



Big Beautiful Bill Breakdown

PROTECTING YOUR WORKFORCE
(AND YOUR REVENUE)

How the latest immigration changes are rewriting the rules for H-2B employers – and what you need to do now to keep your top workers and protect your business.

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What Just Happened?

The passage of the federal immigration legislation, nicknamed the *Big Beautiful Bill*, has completely reshaped the playing field for any business relying on seasonal or visa-based labor.

Here's what's changed:



Increased border enforcement and deportations, with more than 1 million targeted annually.



A crackdown on undocumented workers, who make up 30–40% of the labor force in many key industries.



Tighter competition for legal visa labor, especially H-2B workers.

If you rely on H-2B, this affects you right now.

Your Workforce Is Now on the Open Market

Your H-2B workers just became high-value targets.

- Legal workers are in short supply and being poached by competitors.
- Many employers are offering 20–30% raises or green card sponsorship just to lure workers away.
- And once they're gone, they're gone, taking years of training and hundreds of thousands in productivity with them.

The Risk in Numbers



Each visa employee contributes

\$150,000 to 250,000 Per Year



Most H-2B employers bring in

10+ Workers



Losing your crew could mean

\$2.4M in vanished revenue

This Isn't Just Labor. This Is Family.

You've brought these people into your business-and into your life.

You know their stories. You've shared meals, birthdays, and holidays. Some have been with you for over 20 years. They've helped build your business, and their loyalty runs deep.

But now, the world is more competitive than ever.

Smart businesses are stepping up-not just to protect their labor, but to protect the people they care about. They're converting their top H-2B workers into permanent employees through EB-3 green card sponsorship.

Why?

Because this move doesn't just lock in talent-it says *we're in this together*.



EB-3 Sponsorship:

- Gives your workers a legal bridge to stay in the U.S.
- Builds lifelong loyalty with people you already trust
- Shields your business from labor gaps, legal risk, and rising poaching pressure

This isn't about paperwork. It's about people.

Would You Invest \$400 to Protect \$2.2M?

EB-3 sponsorship costs

~\$4,500 per employee

Average post-sponsorship tenure

11.2 years

Annualized cost

\$400/year

Long-term revenue

\$2.2M+ per worker

It's not just a legal strategy.
It's a growth strategy.

Don't Wait Until You Lose Your Workforce. Take Action Today.

Book a Free Strategy Call

We'll help you audit your workforce, identify at-risk employees, and build a customized labor plan to protect your business.

See What You Could Be Saving

Use our ROI calculator to estimate the value of converting your visa workers to permanent employees.





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