

Becoming an H-2A Sponsor

YanoGlobal Employer Guide: What Your Company Needs To Do

This guide is written from your company's perspective: what your business needs to have in place, what you need to prove to the U.S. government, and what it will cost you to become an approved H-2A agricultural sponsor. YanoGlobal supports you through this process from start to finish.

1. What Your Company Must Be

- A legitimate, active U.S. business with a valid Federal Employer Identification Number (FEIN)
- Physically located in the United States, with the ability to hire, pay, supervise, and control the workers
- Engaged in agricultural labor or services: planting, raising, cultivating, harvesting, or producing an agricultural or horticultural commodity
- Offering full-time work of at least 35 hours per week, tied to a seasonal or temporary need such as an annual growing cycle

2. What Your Company Must Prove To The Government

- That your need for workers is seasonal or temporary, normally lasting 10 months or less
- That you tried to recruit U.S. workers first through a job order and could not fill the position
- That the wage you are offering meets or exceeds the Adverse Effect Wage Rate (AEWR) for your state
- That you can provide required housing, meals or cooking facilities, and transportation as mandated by the program

3. Steps Your Company Must Take, In Order

1. File an agricultural job order (Form ETA-790/790A) with your State Workforce Agency, 60 to 75 days before you need workers
2. State Workforce Agency reviews the job order and begins recruitment of U.S. workers
3. File Form ETA-9142A (Application for Temporary Employment Certification) with the National Processing Center
4. Conduct additional required recruitment and report results to the Department of Labor
5. Receive a Temporary Labor Certification from the Department of Labor
6. File Form I-129 (Petition for a Nonimmigrant Worker) with USCIS, naming up to 25 workers per petition
7. Receive USCIS approval of the I-129 petition
8. Coordinate with YanoGlobal to match approved positions with qualified candidates
9. Arrange required housing and transportation, and support candidates through visa interview and entry

4. What It Will Cost Your Company

Item	Who Pays	Typical Cost
Job Order & Recruitment	Employer	\$500 - \$1,500
ETA-9142A Filing (Labor Certification)	Employer	\$100 + \$10/worker, capped at \$1,000
Attorney/Agent Fees for TLC and Petition	Employer	\$1,500 - \$3,500
Form I-129 Petition Filing Fee	Employer	\$460 - \$780
Housing, Meals, and Transportation	Employer	\$2,000 - \$6,000 per worker
Visa Fee (DS-160) Reimbursement	Employer reimburses worker	\$185 per worker
YanoGlobal Placement Fee	Employer	\$800 - \$1,200 per worker

TOTAL ESTIMATED COST TO YOUR COMPANY PER WORKER

Most companies spend between 8,000 and 18,000 dollars per worker, largely due to required housing, meals, and transportation obligations unique to the H-2A program. The government charges no fee to the worker under this program; nearly all costs fall on the employer by law.

5. How Long This Takes

- Job order filing and SWA review: a few weeks
- Required recruitment period: typically 2 to 4 weeks
- Temporary Labor Certification decision: several weeks
- I-129 petition processing: several weeks
- Total timeline from start to worker arrival: generally 2 to 4 months, so early planning matters given the seasonal deadline

6. How YanoGlobal Helps

YanoGlobal guides your company through the job order, labor certification, and petition process, helps you plan around your seasonal timeline, and matches your approved position with vetted, job-ready candidates from our candidate network across the Caribbean, Central America, and South America.