary advances and/or loans made to workers, if any, may be repaid by pre-authorized payroll deductions. Employer deducts reasonable fair market value cost of rent/utilities based on number of occupants for workers electing to reside in employer-provided housing (cost TBD). Employer will deduct for reasonable cost of negligent damage to lodging facilities. Employer may deduct retirement/savings plan contributions and/or health insurance premiums for workers voluntarily participating in plan(s). Uniform provided at no cost. Employer may deduct cost for lost/damaged uniforms resulting from worker negligence, or voluntary purchase of additional uniforms for worker's benefit. Employer may also deduct for voluntary boot purchase program.

Employer pays in advance or reimburses workers in the first workweek for all government-mandated and visa-related fees (excluding passport fees). For non-local workers (i.e., residing outside normal commuting distance), employer reimburses inbound travel costs at the 50% point in the contract (unless paid in advance). Inbound travel includes transportation costs from worker's permanent residence or place of recruitment, a daily meal subsistence (based on rates required by law, currently \$15.46 per day

minimum or \$59.00 per day maximum for workers with acceptable receipts), and reasonable lodging costs, if applicable. Travel reimbursements based on least-cost common carrier rate. Employer provides or pays outbound travel costs upon completion of the contract period or early dismissal, except where the worker has subsequent employment.

Employer guarantees to offer hours equal to at least three-fourths of the workdays in each 12-week period of the total contract period, beginning with the worker's first workday and ending on the contract end date or any extension thereof. Employer may count all hours worked, as well as any hours offered within the standard work schedule that a worker chooses to not work, up to the maximum number of daily hours on the job order.

Workers who voluntarily abandon employment are not entitled to payment for outbound travel costs or the full three-fourths period guarantee described above.

Employer provides without charge all tools, supplies and equipment (incl. uniforms, if applicable) necessary to perform duties assigned. If requested, employer helps non-local workers secure optional worker-paid lodging.