



January 15, 2026

NOTICE OF FILING OF APPLICATION UNDER THE U.S. DEPARTMENT OF LABOR'S PERMANENT LABOR CERTIFICATION PROGRAM

An application concerning the employment of one or more alien workers for the following permanent position will be filed with the Department of Labor (for non-schedule A positions) or with the Department of Homeland Security (for Schedule A positions). This Notice of Filing will be posted for 10 consecutive business days, ending between 30 and 180 days before filing the permanent labor certification application.

POSITION TITLE: Finance Representative

POSITION DUTIES:

- Oversee the company's financial goals, objectives, and budgets by preparing an overview of business and investment strategy reports;
- Forecast the company's business activities and financial position in the areas of income, expenses, and earnings based on present and future financial transactions;
- Assess the cost-effectiveness of processes, tracking actual costs relative to bids as the project develops;
- Develop, maintain, and analyze budgets, preparing periodic reports that compare budgeted costs to actual costs;
- Analyze business operations, trends, costs, revenues, financial commitments, and obligations to project future revenues and expenses or to provide advice;
- Analyze accounting data for operating expenses, depreciation, and capital expenditures;
- Draft cost performance reports for all service departments and report to the management;
- Monitor internal procedures and policies and make recommendations for improving effectiveness and cost-efficiency; and
- Support various levels of cost accounting-related analysis, including revaluation analysis, purchase price variance, etc.

RATE OF PAY: \$56,514 per year. The employer will pay the prevailing wage or a wage higher than the prevailing wage, as determined by the U.S. Department of Labor.

LOCATION OF EMPLOYMENT: HD Construction Equipment Hyundai North America, Inc. at 6100 Atlantic Blvd., Norcross, Georgia 30071

This notice is provided in compliance with 20 CFR 656.10(d). Any person may provide documentary evidence bearing on the application to the Certifying Officer of the U.S. Department of Labor, Employment and Training Administration, Office of Foreign Labor Certification at 200 Constitution Avenue NW, Room N-5311, Washington, DC 20260.

MEMORANDUM OF NOTICE OF FILING

TO: ALL EMPLOYEES
FROM: MANAGEMENT
DATE: JANUARY 15, 2026
RE: NOTICE OF FILING OF APPLICATION UNDER THE U.S. DEPARTMENT OF LABOR'S PERMANENT LABOR CERTIFICATION PROGRAM

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Sincerely yours,



Changmin Lee, HR Director

January 15, 2026

From: Management
To: All Employees

Re: MEMORANDUM OF EMPLOYEE REFERRAL PROGRAM

Dear employees;

This Memorandum announces the vacancy for the Finance Representative position at our company and advertises our employee referral program. The program offers a monetary incentive to existing employees who refer qualified external candidates who are subsequently hired for open positions.

This company is currently seeking candidates for the Finance Representative position. This position is a permanent one, and the proposed job responsibilities are as follows:

- Oversee the company's financial goals, objectives, and budgets by preparing an overview of business and investment strategy reports;
- Forecast the company's business activities and financial position in the areas of income, expenses, and earnings based on present and future financial transactions;
- Assess the cost-effectiveness of processes, tracking actual costs relative to bids as the project develops;
- Develop, maintain, and analyze budgets, preparing periodic reports that compare budgeted costs to actual costs;
- Analyze business operations, trends, costs, revenues, financial commitments, and obligations to project future revenues and expenses or to provide advice;
- Analyze accounting data for operating expenses, depreciation, and capital expenditures;
- Draft cost performance reports for all service departments and report to the management;
- Monitor internal procedures and policies and make recommendations for improving effectiveness and cost-efficiency; and
- Support various levels of cost accounting-related analysis, including revaluation analysis, purchase price variance, etc.

Candidates for this position must have a Bachelor's degree in Business Administration, Accounting, or Data Analytics. Only external candidates are eligible for consideration. Temporary employees and contractors on assignment to this company are considered internal. Former employees are eligible if it has been more than six months since their break in service at this company. External candidates who have previously applied may qualify if they are referred for a specific position(s). Recruited resumes obtained either via job fairs or advertisements are not eligible. Referrals will be honored for six months from the date of the original referral. A \$500.00 bonus will be paid to eligible employees after six months of hire of the referred person.

We anticipate receiving a large number of qualified applicants for the Finance Representative position within our company. If you have any questions about this referral program, please don't hesitate to contact me. Thank you for your attention.

Sincerely yours,

HD Construction Equipment Hyundai North America, Inc.



Changmin Lee, HR Director