



Your initial job order for landscape laborer/snow laborer has been received by ODJFS.

JF

JFS FLC <FLC@jfs.ohio.gov>

9/2/2026 6:48:30 PM

To: FLC@jfs.ohio.gov



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Encrypt: This message is encrypted. Recipients can't remove encryption.

Please upload this email receipt to FLAG as your initial job order for review. Once you receive your Notice of Acceptance from DOL OFLC, post your approved job order on OhioMeansJobs.com using the information and instructions below. You'll need an OhioMeansJobs.com employer account to post it. Instructions on how to create an employer account can be found [here](#). If you need technical help with any OhioMeansJobs.com functions such as employer account setup, please contact the [OhioMeansJobs.com Help Desk](#).

Your job order number (Job ID) will appear on OhioMeansJobs.com right after you post it. However, it may take 4–6 hours for the job to go live on the site.

To comply with DOL OFLC regulations, your approved job order must be active for recruiting on OhioMeansJobs.com until 11/10/2026.

JOB ORDER INFORMATION (USE THIS INFO TO POST YOUR DOL-APPROVED JOB ORDER ON OHIOMEANSJOBS.COM ONCE YOU RECEIVE THE NOTICE OF ACCEPTANCE.)

Type of Job: Regular Employment

Job Title: landscape laborer/snow laborer

Main Worksite Address, including ZIP Code: 8763 Mayfield Rd, Suite 8, Chesterland, Ohio 44026

Employment Type: Temporary/Full Time

Salary/Wage: \$19.55

Salary Rate: Per hour

Frequency of Pay: Bi-weekly

Will a Bonus be available?: No, a Bonus will NOT be available.

Will Overtime be available?: Yes, Overtime will be available. \$29.33/OT; Overtime is not guaranteed but if worked rate is paid at time and a half per hour above 40 hours per week. Raise/bonus at employer's discretion. Opportunity for higher pay based on experience/performance. At employer's discretion, returning seasonal workers may be paid their previous end of season wage if higher than offered wage.

Voluntary Pay Deductions: Deductions: all deductions required by law, cash advances, repayment of loans and overpayment of wages to the worker, payment for articles which the worker voluntarily purchased from employer, recovery of any loss to the employer due to the worker's damage (beyond normal wear and tear) or loss of equipment where it is shown that the worker is responsible, and any other reasonable deductions expressly authorized by the worker in writing. No deduction not required by law will be made that brings the workers hourly earnings below the FLSA Federal statutory minimum wage.

Minimum Experience Required: N/A

Career Level (if none, leave blank): Entry Level

Minimum Education Level Required: No school grade completed

Number of Positions: 4

(To ensure your Job Description contains all the required content in accordance with 20 CFR 655.18, please copy/paste all the following *italicized* items together and as-is to the Job Description field**):**

Anticipated Start Date of Work: 12/1/2026

Anticipated End Date of Work: 3/31/2027

Worksite Location(s): Employer provides transportation from central location to and from job sites. There is no itinerary required. Worksites locations: Cuyahoga, Geauga, Lake

Job Description: Fall Cleanup Services: Rake and remove leaves from lawns, flower beds, and hardscaped areas Blow leaves and debris into piles for collection using backpack or handheld blowers Bag, mulch, or haul away leaves and yard waste Cut back perennials and ornamental grasses as needed Prune shrubs and small trees to remove dead or damaged limbs Weed flower beds and mulched areas Edge flower beds and borders to maintain clean lines Remove dead annuals and spent plants from containers and planting beds Final mowing of grass and trimming of edges Aerate and overseed lawns where necessary Apply fall fertilizer or compost to lawns and garden beds Inspect and winterize irrigation systems (shut-off valves, blow out lines) Collect and dispose of fallen branches and twigs Snow Removal Services: Shovel snow from walkways, sidewalks, driveways, or parking lots Spread salt or sand in those areas - using snow-shovel, broom, rake, or manual spreader. May use manual equipment such as a push snow-blower if needed. May use ladder to access roofs, or decks to remove snow Place needed products and equipment on trucks including ice-melt products and snow removal equipment Place decorative paving stones. 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. Lift/carry up to 50 lbs. Must have the ability to obtain a driver's license.

Will daily transportation be provided?: Yes.

Provision of Board/Lodging or Other Facilities: No.

Is On-the-Job Training available?: Yes. Continuous on the job training provided.

The employer maintains a workplace free from the use of illegal drugs, alcohol, and unauthorized controlled substances. The use, possession, sale, or being under the influence of illegal drugs or alcohol during working time or on employer premises is prohibited. The employer may conduct lawful, job-related screening of applicants, including inquiries into criminal history, where permitted by applicable federal, state, and local laws. Any consideration of criminal history will be conducted on an individualized basis and employment decisions will be made in a nondiscriminatory manner consistent with applicable laws and business necessity. A single workweek will be used in computing the wage due. Payday is Bi-Weekly on Friday. Return transportation and daily subsistence paid or provided if worker completes employment period or is dismissed early by employer. Outbound transportation is paid/provided at most economical and reasonable common carrier transportation rates for distances involved, where applicable. Employer will reimburse the H-2B worker in the first workweek for visa, visa processing, border crossing, and other related fees, including those mandated by the government, incurred by the H-2B worker (but need not include passport expenses or other charges primarily for the benefit of the worker). The employer provides at no charge all required tools, supplies and equipment required to perform the job. Inquire or send applications/resumes, to nearest job service location or directly to the office at the OhioMeansJobs Geauga County, 12611 Ravenwood Drive Chardon, OH 44024, PH: 440-285-9141. Contact employer directly at: <https://Fioresgroup.com> nick@fioresgroup.com Eligible workers are reimbursed inbound travel costs not otherwise advanced no later than 50 percent of the work period (or with the first paycheck, if required under FLSA). Inbound travel includes transportation from the worker's permanent residence or place of recruitment to the worksite, reasonable lodging if applicable, and daily subsistence for meals. Transportation reimbursement not to exceed the cost of the most economical and reasonable common commercial carrier for the distance involved. Employer may assist in arranging transportation; workers who decline arranged transportation are reimbursed no more than the per-worker cost of such transportation or the most economical common carrier cost, whichever is less. Workers may arrange their own transportation at their own risk. Subsistence reimbursed at the rates published in the Federal Register Daily (currently \$16.78/day minimum, or up to \$68/day with valid receipts).

*If the worker completes 50 percent of the work contract period, the employer will reimburse the worker 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, the 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 or where the employer has appropriately reported a worker's 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. Daily meals will be provided at a rate of at least **\$16.78 per day** during travel to a maximum of **\$68.00 per day** with receipts.*

H-2B ASSURANCES

Deductions from the Worker's Paycheck: The employer will make all deductions from the worker's paycheck required by law.

First Workweek Reimbursement: 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 (except passport fees).

Provision of Tools, Supplies, and Equipment: *The employer will provide workers at no charge all tools, supplies, and equipment required to perform the job.*

Single Workweek for Pay: *The employer will use a single workweek as its standard for computing wages due.*

If you need in-person assistance with applying, please visit [your local OhioMeansJobs Center](#).

(Attention Employer or Legal Representative: Please do not remove this tracking code from the job posting): h2bohio

Company Name: Fiore's Group, LLC

Company Industry (if none, leave blank): Agriculture/Forestry/Fishing

Licenses/Certifications Required (if none, leave blank): N/A

Are you a skills-based partner?: No

NAICS Code: 11 - Agriculture, Forestry, Fishing and Hunting

Work Days: ["Monday", "Tuesday", "Wednesday", "Thursday", "Friday"]

Shift: 40 hours per week; 8:00 AM - 5:00 PM, Mon–Fri; work extended daily hours and weekends when necessary.

Posting Date: [Select the date you post the job. You must post the job within 7 business days of receiving the Notice of Acceptance.]

Posting Expiration Date: [Select 11/10/2026.]

Search Occupation: [Click 'Browse List.' Under 'Category' and 'Occupation,' add the selection(s) which most closely match 'landscape laborer/snow laborer.']

APPLICANT REFERRAL GUIDANCE/CONTACT INFORMATION

You must accept and hire any applicants who are qualified and available, and may reject U.S. applicants only for lawful, job-related reasons. You must continue to accept applications from all U.S. applicants interested in the position until 11/10/2026.

If DOL requires you to do more local SWA recruiting, contact information/address of the nearest local OhioMeansJobs Center is available [here](#). When contacting OhioMeansJobs Center(s) for recruitment assistance, please provide your OhioMeansJobs.com job order number to the Center(s).

Employer or Legal Representative Contact Information

Email used to receive Qualified Referrals: nick@fioresgroup.com

Phone Number: (440) 591-0202

Thank you for submitting your **initial** job order to the Ohio Department of Job and Family Services.

Sincerely,

ODJFS Foreign Labor Certification Unit

This e-mail message, including any attachments, is for the sole use of the intended recipient(s) and may contain private, confidential, and/or privileged information. Any unauthorized review, use, disclosure, or distribution is prohibited. If you are not the intended recipient, employee, or agent responsible for delivering this message, please contact the sender by reply e-mail and destroy all copies of the original e-mail message.

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