



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:

- a. **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.
- b. **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.

Tell us about this position... (Please complete ALL appropriate fields as we will not be able to post incomplete orders.)			
Employer (Company paying the wages): Cary Keisler, Inc. DBA Smithfield's Chicken N Bar-B-Q (CRK224A)			
Job Title/Occupation: Ngiare Hubbard		O*NET code: 35-3021	
Federal tax ID: <small>Required for all job orders</small>		NC UI tax ID: <small>Required for all job orders.</small>	00-00-874
Main/Corporate Contact Information			
Contact Person: Ngiare Hubbard		Title: Owner	
Mailing Address: 1255 Crescent Green Drive, Suite 105			
City: Cary		State: NC	Zip: 27518
Phone: 919-852-1742 x112		Alternate Phone:	
Fax:		Email: nhubbard@scnbnc.com	
Job Location/Worksite Information (if different from above)			
Job Location Contact Person:		Title: Owner	
Physical Address: 5180 Highway 42 West			
City: Garner		State: NC	Zip: 27529
Phone: 919-852-1742 x112		Alternate Phone:	
Fax:		Email: nhubbard@scnbnc.com	
Job Details			
Number of Positions: 12		Keep Job Order Open Until: 3/15/2024	
Expected start date of job: 3/15/2024		Expected end date of job: 9/30/2024	
Type of Job: <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? 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

Compensation

Hiring range? Minimum Pay: \$12.43 Maximum Pay: \$12.43 (MIN AND MAX are required)

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

How often will the worker(s) be paid? Weekly Every 2-weeks Monthly Other (Specified in Job Description)

Bonus, if applicable:

A single workweek will be used to compute wages due. Yes No

All deductions from the worker's paycheck required by law will be made. Yes No

List other deductions not required by law to be taken from paycheck (lodging, board or facilities):

Please see last page attached for full job order.

Job Description

Please provide a detailed Job Description as outlined in Title 20, Sec. 655.18 (Assurances).

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? Ngiare Hubbard 919-852-1742 x112; positions@scnbnc.com

USDOL Assurances Compliance

Employer Provided Items (required):

The employer will provide workers at no charge or deposit charge all tools, supplies, and equipment required to perform the duties assigned.

Three-fourths Guarantee (check ONE):

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.

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.

First Workweek Guarantee (required):

- 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).

Transportation and Subsistence Benefits (required):

- 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.
\$ _____ 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.

See Job Order on pgs 4-5 for Lodging Details

Board, Lodging or Other Facilities provided?: Yes - Optional housing provided. No family housing. Deductions: Optional housing provided at market rate for low income housing.

Job Order #:

Job offered is **Temporary** and **Full-time**.

Job Title: Restaurant Crew Member

Workers: 12

Begin Date: 3/15/2024

End Date: 9/30/2024

Employer Name: Cary Keisler, Inc. DBA Smithfield's Chicken N Bar-B-Q (CRK224A)

Contact Name: Ngiare Hubbard

Contact Address: 1255 Crescent Green Drive, Suite 105, Cary, NC 27518

Phone: 919-852-1742 x112

State Workforce Agency: NC Works

American Job Center Contact information:

NCWorks Career Center- Swinburne Street Affiliate Center

220 Swinburne Street PO Box 46833

Raleigh, NC 27610

Phone: 919-250-3770 Hours: M,W,Th-F 9am-4:15pm Tues 9am-8pm

Business Rep: No Veterans Rep: No

Last Updated: 06/05/2023

Job Duties:

Food preparation of a variety of food including meat sandwiches and salads for storage and for serving, assisting cooks and kitchen staff, clean work area, provide customer service, wash dishes, operate cash registers.

Work days: Mon - Sun, days and hours vary.

Hours per week: **35** hrs minimum

Work Schedule: 8 am to 12 pm. 2-3 shifts, shift times vary: 8am - midnight; 8am - 5pm, 11am - 5pm, 5pm - midnight. Flexible shift. Must be available 7 days per week.

Education Required: N/A

Training Required (months): N/A

Work Experience Required (months, occupation): No

Special Requirements:

Must be available 7 days per week. Must be able to lift up to 50 lbs, standing for extended periods, No visible tattoos on hands, face or neck(we offer long sleeves under garments to cover arm tattoos). Post-employment, employer paid drug testing may be administered.

Primary Worksite Address: 5180 Highway 42 West, Garner, NC 27529 (Wake County-Raleigh, NC nMSA)

Additional Worksite Locations (Counties and MSAs):

2669 Highway 24 West, Warsaw, NC 2839 (Duplin County - **Southeast Coastal NC nMSA**)

1380 Harnett Dunn Hwy, Newton Grove, NC 28366 (**Sampson County** - Southeast Coastal NC MSA)
3578 Davis Drive, Morrisville, NC 27560 (**Iredell County** - Charlotte-Concord-Gastonia NC MSA)

All worksite locations are within driving distance of primary worksite location.

Wages and Pay Frequency:

Basic Hourly Wage: \$12.43/hr

Overtime Hourly Wage:\$18.65/hr

Pay Frequency: Biweekly

Additional information about wage:

Employer may offer a raise or bonus depending on experience and merit.

Pay Assurance:

Employer will pay the highest of all prevailing wages for **all** worksite locations throughout the entire period of employment.

Daily Transportation provided to all worksite locations from primary worksite? **Yes**

Does employer offer a ride to primary worksite location to workers living within a reasonable commute: **Yes**

Overtime available? **Yes**

On-the-Job Training provided? **Yes**

Employer-Provided Tools and Equipment provided? **Yes**

Board, Lodging or Other Facilities provided?: **Yes - Optional housing provided. No family housing.**

Deductions: Optional housing provided at market rate for low income housing.

How to Apply: [Ngiare Hubbar 919-852-1742 x112](tel:919-852-1742), positions@scnbnc.com; or at nearest American Job Center.

Additional Assurances:

Employer will make all deductions from workers' paycheck required by law. Employer will provide all tools, supplies and equipment to perform job at no charge to worker. Employer guarantees to offer work for the hours equal to at least $\frac{3}{4}$ of the workdays in each 12-week period of the total employment period. A single workweek will be used as a standard for computing wages. H-2B workers will be reimbursed in the first workweek all visa, visa processing, border crossing, and other related fees, including those mandated by the government (excluding passport fees). Transportation (including meals and lodging) to the place of employment will be provided, or its cost reimbursed, if the worker completes half of the employment period. Return transportation will be provided if the worker completes the employment period or is dismissed early by employer. The amount of transportation payment or reimbursement will be equal to the most economical and reasonable common carrier for the distance involved. Daily subsistence will be provided at a rate of **\$15.46** per day during travel to a maximum of **\$59.00** per day with receipts.