

H & L PROPERTY MAINTENANCE

2027 EMPLOYMENT APPLICATION

APPLICATION ONLY - NOT A JOB OFFER. Submitting this form or a resume does not guarantee an interview or employment.

Applicant Information

Full name:	Phone number:
Email address:	City / State:
Position applying for:	Preferred work market:
Earliest start date:	Desired weekly availability:

Application Requirements

- Resume is required with the application.
- A background check will be required before employment. A motor-vehicle-record check will also be required for positions that involve driving company vehicles.
- Any required background/MVR disclosure and authorization will be provided separately during the hiring process.
- Applicants must be able to perform the essential duties of the position, with reasonable accommodation where required by law.

Current Production-Pay Structure

Market	Current intended rate	Description
St. Joseph	33%	Production-based compensation for eligible assigned mowing work.
Kansas City area	27%	Production-based compensation for eligible assigned mowing work.

Pay schedule: Biweekly. These are current intended production-pay rates, not a promise of employment or final compensation. Final calculation rules, classification, wage/overtime compliance, bonuses, and other terms will be included in the written offer/policy provided to selected applicants.

Estimated Hourly Equivalent (6-8 hour production day)

St. Joseph: approx. \$22.69-\$30.25/hr

Kansas City area: approx. \$21.94-\$29.25/hr

Illustrative only: assumes 10 qualifying lawns/day at current minimum lawn pricing (\$55 St. Joseph / \$65 Kansas City). Actual earnings vary with production and hours worked; applicable wage and overtime requirements still apply.

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EMPLOYMENT APPLICATION - EXPERIENCE & ACKNOWLEDGMENT

Career Growth - General Manager Opportunity

Future General Manager path: Employees with at least 2 years at H & L may be considered for future General Manager roles.

Potential salary opportunity: \$80,000-\$150,000 per year. Selection depends on performance, leadership, responsibilities, company growth, and role availability; this is not a guarantee of promotion or pay.

Availability & Work Readiness

Available for outdoor work during the mowing season? Yes / No

Reliable transportation to the assigned reporting location? Yes / No

Current driver's license? Yes / No

Comfortable working around commercial mowers, trimmers, blowers, trailers, and trucks? Yes / No

Able to work the schedule required for the position? Yes / No

Relevant Experience

Most recent employer / position: _____

Dates employed: _____

Primary responsibilities: _____

Reason for leaving: _____

Equipment / property-maintenance experience:

References

Name	Relationship	Phone / Email
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Applicant Acknowledgment

I certify that the information I provide in this application and accompanying resume is true and complete to the best of my knowledge. I understand that this application is not an employment contract or job offer. If selected to continue in the hiring process, H & L Property Maintenance LLC may verify information provided, contact references, and request separate authorization for lawful background or motor-vehicle-record screening. I understand that compensation and employment terms are not final until provided in a written offer or employment document from H & L.

Applicant signature: _____

Date: _____

Printed name: _____

Resume attached: Yes / No