



**Labor Contractor Hourly Rate
(Inclusive of All Expenses)**

SERVICE AGREEMENT

This is an Agreement made between H2AUSA (hereinafter referred to as "CONTRACTOR"), and _____ (hereinafter referred to as "COMPANY"), for services to obtain labor and labor certifications under the H-2A Visa Program on an agreed hourly rate.

SERVICES PROVIDED

All of the following services are included in our hourly rate:

1. Complete and Process ETA Forms 750, 790, and Supplements.
2. Find Housing.
3. Meet with STATE and COUNTY housing inspectors to get housing approved.
4. Once housing is approved by SWA and the Health Department, they will forward it to the NPC
5. Once certification is approved by NPC, the case is forwarded to USCIS (United States Citizenship and Immigration Services).
6. Once approved by USCIS forward to Consulate.
7. Set appointment with Consulate.
8. Recruit workers. (With your help)
9. Do pre-interview with workers.
10. Make payment to Consulate for application processing. (Will not take payments from workers, we will pay and bill you.)
11. Make payment to Consulate for visa processing. (Will not take payments from workers, we will pay and bill you.)
12. Bring workers to border to get I-94 stamped.
13. Make sure housing is ready for workers before they arrive.
14. Transport the workers to the farm. (We will find the lowest rate and bill to you.)
15. Take workers to get Social Security number.



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- 16. Manage compliance of all aspects of the H-2A, *MSPA, and any State or County Regulations.
- 17. Handle payroll, workers' comp., and related issues.
- 18. Will provide all services outlined in CONTRACTOR Turnkey Program and Application Processing, Recruiting, Consulting, and Line-Item Selection.

***H-2A specifically excludes MSPA however; we match MSPA standards where applicable**

FEE

In consideration for the services rendered by CONTRACTOR, the COMPANY shall pay CONTRACTOR a fee of \$14.50 per hour.

PRIOR AGREEMENTS ARE SUPERSEDED

This Agreement constitutes the entire Agreement of the Parties concerning this subject matter and supersedes any prior understandings, oral or written agreements between the parties.

Executed at _____, _____ on _____,
200__

H2AUSA Mike Nobles

Date

Date



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RECRUITING

Recruiting is the most important part of the process. After twenty years, we have developed a recruiting system that produces 75% to 80% retention the first year and 85% to 90% by the third year. Last year with our H-2A workers, 85% of our workers made more money by the piece than by the hour (not bad). We go to the area where citrus is grown to recruit citrus workers. We are incorporated in Mexico and have all the necessary permits and licenses to do recruiting. We do not just bring you bodies; we are working for long-term relationships. Hardworking, stable, and experienced workers who return year after year are necessary to make that happen. **Recruiting is job one!**



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Application Processing and Approval Timeframe

On average, H-2A workers take from 90 to 120 days to get here from the time you sign the Contract. We have listed below the general timeframe for each stage of the process.

- 10 – 20 days to get State Employment Approval
- 15 – 30 days to get U.S. Department of Labor Approval
- 21 – 45 days to get Federal USCIS (United States Citizen and Immigration Services) Approval
- 1 – 3 days processing by our Agent in Mexico
- 5 – 30 days to get Approval at the American Consulate in Mexico after getting approval from USCIS (United States Citizen and Immigration Services)
- 10 – 30 days to find housing and get a lease agreement (If Applicable)
- 3 – 5 days processing at the Consulate
- 1 – 5 days travel to your business from Consulate

Minimum Time Frame	Estimated Maximum Time Frame
66 days Min	168 + days Max

CUSTOMER SIGNATURE

DATE

H2AUSA SIGNATURE

DATE