

CO Pilot Program Application

H2A USA

Short Description:

We are a part of a family of companies that have been providing temporary and guest workers in the US for 20 years. **H2A USA** specializes in providing services related to the H-2A visa program. Currently we are the largest employer of H-2A labor to the citrus industry in Florida. The services offered include application processing, recruiting, payroll services, consulting and off-site management. **H2A USA** can assist the farmer in housing site selection and/or building their own permanent housing. The farmer selects just the services needed and only pays for the services used. This is perfect for farmers who need limited assistance in running their own H-2A program.

For those farmers who do not want the headaches or liabilities of running their own H2A program, we are one of only a handful of companies in the country who offer a complete “turn-key” option where we do everything for a successful program. The “turn-key” option includes all the services listed above, plus **H2A USA** will be the official employer of record in behalf of the farmer. This leaves the farmer free to run his business without having to learn the hundreds of complex regulations under the H-2A program.

Contact Information:

H2A USA

5425 Elvis Presley Blvd
Memphis, TN 38116
901-398-2911 office
901-393-2912 fax

Contact:
Royce M. Hefty
Vice President of Operations
901-574-8648 cell
rhefty@h2ausa.com

Corporate web site: www.h2ausa.com

Company History: In the mid 1980's, company president Mike Nobles, started a temporary staffing agency in Memphis. It didn't take him long to find out it how difficult it was to recruit and keep American workers on the job. He discovered that workers from other countries were willing and eager workers. The solution to his staffing problem was found in the H-2B visa program. This visa program allowed him to bring workers from foreign countries to the US as temporary guest workers.

Over the next 20 years, he mastered all the federal regulations and just how to use them to their maximum potential. Branching out he started a family of companies all using different guest worker programs to solve labor problems. Today, he owns or has interest in, several companies that bring factory workers, construction workers, and medical/healthcare personnel to the US under different guest workers visas.

In 2006, at the request of several board members of Florida Citrus Mutual (the largest citrus growers association in the US), Mike was asked to use the H-2A visa program to bring citrus harvest workers to Florida. Using his knowledge of the H-2B program and other guest worker visas, he started **H2A USA** to solve labor problems for the agricultural industry.

Currently **H2A USA** is the largest provider of H-2A workers in Florida. This year we will employ 500 workers harvesting citrus for juice that is used by such names as Florida's Natural and Tropicana.

We also provide off-site management and/or consulting services to farmers growing a variety of AG products in several other states for their own H-2A programs. Besides Florida Citrus Mutual, **H2A USA** is a member of California Citrus Mutual, Texas Citrus Mutual, National Council of Agricultural Employers, and the Organic Trade Association. Plus we are members of Colorado Farm Bureau.

Philosophy: **H2A USA** started with the philosophy that there is only one way to manage an H-2A program.....that is first class

with a serious attention to even very small details. By anticipating potential problems and solving them before they happen, we have earned a reputation of outperforming the rules & regulations of H-2A.

H2A USA believes in being more than just another vendor to the farmer. We become a partner with the client on each H-2A project.

We have been able to get workers on site when others failed. Our AWOL rate is extremely low and our recruiting services have produced high quality workers. By mastering the complex rules & regulations of the program, we eliminate the worries and headaches that the H-2A visa program traditionally gives farmers who use it as a source for their labor.

Services: **H2A USA** offers a variety of services to a farmer who is considering doing an H2A program for the first time as well as the farmer who has some experience with the program. The services are available on an individual basis or as a "cradle-to-grave" option.

Application Processing: Under this offering, we will develop the documentation, complete and submit all the Federal and State forms needed to get a certification for approval of H-2A workers. Our office will coordinate the local recruitment and run the required newspaper ads in your behalf.

Recruiting Support: Our support staff assists the farmer to get high quality, experienced workers. It also includes setting all the necessary appointments at the Consulate offices in the country of origin*. We will aid the worker in completing all the required paperwork for the visa application process and oversee the visa issuance process by the Consulate Office. **H2A USA** will coordinate the complete recruiting process in the country of origin*. Our office will arrange for transportation from the country of origin* to your farm. (The country of origin in under this Pilot Program is assumed to be Mexico)

Payroll Services: This feature provides an H-2A approved check for all workers. Writing payroll checks with no deductions sounds easy but few if any payroll software programs or payroll service companies can produce the federally mandated information on the check stub and the documented support needed for each H-2A worker. The **H2A USA** office staff will assist you in meeting the State required employee monitoring under the Pilot Program provisions. We will also assist you in meeting the new USCIS regulations regarding the employee's return to the country of origin procedures.

Failing to conform to all the payroll regulations can result in fines and penalties even years after the workers leave the US. This service also includes all the required IRS filings.

Off-Site Management: **H2A USA** will manage your entire project just without our staff being on-site. We will do your applications, recruiting, payroll, arrange for Social Security enrollment, and assist with all transportation and arrival issues. We will provide with the forms needed to meet compliance requirements when the workers arrive in the US. Our office will coordinate the State mandated employee monitoring for your project. You will be coached through the process of site selection, inspection and furnishing your housing. The farmer will be the official employer of record providing all the liability and Workers' Comp insurance. This is the perfect solution for the farmer who wants to run his own H-2A program but needs help in mastering all the rules and regulations.

Consulting Services: For those farmers who want to manage their own H-2A program but need limited advice or guidance in some areas of the project, **H2A USA** will provide consulting services. This can be either off-site support or it can include on-site work for a portion of the project. Consulting services might be effectively used to assist in site selection and inspection for H-2A approved housing or when a farmer is considering building their own housing units. Consulting services are tailored to each client's needs on a case by case basis.

Turn-Key Option: This is a complete "cradle to grave" option for the farmer who needs H-2A workers but does not want the headaches of all the rules & regulations or the worries about the liabilities that come with H-2A. Under this option **H2A USA** becomes the employer of record, doing all of the application processing, recruiting, payroll processing, transportation, housing, insurance, and management of the program. The only thing the farmer does is keep the crew working.

Besides the other services mentioned above, the turn-key option also provides management of any Workers' Comp Insurance issues, including worker injuries and related medical care.

The **H2A USA** State Project Manager provides oversight of even minor details. This close on-site management insures the program's success and eliminates problems that are common with the H-2A program.

The Turn-Key Option is highly recommended for first time users of the H-2A visa program.

Pricing:

1. Application Processing: \$ 300 per man
\$1,500 minimum charge
(all State/Federal fees, permits, ads, and charges additional)

- 2 Recruiting Services: \$ 200 per man
\$1,500 minimum charge
(all agent fees, transportation and travel costs additional)
(for countries other than Mexico – call for pricing)

3. Payroll Services: 3% of gross payroll

4. Off-Site Management: 6% of gross payroll
(Payroll services included)
(Application & Recruiting fees additional)

5. Consulting Services: call for quote

6. Turn-Key Option: 8% of payroll
(Payroll & On-site Management services included)
(Application, Recruiting, and Housing cost & fees additional)

COVER SHEET

Colorado Non-Immigrant Agricultural Seasonal Worker Pilot Program

H2A USA

Application

<u>Description</u>	<u>page #</u>
Short Company Description	1
Contact & Web information	2
Long Company Description	3
Pricing Information	4
Employer Assurances	6
Agent Affidavit of Compliance	7