

## Job Summary

**Order Number:**

NY1527205

**Date Job Order Received:**

03/07/2025

**Number of Openings:**

10

**Company Name:**

HI OPCO LLC

**Job Title:**

Server

**Minimum Experience Required:**

6 months

**Job Description:**

Server: (10) Fulltime, Temporary, Seasonal (H-2B) Jobs available 05/20/2025-10/31/2025. Employer: HI OPCO LLC dba The Hedges Inn., 74 James Lane, East Hampton, NY 11937. Mailing Address: 155, Hammon Ave, Palm Beach, FL 33480. Duties: Servers will be responsible for greeting customers, setting up the dining areas, taking and placing orders correctly and efficiently, carrying trays and plates, serving food and beverages, demonstrating sufficient wine and liquor knowledge, and maintaining a clean and safe service station, as well as bussing, seating customers, setting tables and food running. All Forbes standards will be utilized throughout service experience. All Forbes service standards will be followed and upheld at all times. Will report directly to the Food & Beverage Restaurant Manager at The Hedges Inn. Optional, furnished shared housing is offered on a first-come, first-serve basis for workers who are relocating to begin employment. Cost of housing, if accepted, is \$152.60 per week to be deducted from paycheck. Housing includes utilities and Wi-Fi and access to all meals (breakfast, lunch, and dinner, seven days per week) at no additional cost. If housing is accepted, employee is expected to remain in housing for entire period of contract and adhere to requirements of The Hedges Inn Housing Policy. Employee will be required to wear a uniform to work. The employer will clean the uniforms for their employees. Optional benefits may be offered to worker, for worker's sole benefit, including but not limited to medical and dental insurance offered after 60 days of employment. If voluntarily elected by worker, employee costs/contributions for benefits will be deducted from paycheck on a weekly basis. Travel is not required. Daily transportation is provided free of charge in the form of a train/bus pass or uber shuttle if public transportation is not in service. No education required. Six months of experience is required. Employer is willing to accept related experience in a fine dining/high volume environment at a high-end restaurant/resort/private club. Employer not willing to accept a trainee. On-the-job training is provided. Work Days: Vary Sun-Sat, Shift hours may vary 6:30am-2:30pm, 40 hours/week. Tipped position with guaranteed wage of \$24.45 per hour, paid weekly. Overtime is available at \$36.68 per hour. Employer will guarantee wage in any given workweek when total compensation (including tips) does not meet prevailing wage rate or overtime wage rate. Employee may be eligible for additional compensation in the form of a discretionary end of season bonus. A single workweek will be used to compute wages due. Workers will be paid weekly on Thursday. All deductions from the worker's paycheck required by law will be made. Employer will provide workers at no charge all tools, supplies, and equipment required to perform the job. 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 (including meals and, to the extent necessary, lodging) 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. Daily subsistence rates are \$15.88/day without receipts or up to \$59/day with receipts. Interested candidates may contact the New York State Workforce Agency, 160 South Ocean Avenue, Patchogue, NY 11775. Or call 631-687-4800. Reference job order NY1527205. Interested candidates may contact employer directly via mail: HI OPCO LLC dba The Hedges Inn (The Colony Beach), Attn: Lisl Ewing, 155 Hammon Ave, Palm Beach, FL, 33480, (561) 655-5430. Or via E-mail: Seasonaljobs@thecolonypalmbeach.com. Reference job order NY1527205.

**Job Location:**

74 James Lane  
East Hampton, New York

**Pay:**

\$24.45 - \$36.68 Hourly

**Benefits:**

No benefits mentioned.

**Hours per Week:**

40

**Duration:**

Full Time, Temporary

**Work Days:**

Work days vary

**Shift:**

First (Day)

**Public Transportation:**

Information not provided.

**Minimum Education Required:**

Less Than High School

**Driver Licenses, Including Endorsements:**

No Driver License requirements specified.

**How to Apply:**

To apply, contact the employer by mail, or by email:

Segel, Bruce B.  
155 Hammon Ave  
Palm Beach, FL 33480  
Email: Seasonaljobs@thecolonypalmbeach.com


[www.labor.ny.gov](http://www.labor.ny.gov)

**Division of Compliance and Education**  
**(formerly known as Division of Immigrant Policies and Affairs)**  
**Foreign Labor Certification Unit: H-2B SWA Job Order Form**

Submit this form to [H2B@labor.ny.gov](mailto:H2B@labor.ny.gov) or fax it to (716) 541-9615. Call (585) 258-8858 or (716) 851-2609 with questions.

Did you receive a Prevailing Wage Determination for this H-2B job order? ☐ No ☒ Yes

**Employer Information:**Employer/Business name: HI OPCO LLCFEIN:                      County of Business: United StatesType of business: NAICS CODE 721110If applicable, Doing Business As (DBA): The Hedges InnBusiness address: 74 James Lane City: East Hampton State: NY Zip code: 11937Mailing address, if different: 155 Hammon Ave City: Palm Beach State: FL Zip code: 33480Contact person: Bruce B. Seigel Title: General ManagerE-mail address (required): Seasonaljobs@thecolonypalmbeach.comPhone: +1(561) 655-5430 Fax: N/A**Job Order Information:**Job is full time, temporary and (check one): ☐ peak load ☒ seasonal ☐ one-time occurrence ☐ intermittentDates of Need: From: 5/20/2025 To: 10/31/2025Title of job opening: Server Number of openings: 10Worksite, if different from business address: N/ADaily travel to/from worksite provided: ☐ No ☒ Yes:If yes, designated pickup location: Employee HousingEducation required: N/A Will on-the-job training (OJT) be provided? ☐ No ☒ YesExperience required: 6 ☒ Months ☐ Years Will you accept a trainee? ☒ No ☐ YesWill you accept related experience? ☐ No ☒ Yes:If yes, please specify: Six months of exp. in a fine-dining/high-volume environment at a high-end restaurant/resort/private clubWork days: ☒ Sun ☒ Mon ☒ Tues ☒ Wed ☒ Thurs ☒ Fri ☒ Sat ☒ VariesWork hours: From: 6:30AM To: 2:30PM Total hours per week: 40Salary range: From: \$ 24.45 To: \$ 24.45 Per HourOvertime offered? ☐ No ☒ Yes If Yes, at what rate? 1.5x the regular wagePay day: Thursday Frequency of pay: ☐ Weekly ☒ Bi-weekly<sup>1</sup>Driver's License required: ☒ No ☐ Yes If Yes, Class:                      Drug testing: ☒ No ☐ Yes

**Change to weekly pay per agent / NYS SWA.**

<sup>1</sup>Section 191 of the NYS Labor Law requires manual workers be paid no later than seven calendar days after the end of the week in which wages were earned.

## Benefits, Deductions & Allowances:

All deductions from the worker's paycheck required by law will be made.

Applicable NYS Wage Order: ☒ Hospitality Industry ☐ Miscellaneous Industry ☐ N/A, no additional deductions/allowances

Employer Provided Housing: ☐ No ☒ Yes If Yes, utilities paid by employer: ☐ No ☒ Yes

Weekly deduction for housing/utilities, if applicable: ~~\$250~~ <sup>\$152.60</sup> Employer Provided Meals: ☐ No ☒ Yes

If Yes, number/frequency of meals: 3 per Day If yes, deduction: N/A per ☐ meal ☐ day ☐ week

Employer Required Uniforms: ☐ No ☒ Yes If Yes: ☐ Regular Wardrobe ☒ Company Specific<sup>2</sup>

Who will Launder/Maintain Company-Specific uniforms? ☒ Employer at no charge ☐ Worker

If Worker: Maintenance Pay: \_\_\_\_\_/week

☐ Wash & Wear Material Exception (Hospitality Industry Only)

Any other employer provided benefits: Optional benefits may be offered to worker, for worker's sole benefit, including but not limited to medical and dental insurance offered after 60 days of employment.

Any other intended deductions: If voluntarily elected by worker, employee costs/contributions for benefits will be deducted from paycheck on a bi-weekly basis.

## Job Description (Duties to be performed): Change to weekly pay per agent / NYS SWA.

Servers will be responsible for greeting customers, setting up the dining areas, taking and placing orders correctly and efficiently, carrying trays and plates, serving food and beverages, demonstrating sufficient wine and liquor knowledge, and maintaining a clean and safe service station, as well as bussing, seating customers, setting tables and food running. All Forbes standards will be utilized throughout service experience. All Forbes service standards will be followed and upheld at all times. Will report directly to the Food & Beverage Restaurant Manager at The Hedges Inn. Travel is not required. Daily transportation is provided free of charge in the form of a train/bus pass or uber shuttle if public transportation is not in service. Tipped position with guaranteed wage of \$24.45 per hour, paid bi-weekly. Overtime is available at \$36.68 per hour. Employer will guarantee wage in any given workweek when total compensation (including tips) does not meet prevailing wage rate or overtime wage rate. Employee may be eligible for additional compensation in the form of a discretionary end of season bonus. Shift hours may vary. A single workweek will be used to compute wages due. Optional, furnished shared housing is offered on a first-come, first-serve basis for workers who are relocating to begin employment. Cost of housing, if accepted, is ~~\$500.00~~ <sup>\$152.60</sup> bi-weekly basis to be deducted from paycheck. Housing includes utilities and Wi-Fi and access to all meals (breakfast, lunch, and dinner, seven days per week) at no additional cost. If housing is accepted, employee is expected to remain in housing for entire period of contract and adhere to requirements of The Hedges Inn Housing Policy. Mail resume to Lisl Ewing, The Colony Palm Beach, 155 Hammon Avenue, Palm Beach, Florida, 33480, (561) 655-5430 or email to Seasonaljobs@thecolonypalmbeach.com

Physical ability requirements (ex.: Lifting): N/A

## Recruitment Information:

Candidates should contact employer directly via (check all that apply): ☒ Email\* ☒ Mail ☐ Fax ☐ Telephone ☐ In Person  
\*Email is required; please also check any other preferred contact methods.

Candidates may also apply directly through the local Career Center of the State Workforce Agency (SWA), whose contact information is provided below. Please complete the nearest Career Center Information, which can be found by using the online Career Center Locator: <https://dol.ny.gov/career-centers>.

Local SWA Career Center name: New York State Workforce Agency

Local SWA Career Center address: 160 South Ocean Avenue, Patchogue, NY, 11772

Local SWA Career Center phone number: (631) 687-4800

<sup>2</sup> Per Section 193 of the NYS Labor Law, workers may not be charged for any company-specific uniform. Per the NYS Miscellaneous and Hospitality Minimum Wage Orders, if workers are required to maintain company specific uniforms, they must be provided with the applicable weekly maintenance amount.

## Terms and Conditions / Clarifications and Assurances / Additional Information

### Employer Obligations

The employer's job order will offer to U.S. workers (this means anyone, including foreign-born residents, residing within the U.S. and/or its territories) no less than the same benefits, wages, and working conditions 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 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 consistent with H-2B regulations.

The employer must provide to an H-2B worker outside of the U.S. no later than the time at which the worker applies for the visa, or to a worker in corresponding employment no later than on the day work commences, a copy of the job order in a language understood by the worker, including any subsequent approved modifications.

During the period of employment specified on the *Application for Temporary Employment Certification*, the employer must comply with all applicable Federal, State and local employment-related laws and regulations, including health and safety laws. This includes compliance with 18 U.S.C. 1592(a), with respect to prohibitions against employers, the employer's agents or their attorneys knowingly holding, destroying or confiscating workers' passports, visas, or other immigration documents.

### Recruitment Activities

Employers must conduct recruitment of U.S. workers to ensure there are not qualified U.S. workers who will be available for the positions listed in the *Application for Temporary Employment Certification*. U.S. applicants can be rejected **only** for lawful job-related reasons. Unless otherwise instructed by the Certifying Officer (CO), the employer must conduct the recruitment described in 655.42 through 655.46 within 14 calendar days from the date the Notice of Acceptance is issued. All employer-conducted recruitment must be completed before the employer submits the recruitment report as required in 655.48. Employers must continue to accept referrals and applications of all U.S. applicants interested in the position until 21 days before the date of need.

Employers that wish to require interviews must conduct those interviews by phone or provide a procedure for the interviews to be conducted in the location where the worker is being recruited so that the worker incurs little or no cost. Employers cannot provide potential H-2B workers with more favorable treatment with respect to the requirement for, and conduct of, interviews. The employer must consider all U.S. applicants for the job opportunity. The employer must accept and hire any applicants who are qualified and who will be available.

The employer may be instructed by the CO to conduct additional reasonable recruitment. Such recruitment may be required at the discretion of the CO where the CO has determined there is a likelihood that U.S. workers who are qualified and will be available for the work, including but not limited to where the job opportunity is located in an Area of Substantial Unemployment.

### Wage Rates, Special Pay Information, and Deductions

The offered wage in the job order equals or exceeds the highest of the prevailing wage or Federal minimum wage, State minimum wage, or local minimum wage. The employer must pay at least the offered wage, free and clear, during the entire period of the contract. A single workweek will be used to compute wages due.

All deductions from the worker's paycheck required by law will be made. No deductions will be made which reduce a worker's wages below the required rate. In New York State, the only deductions that can be taken from worker pay are:

1. Those required by law, such as Social Security, income tax, and garnishment of wages; and
2. Those that benefit workers and are authorized in writing, such as life insurance, or a savings account.

Any other deductions are illegal.

If, before the expiration date specified in the job order, the services of the worker are no longer required for reasons beyond the control of the employer due to fire, weather, or other Act of God, or similar unforeseeable man-made catastrophic event (such as an oil spill or controlled flooding) that is wholly outside the employer's control that makes the fulfillment of the job order impossible, the employer may terminate the job order with the approval of the CO. The employer must make efforts to transfer the H-2B worker or worker in corresponding employment to other comparable employment acceptable to the worker and consistent with the Immigration and Nationality Act, as applicable. If a transfer is not affected, the employer must return the worker, at the employer's expense, to the place from which the worker (disregarding intervening employment) came to work for the employer, or transport the worker to the worker's next certified H-2B employer, whichever the worker prefers.

On or before each payday the employer will provide to each worker in one or more written statements the following information: (1) the worker's total earnings for each workweek in the pay period; (2) the worker's hourly rate and/or piece rate of pay; (3) for each workweek in the pay period the hours of employment offered to the worker; (4) for each workweek in the pay period the hours actually worked by the worker; (5) an itemization of all deductions made from or additions made to the worker's wages; (6) if piece rates are used, the units produced daily; (7) the beginning and ending dates of the pay period; and (8) the employer's name, address and FEIN.

### Transportation, Subsistence, and Fees

Employer agrees to reimburse inbound transportation and subsistence expenses (\$ 15.88 per day minimum, without receipts, to a maximum of \$ 59.00 per day, with receipts) 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 if the worker completes 50 percent of the period of employment covered by the job order (not counting any extensions). In determining the appropriate amount of reimbursement for meals for less than a full day, the employer may provide for meal expense reimbursement, with receipts, up to 75 percent of the maximum reimbursement for meals, or \$ 44.25. The employer may arrange



and pay for the transportation and subsistence directly, advance at a minimum the most economical and reasonable common carrier cost of the transportation and subsistence to the worker before the worker's departure, or pay the worker for the reasonable costs incurred by the worker.

If the worker completes the period of employment covered by the job order (not counting any extensions), or if the worker is dismissed from employment for any reason by the employer before the end of the period, and the worker has no immediate subsequent H-2B employment, the employer must provide or pay at the time of departure for the worker's cost of return transportation and daily subsistence from the place of employment to the place from which the worker, disregarding intervening employment, departed to work for the employer. If the worker has contracted with a subsequent employer that has not agreed in the job order to provide or pay for the worker's transportation from the employer's worksite to such subsequent employer's worksite, the employer must provide or pay for that transportation and subsistence. If the worker has contracted with a subsequent employer that has agreed in the job order to provide or pay for the worker's transportation from the employer's worksite to such subsequent employer's worksite, the subsequent employer must provide or pay for such expenses. The amount of the transportation payment must be no less (and is not required to be more) than the most economical and reasonable common carrier transportation charges for the distances involved.

If applicable, employer will provide transportation, at no cost to the worker, to the actual work site and return at the end of the day.

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).

### Tools and Equipment

The employer will provide workers at no charge all tools, supplies, and equipment required to perform the job.

### New York Paid Sick Leave

Per the New York Paid Sick Leave Law, all employees must be provided sick leave as applicable. Hours earned (up to a prescribed maximum) are rolled over from year to year for seasonal workers.

Please select the option that applies to your business:

- ☐ Employers with 4 or fewer employees and a net income of less than 1 million in the prior tax year must provide employees with up to 40 hours of unpaid sick leave per year.
- ☒ Employers with between 5 and 99 employees and employers with 4 or fewer employees and a net income of greater than 1 million in the prior tax year must provide each employee with up to 40 hours of paid sick leave per year.
- ☐ Employers with 100 or more employees will provide up to 56 hours of paid sick leave per year.

### Additional New York State Assurances

- NYS Labor Law section 201g requires that employers adopt a sexual harassment prevention policy. Interactive training and a copy of the written policy must be provided to all workers. The policy must be provided in the language spoken by the workers.
- Deductions from Worker's Pay: Article 6 of the NYS Labor Law, sections 193.1 and 193.2, prohibit an employer from deducting monies, either through payroll deduction or by separate transaction, any amount or charge which is not authorized by NYS labor law. Therefore, the employer may NOT make any other deductions NOT required by law.

Employer Signature: \_\_\_\_\_

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

3/6/2025