

Response to Notice of Deficiency

Case Number: H-400-26236-190518
Employer: Service Nation LLC
NOD Received: September 1, 2026

This letter responds to each deficiency identified in the Notice of Deficiency referenced above. Each deficiency is restated below in *italics*, followed by the employer's response and any supporting evidence attached to this filing.

Deficiency 1
Job order assurances and contents

Please see the updated job order with the corrected job description. This was a clerical error and has been resolved within the job order posted on the NY Career Exchange site.

DOL has our permission to make adjustments to the form as necessary.

Position

Edit Position

Edit the details of your position. Then use our state of the art tools & find your dream talent.

*(Required fields are marked with *)*

Position Details

Position Title*

Snow Removal Laborer

Job Description*

Normal

Service Nation LLC is looking to hire 10-15 Snow Removal Laborer positions. This is a temporary, full-time seasonal position from 11/1/2026 to 4/1/2027.
Begin report to work: 45 Cheesemay Rd Ossining, Ossining County, NY 10524 @ \$21.07/hr. Employee will transport workers daily between report to work address and additional activities.

Additional workers: Work throughout the following counties (areas): Broome, Cayuga, Chenango, Cortland, Delaware, Franklin, Fulton, Genesee, Hamilton, Herkimer, Jefferson, Lewis, Livingston, Madison, Monroe, Otsego, Oneida, Oswego, Schoharie, Seneca, St. Lawrence, Sullivan, Tompkins, Warren, Wyoming, and those counties of NY, Bradford and Susquehanna counties of PA and areas of Bridgeport, VA, Capital Northern New York nonmetropolitan areas, Central-East New York nonmetropolitan areas, Delmar, NY, Essex, NY, Northeastern Pennsylvania nonmetropolitan areas, Rochester, NY, Southwest New York nonmetropolitan areas, Syracuse, NY, Ulster-Rome, NY, and Westchester-East Dutchess, NY.

Duties: Fall landscape cleanup, winter landscape preparation by removal of leaves, brush, branches, and seasonal debris. Maintain safe access to client properties by clearing snow and ice during and after winter weather. Perform physically demanding outdoor work using shovels to clear sidewalks, driveways, stairs, ramps, and hydrants. Apply de-icing materials (salt, sand, liquid). The Snow Removal Laborer will manually clear snow and ice from walkways, sidewalks, entryways, steps, and building entrances using snow shovels and hand tools. Duties include manually applying de-icing products (salt, sand) to hand or hand-held spreader, clearing snow from around hydrants, such as mailboxes and hydrants, relocating shovelled snow away from cleared paths, and replenishing de-icing supplies. "Other related activities" only apply to these removal tasks. The worker will NOT operate a truck, tractor, or any vehicle with a power attachment... all work is performed manually with shovels and hand tools & other related Snow Removal Laborer activities as per SOC OAS 13-303 (nonoverlapping).

Benefits: Employer Schedule: Monday - Friday 8:00 AM - 4:00 PM Overtime: 16.64/hr. per week, not including applicable cost and/or loads. Possible weekend/holiday work. Shift: no times, off-duty hours and/or overtime could vary as they may be dependent upon other factors such as project schedule, weather, needs, and current time but will be considered as applicable. Work is performed outdoors, exposed to weather; must be capable of doing physically intensive labor for long hours, occasionally in extreme heat or cold. Variable weather conditions apply. Hours may fluctuate. 1. Possible overtime and/or overtime.

Terms: Employer will comply with all applicable Federal, State and local employment-related laws and regulations such as wages, benefits, hours worked, and overtime hours (overtime possible, but not required or guaranteed). If overtime is worked, wage is paid at 1.5x regular rate of pay per hour worked (except 40 hours each week).

Requirements: Must be 18 due to insurance. Must show proof of legal authority to work in the U.S. (Day/Week) (Tobacco free work zone. Perform physical activities such as lift, balance work, stoop, handle, position, move, manipulate (move) with static strength to exert maximum muscle force to lift, push, pull, and/or creep objects up to 250 lbs. No minimum education requirement. Must have 2 months Snow Removal experience. All applicants must be able, willing and qualified to perform work described and must be available for the entire period specified and work throughout all areas of intended employment.

Wages and Conditions of Employment: \$21.07 Hour (21.07 \$21.07) Hour. Will use a single workweek as its standard for computing wages due. Wages paid every week. All deductions required by law will be made by the employer as well as any further tax withholding or other withholdings (deductions) authorized by the worker. All Employer's rate. Employer possible move and/or bonus based on individual factors such as work performance or will not be guaranteed.

Hiring and Contract: Temporary: Initial Period & Contract Completion: Subsequent Period(s): The amount of transportation payment or reimbursement will be equal to the most economical and reasonable common carrier for the distance traveled. Daily reimbursement is provided at the rate required at the time of travel (currently \$0.70 per day during travel to a maximum of \$40.00 per day with mileage).

Transportation and Subsidies: will be reimbursed by check in 1st week for cost from the place from which the worker has come to work for the employer, whether in the city or distant, to the place of employment. Will reimburse for 1st 28 miles in the first weekend for all new, vans, passenger, trailer, crossing, and other related fees, including those mandated by the government, incurred by the in-28 mile first weekend (except).

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 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.

1/No Guarantee: The worker will be offered a total number of work hours equal to at least three-fourths of the workday of each 2-week period.

Tools, Equipment and Supplies: All work will be done with employer provided tools, equipment and supplies without charge or deposit.

Meal/Boarding: Any worker who voluntarily abandons employment is not entitled to payment for outboard transportation or the full 1/2 No Guarantee (excepted).

Employer Contact Information: Service Nation LLC - Phone: (775) 575-4952 or Email: Richard@gethugman@chase-us.com.

How to apply: Inquiries, applications, indications of availability and/or resumes may be sent to the nearest NY DSW, 300 North Second Street, Fulton, NY 13069 Phone: (315) 391-6000.

Location*

Ossining, NY, USA

Zip Code*

10524

Number of openings*

15

Minimum Salary*

21.07

Maximum Salary*

21.07

Salary Unit*

☒ Hourly

☐ Daily

☐ Weekly

☐ Monthly

☐ Yearly

☐ Other

☐ Std + Comm

☐ No Den

☐ Contract

☐ Commission

Job Duration*

☐ Regular

☐ Seasonal

☐ Short Term

☒ Temporary

Education Required*

☐ Associates Degree

☐ Bachelor's Degree

☐ Doctoral Degree

☐ GED

☐ High School Diploma

☒ Less than High School

☐ Master Degree

☐ Some College

☐ Vocational Degree

Full Time/ Part Time*

☒ Full Time

☐ Part Time

Is this a H2B job*

☒ Yes

☐ No

If you would like applicants redirected to apply on an external career site, please provide the URL below (e.g., <https://www.example.com>).
* Please be advised that by entering an external link, this waives the ATS functionality within the Virtual Career Center (VCC) platform.
* If this field is left blank, applicants will be directed to apply through the VCC.

External URL for job posting

Cancel Save Changes

CRM186