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2008-9 H-2A Document 2 © 2003 - 9 (printed 3:56 PM 1/19/2009)

This document is intended to comply with revised H-2A regulations which are effective January 17, 2009.

SERVICE AND FEE SCHEDULE - -

EXPANDED SERVICE PACKAGE for up to 10 workers

MásLaborWest's objective is to provide comprehensive H-2A services for a single flat fee, with no hidden charges. Our expanded service package costs \$4,100 and includes the following:

- A. Visiting your farm to assist with arrangements for your housing inspection and to review other potential compliance issues.
- B. Completing and submitting an application and supporting documentation to U.S. Department of Labor (DOL) to specifically address your labor need while preserving maximum flexibility and minimizing potential liabilities. DOL foreign labor certification fees (\$100 plus \$10 per worker) are included in MásLaborWest's fee.
- C. Placing required "help wanted" advertising, which under revised H-2A regulations includes up to three days in out-of-state newspapers as well as two days in a local newspaper. After placing the ad, MásLaborWest bills its clients the newspaper charges at cost, with no mark-up
- D. Conducting initial interviews of U.S. job applicants and documenting results so that your involvement is limited to applicants who understand the job requirements and represent that they are qualified.
- E. Developing appropriate documentation of employer requirements and employment terms for use by foreign worker agents.
- F. Filing for visa petition approval by the U.S. Citizenship and Immigration Service (CIS). The \$320 application fee is included in MásLaborWest's base fee.
- G. Coordinating visa issuance by the U.S. State Department Consulate or Embassy in the workers' country of origin.
- H. Visiting your farm after workers arrive to assist with worker orientation and other bilingual communications.

DISCOUNTS

Please check if the following discounts apply.

- "Joint" or shared liability application (generally not recommended): I and the other employers I will designate need the same kind of labor and are located in the same part of the state. We prefer to be named on a single application as joint or co-employers. I understand that while such an arrangement will significantly reduce both the cost of MásLaborWest's services and the cost of required "help wanted" advertising, it may also significantly increase liability for each employer. I have been advised to and had the opportunity to obtain legal counsel before making this election.

	<u>Number of employers</u>	<u>Cost per employer</u>
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- | | | |
|--------------------------|---|----------|
| <input type="checkbox"/> | 2 | \$ 3,100 |
| <input type="checkbox"/> | 3 | \$ 2,700 |

- | | | |
|--------------------------|-----------|----------|
| <input type="checkbox"/> | 4 | \$2,600 |
| <input type="checkbox"/> | 5 or more | \$ 2,500 |

- "Early Bird Discount" - - I am applying 120 days - - four months - - or more in advance of the date workers are needed and therefore qualify for a \$300 discount.

OPTIONAL SERVICES AND ADDITIONAL COSTS

Optional services and their costs are as follows:

- Colorado's H-2A Pilot Program - - Colorado employers who participate in the state's voluntary Non-immigrant Agricultural Seasonal Worker Pilot Program are obligated to pay \$100 per worker to the state.
- "Other than Mexican" consulates - - While we have established widespread foreign capabilities, we incur extraordinary costs in coordinating with worker agents and consulates in countries other than Mexico. If an employer requests foreign workers from countries other than Mexico, there is a \$400 charge for each consulate, and there may also be an additional charge per worker, depending on exact charges made by worker agents in the workers' home country. See the discussion of "Cost to Workers of Obtaining Employment" in Document 5.
- Fees for larger numbers of workers - - MásLaborWest's base fee includes visa appointments for up to 10 workers. There is an additional \$150 per worker charge for more than 10 worker appointments.
- Replacement workers - - There is no charge for replacement worker(s) if a worker, or workers, need to be replaced during the first half of the season. Note that replacement workers are available to the employer only if additional worker slots are available on the employer's visa petition. For example, if the employer's visa allows for 15, he has received 12 workers, and 4 leave in mid-season, he may only get 3 replacement workers. Also, while there would be no fees billed by MásLaborWest, the employer would have to reimburse transportation and other worker costs discussed in Documents 1 and 5.

Additional fees may apply to additional services, including, for example, appeal of any adverse regulatory ruling. Also, the fees stated here pertain to the application process as it exists on the date shown at the top of this document (1/19/2009). Future changes in the regulatory process or government fees may necessitate our adjusting our fees.

PAYMENT

The payment included with your application should be \$4,100 or the appropriate "joint" or shared liability amount reduced by the \$300 "Early Bird Discount" if you are applying 120 days - - four months - - or more in advance of the date workers are needed. Please make your check payable to MásLaborWest, LLC and mail it to P.O. Box 507, Lovingson, VA 22949.

CLIENT ACKNOWLEDGEMENT OF FEE SCHEDULE

Company Name: _____

By: _____

Title: _____

Date: _____