



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

NCWorks Career Center serving your area: Tri-County  
 Office E-Mail: CherokeeClayGraham@NCWorks.gov  
 Office Fax No.: 828-837-5586

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): Lovin Equipment and Sales, Inc		Federal tax ID: [REDACTED]	
Job Title/Occupation: Highway Maintenance Worker		NC UI tax ID: 0477840	
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: Lindsey Burke		Title: Assistant	
Mailing Address: P.O. Box 1060			
City: Robbinsville		State: NC	Zip: 28771
Phone: 828-479-4788		Alternate Phone:	
Fax: 828-479-6844		Email: lovinequipmentandsales@aol.com	
<b>Job Location/Worksite Information</b> (if different from above)			
Job Location Contact Person:		Title:	
Physical Address: 756 Sweetwater Rd.			
City: Robbinsville		State: NC	Zip: 28771
Phone:		Alternate Phone:	
Fax:		Email:	
<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: 60	Keep Job Order Open Until: 12/12/2024	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: 22.06 Maximum Pay: 22.06 (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 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)			

**Job Description**

Please provide a detailed job description of the position (including any specialized skills required).

**Lovin Equipment and Sales, Inc.** is looking to fill 60 Highway Maintenance Worker positions. This is a temporary, full-time seasonal position from 1/1/2025 to 10/30/2025.

**Begin/report to work:** 756 Sweetwater Rd., Robbinsville, Graham County, NC 28771 @ \$22.06/hr. Employer will transport workers daily between report to work address and additional worksites.

**Additional worksites:** (work throughout the following counties/areas): Alamance, NC, Baldwin, GA, Banks, GA, Barrow, GA, Bibb, GA, Bleckley, GA, Burke, GA, Butts, GA, Caswell, NC, Catawba, NC, Chattahoochee, GA, Clarke, GA, Cleveland, NC, Columbia, GA, Coweta, GA, Crawford, GA, Dodge, GA, Dooly, GA, Elbert, GA, Emanuel, GA, Fayette, GA, Franklin, GA, Gaston, NC, Glascock, GA, Graham, NC, Greene, GA, Guilford, NC, Hancock, GA, Harris, GA, Hart, GA, Heard, GA, Henderson, NC, Henry, GA, Houston, GA, Iredell, NC, Jasper, GA, Jefferson, GA, Jenkins, GA, Johnson, GA, Jones, GA, Lamar, GA, Laurens, GA, Lincoln, GA, Macon, GA, Madison, GA, Marion, GA, McDuffie, GA, Meriwether, GA, Monroe, GA, Newton, GA, Oconee, GA, Oglethorpe, GA, Peach, GA, Pike, GA, Polk, NC, Pulaski, GA, Putnam, GA, Richmond, GA, Rockingham, NC, Rutherford, NC, Schley, GA, Spalding, GA, Stephens, GA, Sumter, GA, Talbot, GA, Taliaferro, GA, Taylor, GA, Treutlen, GA, Troup, GA, Twiggs, GA, Union, NC, Upson, GA, Walton, GA, Warren, GA, Washington, GA, Webster, GA, Wilkes, GA, Wilkinson, GA, Yancey, NC, and areas of Asheville, NC, Athens-Clarke, GA, Atlanta-Sandy Springs-Roswell, GA, Augusta-Richmond, GA-SC, Burlington, NC, Charlotte-Concord-Gastonia, NC-SC, Columbus, GA-AL, East Georgia nonmetropolitan area, Greensboro-High Point, NC, Hickory-Lenoir-Morganton, NC, Macon, GA, Middle Georgia nonmetropolitan area, Mountain North Carolina nonmetropolitan area, North Georgia nonmetropolitan area, Piedmont North Carolina nonmetropolitan area, Warner Robins, GA.

**Duties:** Maintain grounds of commercial and public property; along roadways and interstates: cut grass, clear weeds, prune and trim trees, shrubs, and hedges. Gather, clean, clear and remove: litter and debris. Dispose of trash or waste materials. Use power equipment: riding lawn mowers, tractors with bush hogs, hedge trimmers, clippers, edging tools, weed-eaters & other related Highway Maintenance Worker activities as per SOC/OES 47-4051 (onetonline.org).

**Standard/Expected Schedule:** Monday-Friday 7:00AM-5:30PM. Offering 40+ (plus) hours per week; not including applicable lunch and/or breaks. Possible weekend/holiday work. Start/end times, offered hours and/or overtime could vary as they may be dependent upon other factors such as project/schedule/service needs, weather, and commute time between worksites (if applicable). Work is performed outdoors, exposed to weather; must be capable of doing physically strenuous labor for long hours, occasionally in extreme heat or cold. Variable weather conditions apply; hours may fluctuate (+/-), possible downtime and/or overtime.

**Terms:** Employer will comply with all applicable Federal, State and local employment-related laws and regulations such as wages, breaks, hours worked, and overtime hours (overtime possible, but not required or guaranteed. If overtime is worked, wage is paid at 1.5x regular rate of pay per hour worked beyond 40 hours each week.).

**Requirements:** Must be 18 due to state labor laws. Must show proof of legal authority to work in the U.S. Drug/Alcohol/Tobacco free work zone. Perform physical activities: such as lift, balance, walk, stoop, handle, position, move, manipulate materials use static strength to exert maximum muscle force to lift, push, pull, carry objects up to 50lbs. Must have 3 months Tractor experience. No minimum education requirement. All applicants must be able, willing and qualified to perform work described and must be available for the entire period specified and work throughout all areas of intended employment. Based on Employer's discretion/cost: Worker may have random drug/alcohol testing during employment: positive test/refusal to abide = dismissal.

**Wages and Conditions of Employment:** \$22.06/Hour OT \$33.09/Hour. Will use a single workweek as its standard for computing wages due. Wage paid every week All deductions required by law will be made by the employer as well as any further tax withholding or other reasonable deduction(s) authorized by the worker. At Employer's sole discretion: possible raises and/or bonuses based on individual factors such as work performance or skill (not guaranteed); possible cash advances (if applicable/requested by worker, potential deduction from worker's paycheck).

**Inbound and Outbound Transportation (Initial Arrival & Contract Completion/Subsequent Departure):**

The amount of transportation payment or reimbursement will be equal to the most economical and reasonable common carrier for the distances involved. Daily subsistence will be provided at the rate required at the time of travel (currently \$15.88 per day during travel to a maximum of \$59.00 per day with receipts).

Transportation and subsistence will be reimbursed (by check in 1st work week) for cost from the place from which the worker has come to work for the employer, whether in the U.S. or abroad, to the place of employment. Will reimburse the H-2B worker in the first workweek for all visa, visa processing, border crossing, and other related fees, including those mandated by the government, incurred by the H-2B worker (not including passport).

Upon completion of the work contract or where the worker is dismissed earlier, 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.

**3/4s Guarantee:** The worker will be offered a total number of work hours equal to at least three-fourths of the workdays of each 12-week period.

**Tools, Equipment and Supplies:** All work will be done with employer provided tools, supplies and equipment without charge or deposit.

**Miscellaneous:** Optional, shared housing available at no cost to the worker. Any worker who voluntarily abandons employment is not entitled to payment for outbound transportation or the full 3/4s Guarantee described.

**Employer Contact Information:** Lovin Equipment and Sales, Inc. - Phone: 828-479-4788 or Email: lovinequipmentandsales@aol.com.

**How to apply:** Inquiries, applications, indications of availability and/or resumes may be sent to the nearest NC SWA: Address: 800 West US Highway 64 West Murphy, NC 28906 Phone: 828-837-7407.

**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://)

**Employer Contact Information:** Lovin Equipment and Sales, Inc. - Phone: 828-479-4788 or Email:

Any specific application instructions or details to share with candidates?      **lovinequipmentandsales@aol.com.**

**How to apply:** Inquiries, applications, indications of availability and/or resumes may be sent to the nearest NC SWA: Address: 800 West US Highway 64 West Murphy, NC 28906 Phone: 828-837-7407.

**Education, Licenses, and Certifications**

Minimum age of applicants to this position, if any? 18

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? 3

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: <input type="checkbox"/> Class A <input type="checkbox"/> Class B <input type="checkbox"/> Class C
	Endorsements: <input type="checkbox"/> Class H <input type="checkbox"/> Class N <input type="checkbox"/> Class P <input type="checkbox"/> Class S <input type="checkbox"/> Class T

