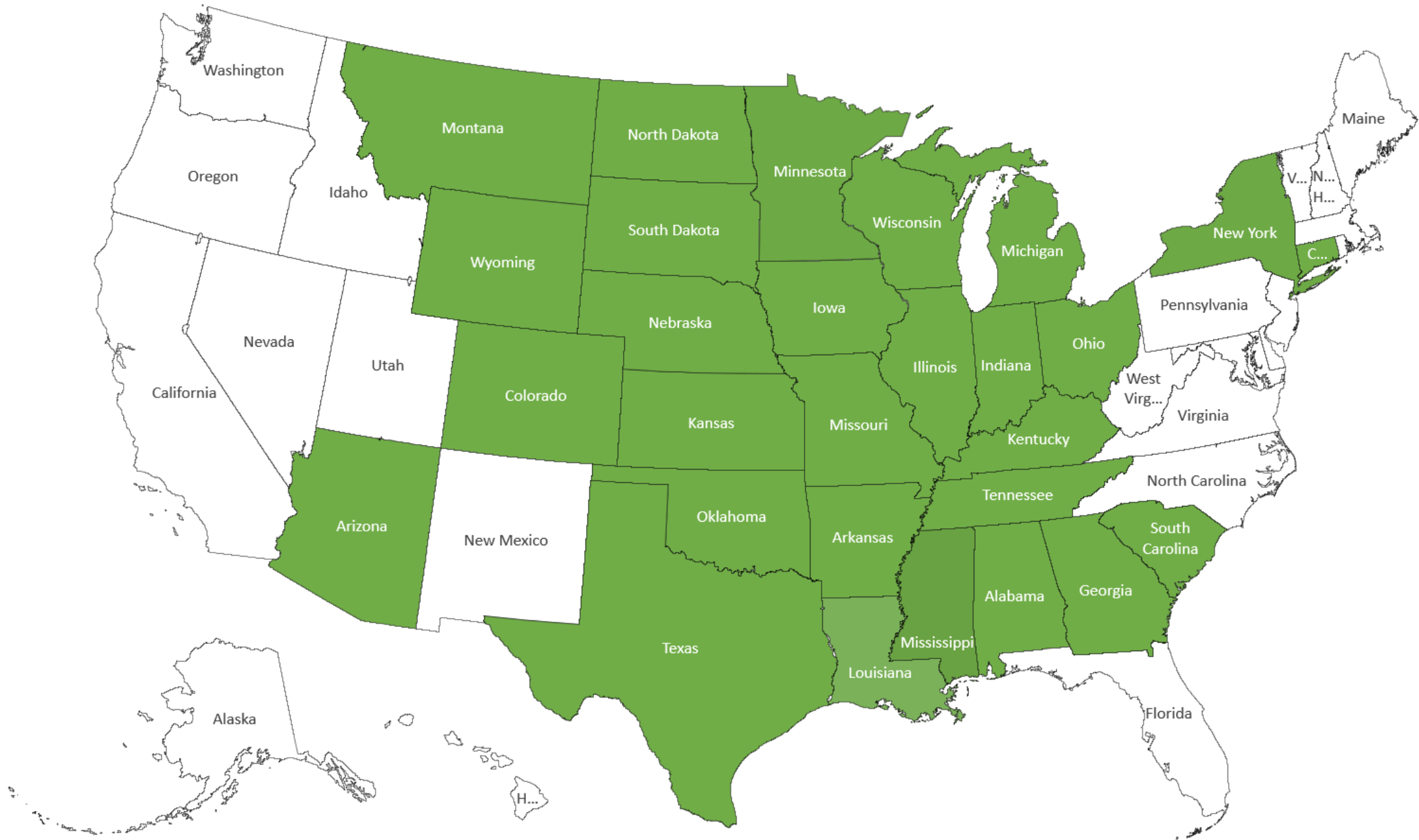


**C.O.C. Placement Service**

**H-2A Temporary  
Agricultural Program**

# C.O.C. Placement Service

- H-2A agent/representative
- Process H-2A applications and provide compliance assistance
- 550 applications annually for H-2A employers in 28 states
- 2500 workers from South Africa, Mexico, Brazil, Ukraine, etc.



# What is the H-2A Program?

- Temporary, seasonal agricultural visa program
- Maximum 10-month contract period
- Eligibility
  - Must be an employer with valid FEIN
  - Work must be agricultural labor or services
  - Work must be full-time
  - Need must be seasonal or temporary in nature

# Getting Started

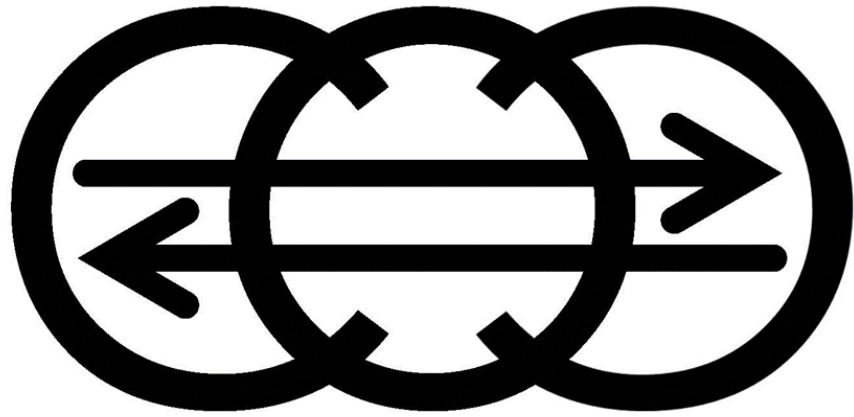
- Filing timeline – 90 days
- Key Filing Requirements
  - Workers Comp
  - Housing & Transportation
  - Positive Recruitment (50% Rule)
  - Corresponding Employment
- Filing Steps
  - SWA
  - DOL
  - USCIS

# H-2A Worker Recruitment

- Recruiters in H-2A eligible countries
  - South Africa, Mexico, Brazil, and Ukraine
- Receive CVs from workers
- Conduct interviews and select crew

# Challenges

- COVID
- Annual Challenges
  - Housing Inspections
  - Government processing times
  - Consulate delays
- Employer Challenges
  - Compilation and submission of information
  - Learning the workers
  - Staying in compliance with H-2A rules and regulations



**C.O.C. Placement Service**

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