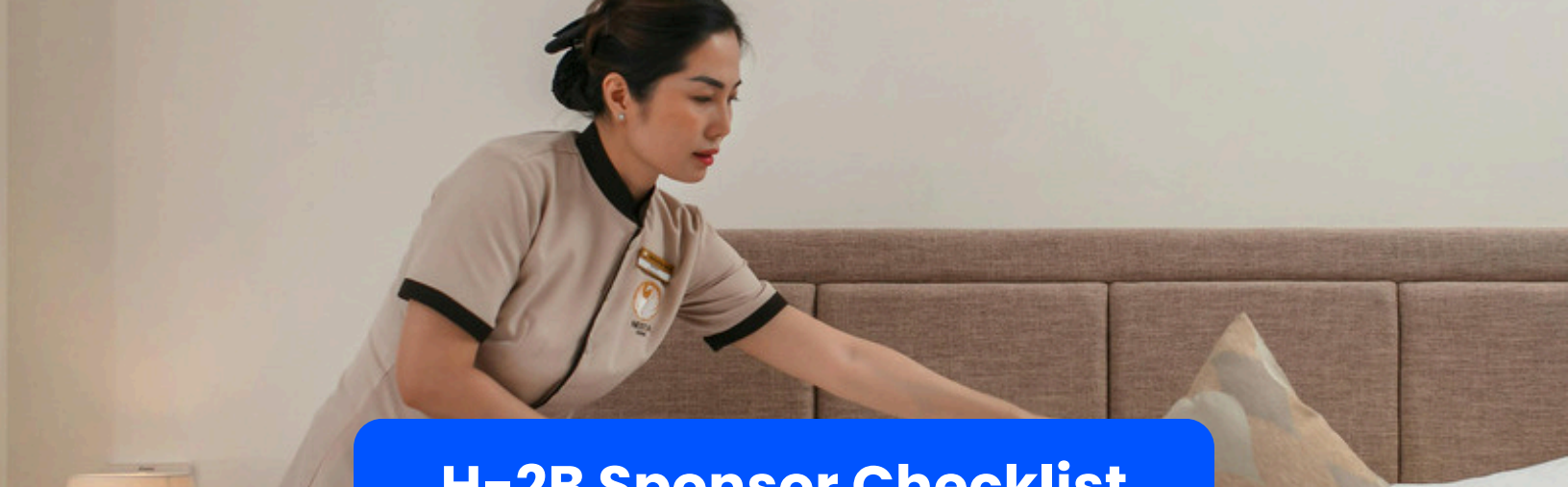




H-2B Sponsor Checklist

Use this checklist to compare partners side-by-side.

Compliance Expertise

- ☐ Ask for documented worker arrival rates
- ☐ Confirm the partner works with a licensed attorney on DOL filings and USCIS petitions
- ☐ Ask how they handle prevailing wage determinations for your specific market and role types
- ☐ Ask how they stay current on regulatory changes
- ☐ Confirm they can produce audit-ready documentation if the DOL investigates

Industry Experience

- ☐ Ask how many hospitality clients they currently serve
- ☐ Ask them to explain recruiting differences between housekeeping, food service, and front desk roles
- ☐ Ask whether they understand resort seasonality versus urban hotel demand patterns
- ☐ Request three hospitality references you can contact directly

Notes

H-2B Sponsor Checklist

Timeline Reliability

- ☐ Call the references and ask one question: did workers arrive?
- ☐ Ask the partner how they've handled visa cap shortages in past years
- ☐ Ask what proactive updates you'll receive as the petition moves through each stage
- ☐ Confirm they'll flag delays early rather than after they happen

Communication Practices

- ☐ Ask how often you'll receive status updates and through what channel
- ☐ Ask how quickly they respond to questions during peak filing periods
- ☐ Gauge responsiveness during the sales process; a preview of what execution will look like

Post-Arrival Support

- ☐ Ask how they support onboarding once workers land
- ☐ Ask how they help coordinate housing and transportation logistics
- ☐ Ask what happens if a worker underperforms or leaves early
- ☐ Ask whether they support returning worker programs for future seasons

Save this checklist and bring it to every conversation with a potential partner. It keeps the evaluation consistent, no matter how polished the sales pitch is.

Notes