

EXHIBIT C

Texas Job Order Print Document

Job Order: **17067735**

Print Date: **09/11/2026 12:11:35 AM**

Office: **140 WF SOL HOT Waco**

LWDB: **Heart of Texas WF Board**

Employer Information:

Employer Name: **CEN-TEX IRRIGATION SYSTEMS, INC.**

How to Apply: **Provide a WorkInTexas Resumé Online or uploaded Resumé (recommended), Provide a WorkInTexas Application Online, Via Email, By Phone, At the Nearest One-Stop**

Company Website: **NA**

Application Comments: **Please inquire about the job opportunity or send applications and/or resumes, indicating availability, to the Workforce Solutions for the Heart of Texas - Waco center located at 1416 South New Road, Waco, TX 76711-1335. Phone 254-296-5200, or inquire about the job opportunity, send applications and/or resumes, indicating availability to the Employer, Cen-Tex Irrigation Systems, Inc. at 254-848-4545 or at office@centexirrg.com.**

Location:

Main Address:

**Cen Tex Irrigation Systems
9181 Hwy 6
Crawford, TX 76638**

Mailing Address:

**PO BOX 22001
WACO, TX 76702-2001**

Contact:

Contact: **Shelby WINES**

Title: **Office Assistant**

Phone: **(254) 848-4545 x**

Email: **office@centexirrg.com**

Fax:

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Job Details:

Occupational Code: **47405100 Highway Maintenance Workers**

Job Title: **Landscape Maintenance Laborer**

Industry Code: **561730 - Landscaping Services**

Number of Positions: **30**

Referrals: **9999**

Earliest Date to Display: **09/10/2026**

Last Date Job Order Will Display: **11/04/2026**

Job Order Followup: **09/25/2026**

Job Type: **Temporary**

Job Time Type: **Full Time (30 Hours or More)**

Duration: **4 - 150 Days**

Special Job Category: **H-2B**

Job Duties and Skills:

Description:

Cen-Tex Irrigation Systems, Inc., headquartered at 9181 N. Highway 6, Crawford, TX 76638; phone number: 254-848-4545, is seeking to fill 30 Landscape Maintenance Laborer positions from 11/04/2026 - 12/31/2026. This is for full-time, Peakload, temporary employment. Duties include: Worker will perform landscaping maintenance duties for local highways and right-of-way's using hand and power tools and equipment such as lawn mowers, trimmers, edgers, including a tractor with attached 15 foot back-wing mower. Workers typically perform a variety of tasks which include any combination of the following: mowing, weed eating, tree trimming, pruning, and litter pick up. Workers must wear appropriate personal protective equipment when performing landscaping duties and comply with company safety policies and Occupational Safety & Health Administration regulations. The workers will operate 2022 John Deere 6110M Cab tractors. Each tractor weighs approximately 9,000 pounds and is equipped with a 110-horsepower engine. The tractor will be used to perform right-of-way (ROW) mowing operations. Specifically, workers will operate the tractor exclusively to mow grassy vegetation along roadways as part of maintaining the right-of-way. This work includes maintaining grassy areas, weed eating, and maintaining flower beds. The worker drives the tractor along the roadway at a controlled speed while operating a 15-foot Bush Hog batwing shredder to cut vegetation in the adjacent right of way. The tractor is not used for any agricultural purpose; it is solely used as a mowing platform to maintain roadside vegetation. Experience and Special Requirements: None. Each applicant must complete the employer's standard employment application as part of the hiring process. The application is uniformly required of all candidates and does not impose additional or different requirements on U.S. workers. The workers will be subject to drug testing upon reasonable suspicion, paid by the employer and applied equally to all workers, U.S. and foreign/H-2B.

The pay is \$23.76 per hour with overtime available at \$35.64 per hour, based on hourly rate. The work schedule is as follows: 45 a week from Monday to Saturday from 6:00 am to 5:00 pm. Returning workers may be eligible for a higher wage rate. Job opportunity is a temporary, full-time position. The requested temporary workers will be based at 9181 N. Highway 6, Crawford, TX 76638 and will serve clients within the Waco, TX and Killeen-Temple Metropolitan Statistical Area, including the McLennan County and Bell County. The employer will provide daily transportation to and from the worksite, at no cost to the workers. Eligible workers who are authorized and qualified to drive vehicles may be assigned to transport workers between employer-provided housing and assigned worksites, or between worksites, as needed. All time spent driving at the direction of the employer will be considered hours worked and will be compensated at the applicable

hourly rate. |

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Single workweek will be used in computing wages due. Pay period is Weekly. Employers will deduct all legally required amounts from workers' paychecks. Eligible workers who are authorized and qualified to drive vehicles may be assigned to transport workers to and from assigned worksites. The Employer will not provide housing and will not assist workers in locating housing. Transportation, including meals and, to the extent necessary, lodging, to the place of employment will be provided, or its cost to workers reimbursed by a company check, separate from the payroll check, if the worker completes half of the employment period. If the worker completes 50% of the work contract period, employer will arrange and pay directly for transportation and subsistence from the place of recruitment to the place of work. 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 to 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. The amount of transportation payment or reimbursement will be equal to the most economically and reasonable common carrier for the distance involved. Daily subsistence will be provided at a rate of \$16.78 per day during travel to a maximum of \$68.00 per day with receipts. Reimbursement in the first work week for all visa, visa processing, border crossing, and other related fees, including those mandated by the government, incurred by the H-2B worker (but not included passport expenses or other charges primarily for the benefit of the worker). The employer will provide worker, at no charge, all tools, supplies, and equipment required to perform the job and on the job training in the proper use of tools and equipment. The employer guarantees to offer work for hours equal to at least three-fourths of the workdays in each 12-week period of the total employment period only to the extent that this guarantee is enforced by the Department of Labor. As of the date of this posting, the three-fourths guarantee is not enforced, but this is subject to change.

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Special Software/Hardware Skills Needed: **No**

Special Skills:

Job Requirements:

Minimum Age:

Test Done By: **No test required** Required Tests: **NA**

Hiring Requirements:

Hiring Requirements Other:

Education Level: **No Minimum Education Requirement**

Months of Experience: **0**

Requires a Drivers License: **No** Near Public Transportation: **No**

Drivers License Certification:

Drivers License Endorsements:

Compensation and Hours:

Minimum Salary: **23.76 Hour**

Maximum Salary: **23.76 Hour**

Pay Comments: **Not Applicable**

Supplemental Compensation: **No**

Hours per Week: **Hours are Specific** Actual Hours: **45**

Shift: **Day**

Benefits:

Other Benefits: **No Benefits Listed**

Job Order Information to be Displayed Online:

Job Order Information Online: **Company Name is displayed, One-stop staff does not screen applicants**

Job Application Information Needed:

Req Section

- ☒ Contact Information
- ☒ Employment History ☐ Allow individuals that have never had a job to apply (eg. College graduates)
- ☐ Education History
- ☐ Certifications
- ☐ Desired Job Type

Other Information:

Green Job: **No**

Subsidized by ARRA (Stimulus): **No**

Featured Job: **No**

In an Enterprise Zone: **No**

Federal Contractor: **No**

Court Ordered Affirmative Action: **No**

Job Order is for Veterans Only: **None Selected**

Staff Information:

Category: **Regular (Non Domestic)**

Job Developer Mandatory Listing: **None of the items listed**

Status: **Veteran Hold**

Employer Status:

Reason: **NA**

Future Release From Hold: