



Send your Job Posting to your local NCWorks Career Center

NCWorks Career Center serving your area:

Office E-Mail:

Office Fax No.:

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>.

Tell us about this position... (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)? ☐ H-2A ☒ H-2B ☐ PERM ☐ N/A			
Employer (Company paying the wages): North Charlotte Landscape Management, Inc.		Federal tax ID: [REDACTED]	
Job Title/Occupation: SNOW REMOVAL WORKER		NC UI tax ID: [REDACTED]	
Has a similar job order previously been posted? ☐ Yes ☒ No			
Is this a Remote Worksite / Work at Home type position? ☐ Yes ☒ No			
Main/Corporate Contact Information			
Contact Person: KATIE JOHNSON		Title: CONTROLLER	
Mailing Address: 280 ERVIN WOODS DRIVE			
City: KANNAPOLIS		State: NC	Zip: 28081
Phone: 704-932-3348		Alternate Phone:	
Fax:		Email: KATIE@USLAWNSNC.COM	
Job Location/Worksite Information (if different from above)			
Job Location Contact Person:		Title:	
Physical Address:			
City:		State:	Zip:
Phone:		Alternate Phone:	
Fax:		Email:	
Job Details			
Display your company name on the Job Order (make it publicly available to jobseekers)? ☒ Yes ☐ 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? ☒ Yes ☐ No			
Number of Positions: 24	Keep Job Order Open Until: 11/1/2026	Number of Referrals Desired: 9999	
Type of Job:			
☐ Regular ☒ Temporary ☐ Seasonal ☐ Volunteer ☐ Contract [Length: month(s)/year(s)] ☒ Full-Time (30+ hours) ☐ Part-Time (<30 hours) ☐ Full and Part-Time Positions ☐ As Needed (PRN)			
Compensation and Hours			
Do you wish to hide wage info from applicants? ☐ Yes ☒ No			
Hiring range? Minimum Pay: 16.27 Maximum Pay: 16.27 (MIN AND MAX are required)			
Basis of salary/pay: ☒ Hour ☐ Day ☐ Week ☐ Month ☐ Year ☐ Quarter ☐ Other - specify:			
Pay comments: ☐ Depends upon Experience ☐ Commission only ☐ Piece rate ☐ Salary + Commission ☐ Salary + Sign-On Bonus ☐ Salary + Tips ☐ Salary + Bonus ☐ Per Diem only ☒ Will discuss with applicant			
Hours per week? ☐ Not specified ☐ Vary ☒ Are Specific (# per week = 40)			
Shift: ☒ Day ☐ Evening/Swing ☐ Night/Graveyard ☐ Rotating			
☐ Split ☐ Flexible ☐ Other (Specified in Job Description)			

Job Description Please provide a detailed job description of the position (including any specialized skills required).	North Charlotte Landscape Management, Inc. dba US Lawns of North Charlotte 280 Ervin Woods Dr KANNAPOLIS, NC 28081 SNOW REMOVAL WORKER (24) Temporary Full Time Position 11/15/2026 - 4/15/27, Snow removal by hand shoveling, snow removal by snow blower, salt spreading by hand, perennial plant cutbacks, irrigation winterization, Workers will be performing physical tasks related to the removal of snow and ice. This includes pushing, shoveling, moving, and cleaning snow and ice from sidewalks, driveways, and parking lots. Load debris and refuse onto trucks . Sand/salt application. Load truck with needed products and equipment, including ice-melt products and snow removal equipment, Pretreat surfaces with salt, cinders, sand, and other pavement treatments in anticipation of upcoming snow and ice events. Spread salt/deicing chemicals on walkways, driveways, and parking lots. Clean and perform routine maintenance and/or minor repairs on equipment and tools when not in use, clean-up, and remove debris from job sites. Maintain equipment to ensure proper functioning. worker will not drive or operate a vehicle, worker does not need a drivers license for North Charlotte Landscape Management, Inc. DAILY TRAVEL TO VARIOUS JOB SITES LOCATED IN CABARRUS, IREDELL, LINCOLN , MECKLENBURG, ROWAN , GASTON COUNTIES IN NC . ABLE TO LIFT AND CARRY 50 POUNDS, SOME OVERTIME AND WEEKENDS REQUIRED. EMPLOYER PAID DRUG TESTING REQUIRED OF FOREIGN AND DOMESTIC WORKERS PRIOR TO COMMENCING WORK AND POST-HIRE AT RANDOM, UPON SUSPICION OF USE, AND POST-ACCIDENT. POST-HIRE BACKGROUND CHECK AND EMPLOYMENT ELIGIBILITY (E-VERIFY) CHECK REQUIRED OF FOREIGN AND DOMESTIC WORKERS. EMPLOYER MAY OFFER MORE THAN THE STATED WORK HOURS DEPENDING ON WEATHER, BUSINESS NEEDS, AND OTHER CONDITIONS. EXTREME , COLD, RAIN, OR DROUGHT MAY AFFECT EXACT WORKING HOURS. 8 HOUR WORKDAY. DEDUCTIONS: EMPLYR MAKES ALL PAYROLL DEDUCTIONS REQUIRED BY LAW EMPLYR DOES NOT ENVISION OTHER WRKFRCE-WIDE PAYROLL DEDUCTIONS
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EMPLOYER HELPS NONLOCAL WORKERS SECURE OPTIONAL WORKER-PAID LODGING EMPLOYER DEDUCTS REASONABLE FAIR MARKET VALUE COST OF RENT/UTILITIES BASED ON NUMBER OF OCCUPANTS FOR WORKERS ELECTING TO RESIDE IN EMPLOYER-PROVIDED HOUSING (COST TBD) VOLUNTARY ADVANCES AND/OR LOANS MADE TO WORKERS IF ANY MAY BE REPAID BY PRE-AUTHORIZED PAYROLL DEDUCT EMPLOYER MAY DEDUCT REASONABLE COST FOR LOST/DAMAGED TOOLS OR EQUIPMENT RESULTING FROM WORKER

NEGLIGENCE EMPLOYER MAY DEDUCT RETIREMENT/SAVINGS PLAN CONTRIBUTIONS AND/OR HEALTH INSURANCE PREMIUMS FOR WORKERS VOLUNTARY PARTICIPATING IN PLAN(S) UNIFORM PROVIDED AT NO COST EMPLOYER MAY DEDUCT COST FOR VOLUNTARY PURCHASE OF ADDITIONAL UNIFORMS FOR WORKER'S BENEFIT EMPLOYER PROVIDES INCIDENTAL TRANSPORT BETWEEN WORKSITES AS NECESSARY NO DAILY TRANSPORT TO/FROM WORKERS' HOME AND PRIMARY WORKSITE SUCH TRANSPORT COMPLIES WITH ALL APPLICABLE FEDERAL, STATE, LOCAL LAWS/REGS.

Workers are responsible for transportation to the designated pick up location in KANNAPOLIS, NC , Transportation to and from worksites will be provided from KANNAPOLIS, NC , NO months exp/NO edu. req'd. 40hr/wk. Mon-Fri, 07:00 AM-4:00PM , \$16.27 hr OT \$24.45/hr , Single workweek computation, Paid biweekly by check. All payroll deductions taken, required by law. Merit based raises available at employer discretion. Onsite training and tools, supplies, equip. provided to perform job, w/o charge. North Charlotte Landscape Management, Inc. at +1 704 932 3348 or katie@uslawnsnc.com OR "Inquire at your nearest Career/Workforce Center or send application/resume to NCWorks Career Center- Cabarrus County, 845 Church Street North, Suite 201, Concord, NC 28025. Phone: 704-786-3183. CabarrusCounty@NCWorks.gov.

Job order is being placed in connection with future filing for H2B labor certification. Must be eligible within the USA and available entire work period. If the worker completes 50 percent of the work contract period, the employer will reimburse worker for transportation & subsistence (including meals &, to the extent necessary lodging) from the place of recruitment to the place of employment. Upon completion of work contract or where the worker is dismissed earlier, the employer will pay for workers 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 or if employer has appropriately reported a workers 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. Employer agrees to offer work for at least $\frac{3}{4}$ of the work days in each 12 week period of total employment period. Daily subsistence will be at least \$16.78 per day during travel to a maximum of \$68.00 per day with receipts . 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).
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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?

Education, Licenses, and Certifications

Minimum age of applicants to this position, if any?

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?

Minimum months of prior experience required, if any?

Occupational License/Certification Required? Specify:

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: ☐ Class A ☐ Class B ☐ Class C

Endorsements: ☐ Class H ☐ Class N ☐ Class P ☐ Class S ☐ Class T