

INTERNAL JOB NOTICE

EMPLOYER INFORMATION:

Business Name: Earthscapes Lawn and Land Service, Inc.
Physical Address: 3112 Beachmont Ave. , Norfolk, VA 23504
Mailing Address: 3112 Beachmont Ave. , Norfolk, VA 23504

Telephone: (757) 395-4306
Email: trey@earthscapesvb.com
FEIN: 45-4067158

JOB SUMMARY:

Job Title: Landscape Laborer
of Positions: 10 (temporary / full-time)
Employment Dates: 4/1/2022 – 12/1/2022

REQUIREMENTS:

Must lift/carry 50 lbs., when necessary. Saturday and Sunday work required, when necessary. Post-hire random, post-accident and upon suspicion of use drug testing required of foreign and domestic workers. On-the-job training will be provided to the worker.

JOB DESCRIPTION:

Landscape or maintain grounds of property using hand or power tools or equipment. Workers typically perform a variety of tasks, which may include any combination of the following: sod laying, mowing, trimming, planting, watering, fertilizing, digging, raking, sprinkler installation, and installation of mortarless segmental concrete masonry wall units.

WORK LOCATION(S):

3112 Beachmont Ave. Norfolk, VA 23504 and multiple worksites within Virginia Beach, Norfolk and Chesapeake cities/counties. Employer will offer daily transportation to and from the worksite from a centralized designated pick-up place at no cost to workers. Use of this transportation is voluntary. Employer provides incidental transport between job sites.

WAGE & WORK SCHEDULE:

Wage rate is no less than \$14.23 per hour. Overtime hours vary at \$21.35 /hr. Raises and/or bonuses may be offered to any worker in the specified occupation, at the company's sole discretion, based on individual factors including work performance, skill, and tenure.

A single workweek will be used to compute wages due. The payroll period is weekly. Workers are paid by check on Friday.

The standard workday is from 7:30 AM until 4:00 PM Monday through Friday. Employer will offer 40 hours per week. Employer may offer more than the stated work hours, depending on weather, business needs, and other conditions. Extreme heat, cold, rain, or drought may affect working hours.

Employer makes all payroll deductions required by law. Employer does not envision other workforce-wide payroll deductions.

OTHER TERMS:

Employer pays in advance or reimburses workers in the first workweek for all government-mandated and visa-related fees (excluding passport fees). For non-local workers (i.e., residing outside normal commuting distance), employer will reimburse inbound travel costs not already paid in advance no later than upon completion of the first half of the contract (the 50 percent point). Inbound travel includes transportation costs from worker's permanent residence or place of recruitment to the place of employment, a daily subsistence for meals, and reasonable lodging costs, if applicable. Subsistence reimbursements based on rates specified in the Federal Register (currently \$13.17 per day minimum, or \$55.00 per day maximum for workers with acceptable receipts). Transportation reimbursements based on worker's actual cost, not to exceed the most economical common carrier transportation costs for distances involved. Employer provides or pays outbound travel costs to same workers upon completion of the contract period or early dismissal, except where the worker has subsequent employment.

Employer guarantees to offer hours equal to at least three-fourths of the workdays in each 12-week period of the total contract period, beginning with the first workday after the worker arrives at the place of employment and ending on the contract end date or any extension thereof. Employer may count all hours worked, as well as any hours offered within the standard work schedule that a worker chooses to not work, up to the maximum number of daily hours on the job order.

Workers who voluntarily abandon employment are not entitled to payment for outbound travel costs or the full three-fourths period guarantee described above.

Employer will provide without charge company-specific uniform and all tools, supplies and equipment necessary to perform duties assigned.

If needed, employer intends to assist foreign and non-local U.S. workers hired pursuant to this job order to secure optional worker-paid lodging not to exceed reasonable fair market value cost based on number of occupants. Housing-related expenses are paid directly to facility owner/operator and are not payroll deducted.

APPLICATION INSTRUCTIONS:

Email resume to trey@earthscapesvb.com, or apply at the job order holding office: VEC - Norfolk, 861 Glenrock Road, Ste. 100 Norfolk, VA 23502, phone (757) 461-7537

Interested applicants may also inquire within: Attn: Edward White.

FOR INTERNAL USE ONLY:

Posting Location: _____

Date Posted: _____ Date Removed: _____

THIS NOTICE MUST BE POSTED FOR AT LEAST 15 BUSINESS DAYS. DO NOT REMOVE WITHOUT AUTHORIZATION.