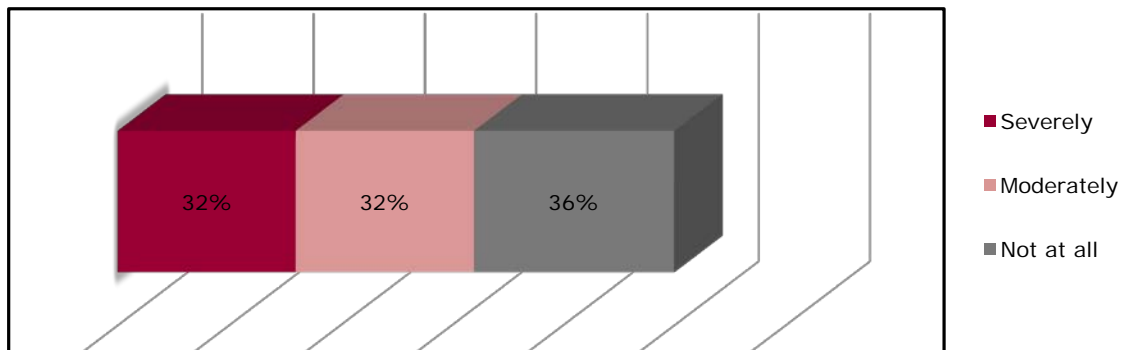


RESPONSES TO IW H-2B SURVEY

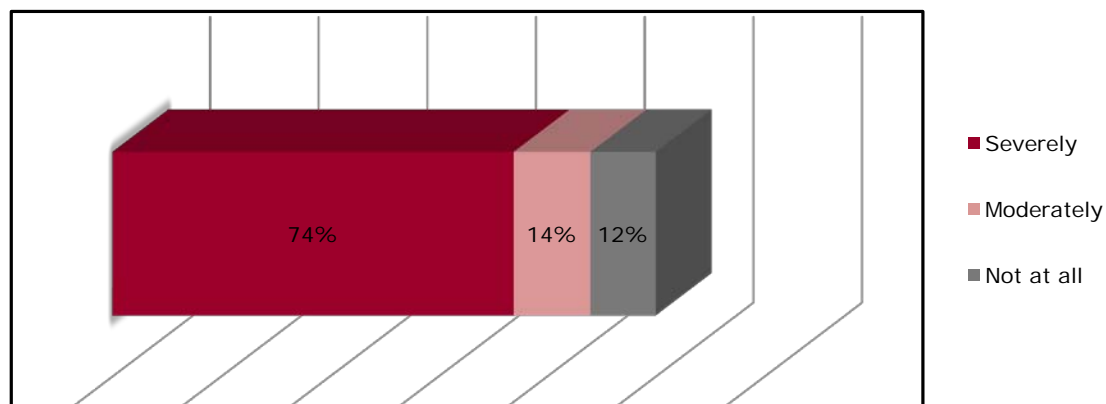
APRIL - MAY 2011

QUESTION ONE How long is the season or peak time for which you hire H-2B workers? Will reducing the visa period from ten months to nine months make a difference for your business? How will it affect your bottom line?



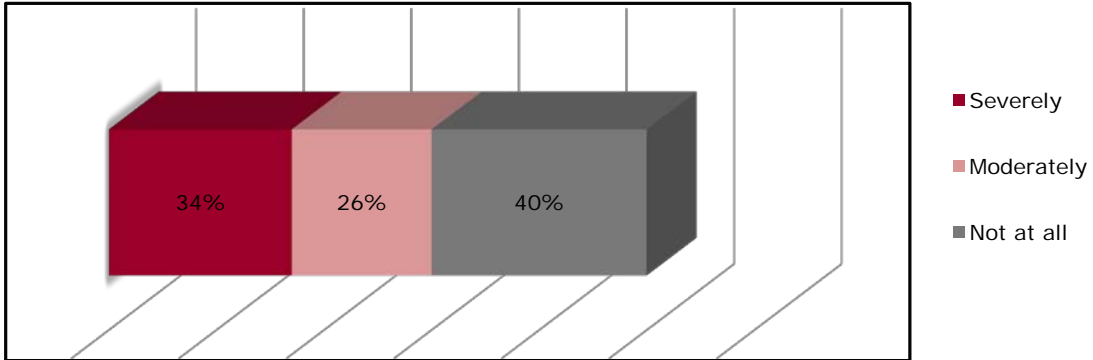
TAKEAWAY 64 percent of employers are moderately or severely concerned about the consequences for their bottom line

QUESTION TWO The new rule requires employers to continue recruiting for the job opening – and to hire any American worker who applies – up to three days before the company's last H-2B worker arrives. Is this realistic? How will it affect your bottom line?



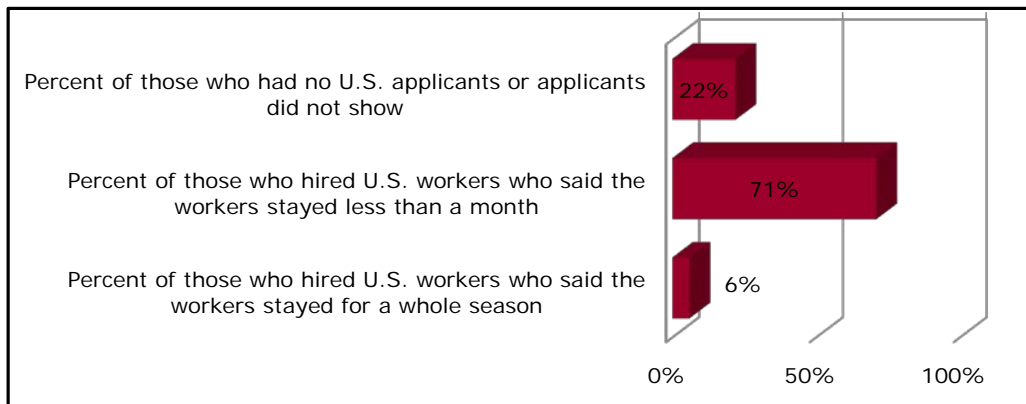
TAKEAWAY 88 percent of employers are moderately or severely concerned about the consequences for their bottom line

QUESTION THREE The new rule requires employers to offer H-2B workers at least 105 hours of work each month regardless of weather and other conditions – and to pay them for that many hours even if they do not work that long. Is this realistic? How will it affect your bottom line?



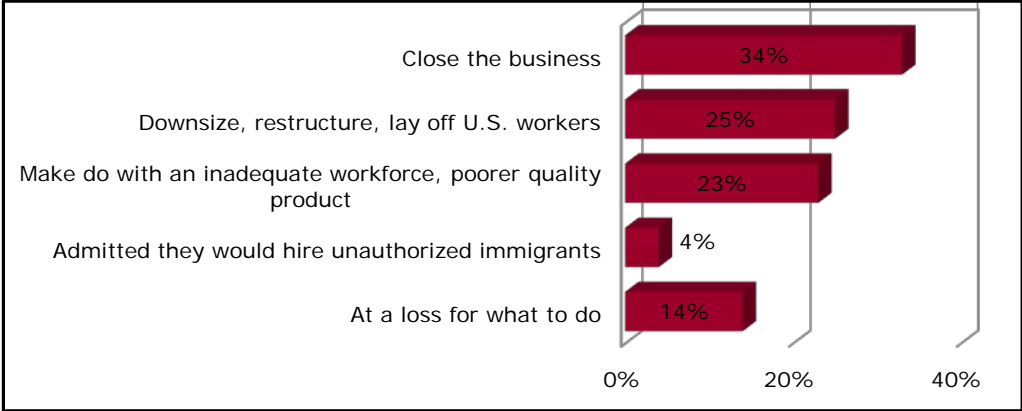
TAKEAWAY 60 percent of employers are moderately or severely concerned about the consequences for their bottom line

QUESTION FOUR One of the primary goals of the new rule, according to DOL, is to make sure H-2B employers offer ample opportunities to U.S. workers. In the past, when U.S. workers have applied for and accepted jobs advertised as part of the H-2B process, how long did those U.S. workers remain employed by your company? Did they usually remain through the season? Half the season? A matter of weeks or days?



TAKEAWAY 71 percent of U.S. workers hired for seasonal work quit within a month

QUESTION FIVE What would your company do if you were unable to hire any H-2B workers?



TAKEAWAY 59 percent of employers said they would downsize or close their businesses

Results based on 501 responses