

9142B F.a.1) SWA JOB ORDER

ONE: Employer Name and Contact Information

Business Name: Toy Factory, LLC

Physical Address: 393 Industrial Park Road, Elysburg, PA 17824

Mailing Address: 1235 Gembler Road, San Antonio, TX 78219

FEIN: [REDACTED]

Employer Job Phone Number: 210-662-4888 EXT. 7669

Employer Job Email: hr@thetoyfactory.biz

Employer Job Web Portal: <http://thetoyfactory.biz/job-opportunities.html>

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

Number of job openings to be filled: 30

THREE: Job Opportunity

Job Title: Helpers – Maintenance

OES Code/OES Title: 49-9098, Helpers – Installation, Maintenance, and Repair Workers

Duties: Help installation, maintenance, and repair workers in maintenance, parts replacement, and repair of vehicles, industrial machinery, and electrical and electronic equipment. Perform duties such as furnishing tools, materials, and supplies to other workers; cleaning work area, machines, and tools; and holding materials or tools for other workers.

Minimum Education Required: None.

Minimum Experience Required: None.

Work Hours & Days: Work schedule typically 40 H/W Mon-Fri, 8:00AM to 5:00PM.

Anticipated Start Date of Job Opportunity: 08/21/2024

Anticipated End Date of Job Opportunity: 11/15/2024

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 the designated worksites; and to follow workplace rules.

FOUR: Geographic Area of Intended Employment:

Work in 393 Industrial Park Road, Elysburg, PA 17824 (Northumberland County)

FIVE: Wage that the employer is offering:

The employer will pay the prevailing hourly wage for work location, \$17.52 per hour.

Merit increases and/or bonuses may be awarded at employer discretion.

(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:

No overtime expected but if offered and accepted will be paid as per state and local law.

SEVEN: On the Job Training?

On-the-job training will be provided.

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 biweekly basis.

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

On an optional basis, the employer will assist those employees who opt in, in securing housing. Payment for this housing and any included utilities will be deducted from the workers' pay. This deduction is estimated to be \$240.00 per pay period. Workers may also secure their own housing.

ELEVEN: Deductions from Pay:

The employer will make all deductions from the worker's paycheck required by law. In addition, the employer intends to make the following deductions from the worker's paycheck which are not required by law:

On an optional basis, the employer will assist those employees who opt in, in securing housing. Payment for this housing and any included utilities will be deducted from the workers' pay. This deduction is estimated to be \$240.00 per pay period. Workers may also secure their own housing.

TWELVE: Initial transportation and subsistence.

If the worker completes 50% of the work contract period, the 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 \$15.88 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 \$15.88 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.

If employee housing is not onsite at the worksite, the employer will provide daily transportation to and from housing to the worksite 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 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 the Pennsylvania Department of Labor and Industry. Applicants can locate their nearest PA Office at: PA CareerLink – Columbia/Montour County, 421 Central Road, Suite 1, Bloomsburg, PA 17815, Phone: 570-387-6288, and can apply for the position here: <https://www.pacareerlink.pa.gov/jponline/>, refer to Job Order Number: Pending

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.