



## Send your Job Posting to your local NCWorks Career Center

NCWorks Career Center serving your area:  
 Office E-Mail:  
 Office Fax No.:

The State of North Carolina Employer Accounts & Job Order policy requires all employers that wish to use the NCWorks Online system have an active unemployment insurance tax account. In addition, all job postings must advertise actual W-2 type positions that are currently vacant, or will be available within 90-days, and the work be performed in North Carolina or a county that immediately borders the state. For a full description of all the requirements, please find the complete policy here:

<https://www.nccommerce.com/documents/operational-guidance-og-26-2021-employer-accounts-and-job-order-procedures>.

<b>Tell us about this position...</b> (Please complete ALL appropriate fields as we will not be able to post incomplete orders.)			
Is this a position related to a Foreign Labor Certification visa (H-2A, H-2B, or PERM)? <input type="checkbox"/> H-2A <input checked="" type="checkbox"/> H-2B <input type="checkbox"/> PERM <input type="checkbox"/> N/A			
Employer (Company paying the wages): Landmark WNC LLC dba Landmark Landscapes		Federal tax ID: 45-4788607	
Job Title/Occupation: Landscape Laborer		NC UI tax ID: 08-24-858	
Has a similar job order previously been posted?		<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Is this a Remote Worksite / Work at Home type position?		<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
<b>Main/Corporate Contact Information</b>			
Contact Person: Alexander Howe		Title: President	
Mailing Address: 1985 Brevard Rd			
City: Arden		State: NC	Zip: 28704
Phone: 828-687-9980		Alternate Phone:	
Fax:		Email: Asheville.landmark@gmail.com	
<b>Job Location/Worksite Information</b> (if different from above)			
Job Location Contact Person: Alexander Howe		Title: President	
Physical Address: 1985 Brevard Rd			
City: Arden		State: NC	Zip: 28704
Phone: 828-687-9980		Alternate Phone:	
Fax:		Email: Asheville.landmark@gmail.com	
<b>Job Details</b>			
Display your company name on the Job Order (make it publicly available to jobseekers)? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No (No will require staff follow-up.)			
Are there any fees, upfront costs, or out-of-pocket expenses expected from an applicant seeking this position? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
Number of Positions: 11	Keep Job Order Open Until: 02/23/2024	Number of Referrals Desired: 9999	
<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)			
<b>Compensation and Hours</b>			
Do you wish to hide wage info from applicants? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
Hiring range? Minimum Pay: \$17.39 Maximum Pay: \$17.39 (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:			
Pay comments: <input type="checkbox"/> Depends upon Experience <input type="checkbox"/> Commission only <input type="checkbox"/> Piece rate <input type="checkbox"/> Salary + Commission			
<input type="checkbox"/> Salary + Sign-On Bonus <input type="checkbox"/> Salary + Tips <input type="checkbox"/> Salary + Bonus <input type="checkbox"/> Per Diem only <input checked="" type="checkbox"/> Will discuss with applicant			
Hours per week? <input type="checkbox"/> Not specified <input checked="" type="checkbox"/> Vary <input type="checkbox"/> Are Specific (# per week = )			
Shift: <input checked="" type="checkbox"/> Day <input type="checkbox"/> Evening/Swing <input type="checkbox"/> Night/Graveyard <input type="checkbox"/> Rotating			
<input type="checkbox"/> Split <input type="checkbox"/> Flexible <input type="checkbox"/> Other (Specified in Job Description)			

<p><b>Job Description</b></p> <p>Please provide a <b>detailed</b> job description of the position (including any specialized skills required).</p>	<p>Landmark WNC LLC dba Landmark Landscapes, 1985 Brevard Road, Arden, NC 28704 (828) 687-9980</p> <p>11 Landscape Laborers needed for temporary, full-time employment from 3/15/24 to 12/15/24. Work will be performed at multiple worksite locations throughout the Arden area including Buncombe, Transylvania and Henderson Counties NC.</p> <p>Job Duties: Landscape or maintain grounds of property using hand or power tools or equipment. Lay sod, mow, trim, plant, weeding, watering, dig holes with shovel for installing plants, trees, shrubs, or irrigation systems, rake, blow leaves; core aerating; spread grass seed, fertilizer and mulch; sprinkler installation/repair, installation of mortarless segmental concrete masonry wall units. Maintain equipment to ensure proper functioning. May drive company vehicle to transport crews, plants, materials and tools to/from or at worksites. Must be able to lift 50 lbs.</p> <p>No minimum education or experience required. The employer will provide on-the-job training. Must pass a post-employment criminal background check and post-employment, post-injury or incident drug test required, paid by employer and applied equally to all workers, U.S. and foreign/H-2B. Applicants must complete an employment application.</p> <p>Employer will offer 40 hours of work per week, Monday-Thursday 7:30am-6pm, depending on weather conditions. Shift includes 30 minutes unpaid break time. Occasional work on Friday and/or Saturday possible.</p> <p>Basic wage rate: \$17.39 per hour. Employer may increase wage based on experience, changes in market conditions, and/or provide additional pay for performance and tenure. Paid time off on major holidays. Year-end bonus ranging from \$100-\$300 possible, but not guaranteed. An overtime premium will be paid when required by Federal, State, or local law, including at time-and-a-half after 40 hours per workweek. Generally, when overtime is available it will be paid at \$26.09 per hour based on locality the work is performed and the base rate of pay offered per hour. A single workweek will be used in computing wages due. Workers will be paid weekly.</p> <p>The employer will make all deductions from the worker's paycheck required by law. Optional employee shared housing approximately \$26.50 per week, utilities included and payroll deducted if worker elects.</p> <p>The employer will provide daily transportation between housing and the main worksite in Arden. The employer will then provide daily transportation from the main worksite among multiple worksites in Buncombe, Transylvania and Henderson Counties NC.</p> <p>The employer will provide worker at no charge all tools, supplies, and equipment required to perform job. Uniform provided at no charge to the worker.</p> <p>If the worker completes 50 percent of the work contract period, the employer will reimburse the worker for transportation and subsistence from the place of recruitment to the place of work. 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 return 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 \$15.46 per day during travel to a maximum of \$59 per day with receipts. If necessary, employer will reimburse worker within first pay period for approved cost of meals and lodging at the applicable exchange rate, not to exceed reasonable costs. Receipts must be submitted.</p> <p>The employer will reimburse H-2B workers 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>The 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.</p> <p>Apply for or inquire about the job opportunity at the NCWorks Career Center Buncombe County, 48 Grove St, Asheville, NC 28801 (828) 251-6200 <a href="http://www.ncworks.gov">www.ncworks.gov</a> EOE/M/F/D/V</p>
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**Job Application Method**

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

Apply via NCWorks Online (which will require follow-up by Employer via NCWO):

Provide a NCWO Resume       Provide a NCWO (Generic) Application       At local NCWorks Career Center

Apply **directly** to employer via:

Phone       Fax       In Person       Email Resume       Mail Resume

Via Company or application Website (include <http://> or <https://>)

Any specific application instructions or details to share with candidates?      Apply for or inquire about the job opportunity at the NCWorks Career Center Buncombe County, 48 Grove St, Asheville, NC 28801 (828) 251-6200 [www.ncworks.gov](http://www.ncworks.gov)

**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 Description)       Special Program/Category       Bonding

Minimum education required, if any? N/A

Minimum months of prior experience required, if any? N/A

Occupational License/Certification Required?      Specify: N/A

Is job accessible by public transportation?       Yes       No

Driver's License Required?       Yes (private operator)       Yes (CDL)       No

If required, specify:

Driver's License Type:       Class A       Class B       Class C

Endorsements:       Class H       Class N       Class P       Class S       Class T

