

Attachment to: 9142B F.a.1) SWA JOB ORDER

ONE: Employer Name and Contact Information

Business Name: Complete Lights and Property, LLC

Physical Address: 1619 West Vail Place, Broken Arrow, OK 74012

Mailing Address: 1619 West Vail Place, Broken Arrow, OK 74012

FEIN: [REDACTED]

Employer Job Phone Number: 918-404-7590

Employer Job Email: completelightsandproperty@gmail.com

Employer Job Web Portal: N/A

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

Number of job openings to be filled: 4

THREE: Job Opportunity

Job Code & Title: 37-3011, Snow Removal Technician

Duties:

De-icing and removing snow from walks, driveways, and parking lots for various residential and commercial properties. Winterizing of properties by trimming removing brush, leaves and plant mater; planting seasonal bulbs and saplings; mulching beds; draining. Perform highly physical activities on a consistent basis in all weather conditions, specifically very cold icy, snowy weather. Use of vehicles and hand or power tools may be required. May assist in routine maintenance and cleaning of equipment used each day. To de-ice and remove snow from walks, driveways, and parking lots for the various residential and commercial properties each employee will use sealed ice melt and hand tools, such as shovels. The ice melt is loaded in a push spreader as well as loading it into the tailgate spreaders located on the trucks for later spread it on the snow areas that require treatment, When the ice starts melting the worker uses the shovel to remove the snow leftovers.

Minimum Education Required: None.

Minimum Experience Required: None.

Work Hours & Days: Work Hours & Days: 40 hours per week, typically 7:00 am to 5:00 pm, Monday to Friday, some Saturdays and some Sundays, hours may vary according to the weather.

Anticipated Start Date of Job Opportunity: November 2, 2026

Anticipated End Date of Job Opportunity: April 30, 2027

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 all the designated worksites.

FOUR: Geographic Area of Intended Employment:

Multiple cities and towns in Tulsa, OK, MSA, OK.

FIVE: Wage that the employer is offering:

\$18.07 hour / \$27.10 hour overtime

Pay raises are based on merit, length of time on job, quantity and quality of work produced, dependability and adherence to procedures and policies.

(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:

Overtime expected and mandatory.

SEVEN: On the Job Training?

On-the-job training will be provided. Position is entry level, no experience required.

EIGHT: Wage Computation.

The employer will use a single work week as its standard for computing wages due.

NINE: Pay Frequency:

Wages will be paid on a weekly basis.

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

For those employees who do not maintain a residence within normal commuting distance, on an optional basis, the employer will assist those employees who opt in, in securing housing. The employer will make payment directly to the landlord.

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: NONE

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 \$17.00 per day during travel without receipts and \$68.00 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 \$17.00 per day during travel without receipts and \$68.00 per day with receipts or the applicable USDOL mandated fee in effect on the date of travel.

FOURTEEN: Daily Transportation to and from Worksite.

Round trip transportation from businesses address to the job sites daily 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 the worker, without charge or deposit charge, all uniforms, 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 Oklahoma Works – American Job Center. Applicants can locate their nearest OK Office at: 14002 E. 21st Street Suite 825, Tulsa, OK 74134, Phone: 918-796-1200 and can apply for the position here: www.okjobmatch.com 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.