

Secure The Workforce Secure The Investment.

EB-3 & H-2B Workforce Program



Your Competitors Are Already In Line



Labor Is the #1 Risk in Your Landscaping Portfolio

The single largest variable in a landscaping company's profitability is labor availability. Right now, that variable is more unstable than it has ever been.

35%

of the landscaping
workforce is undocumented

3M+

people have already
been deported

3M

more deportations
scheduled for 2026

H-2B is oversubscribed. Raids are accelerating. The companies that solve this win. The ones that don't are exposed.

Typical Workforce Composition Today

30% Domestic (US Citizen)

10% EB-3 Green Card Holder (Permanent)

25% H-2B (Seasonal, Subject to lottery and Government Changes)

35% Undocumented (Questionable status, At risk for deportation and fines)

Convert high risk categories to permanent status.

Workforce composition shown is illustrative. Actual percentages vary by company. The 30-40% undocumented range reflects industry estimates.

How to go from high-risk to permanent in 2 Years?

Current Status	After Year 2	Fully Implemented ULS Strategy
30% Domestic	30% Domestic	30% Domestic
10% EB-3 (Permanent)	35% EB-3 (Permanent)	70% EB-3 (Permanent)
25% H-2B High Risk	30% H-2B Risk (Seasonal)	H-2B (Seasonal, As Needed)
35% Undocumented Super-High Risk	0-5% Undocumented Risk	

*Today's typical
landscape workforce*

*After Cycle 1 you have
radically reduced risk.*

*Undocumented
exposure eliminated.*

Recent Government Changes

The path to a permanent workforce just got faster, simpler, and more accessible than ever.

Change #1: Dual Intent Is Now Legal

The old barrier

Workers could not hold H-2B status and file for a green card at the same time.

What changed

Under the H-2 Modernization Rule, both applications can now run simultaneously.

What this means for your portfolio company

- H-2B workers can begin EB-3 processing immediately
- No gap in labor coverage during the transition
- Workers can enter and exit the US on their temporary visas during the green card process.

Change #2: Up To 75,000 Visas Reallocated To Employment Based Categories

**Up To
75,000**

visas
reallocated

10,000+

expected into
EB-3 unskilled

~2 years

of backlog cleared
in a single event

Change #3: Processing Times Have Collapsed

Step	Improvement
I-140 Petition	95% faster Now ~3 weeks
I-485 Green Card	83% faster Now ~3 months
Priority Date Movement	Improved 8 months advanced
Unskilled Total Timeline	2 years saved Now ~3 years
Skilled Total Timeline	Filing is current Now ~2 years when processed in the US

Delay Has a Real Cost.

Time is of the essence. Waiting to file is costly and risky.

7

companies file
per hour

50

companies file
per day

250

companies file
per week

(1,750 Per Week / 7,000 Per Month)

The window is closing fast.

By May, 10,000 available visas will be gone.

To hold your spot in line, we just need your approximate worker count and a first payment.

This Never Hits the Books as Debt. No impact to finances.

The program is structured as a service contract. For any investor reviewing the balance sheet, that distinction matters.

12-Month Service Contract, Not a Liability

Operating expense, not debt.
Nothing capitalized. Nothing on the
balance sheet.

Extended terms by program size:

100 workers: 12 months

200 workers: 18 months

300 workers: 24 months

60-Day Exit Clause

End anytime with 60 days notice.
No penalty. No residual liability.

Clean for Any Due Diligence Process

Acquirers see a service agreement,
not an obligation. The workforce
transfers. The contract does not.

Worker Retention Is Structurally Built In

This program does not rely on loyalty. It is engineered so that leaving is more costly than staying.

1 **Cases Are Not Easily Transferred**

Before I-140, leaving means losing their place entirely. After I-140, the new employer absorbs the full cost to refile.

2 **Workers Are Financially Invested**

Workers pay toward their own green card over three years. They will not walk away from that.

3 **Post-Green Card Employment Contract**

A legally binding three-year agreement activates upon approval. The commitment is locked in before the reward is received.

4 **Family Sponsorship Extends the Commitment**

80% of workers sponsor their families. That adds at least 4 more years of tenure at no cost to you.

The Proposal: 100 Workers

Based on your current H-2B roster, here is what the EB-3 program looks like as a signed engagement.

100

Workers enrolled
in the program

\$450K

Total employer
investment (12 Months)

\$37.5K/mo

Service agreement structured
over 12 Months

What this covers

PERM labor certification for all 100 workers

I-140 immigrant petition filing

Prevailing wage determination

Consular processing coordination

Worker payment ledger and installment tracking

Dedicated ULS account management

Bilingual intake and communications throughout. | Family visa processing handled in-house.

How the EB-3 Program Works

The employer and worker contributions come from two separate labor budgets.
Employer pays \$4,500. Worker pays \$7,000 over Years 2 and 3.

Responsibility	Year 1	Year 2	Year 3	Total
Employer	\$4,500 (incl. asylum fee)	\$0	\$0	\$4,500
Employee	\$0	\$3,200	\$3,800	\$7,000
Total	\$4,500	\$3,200	\$3,800	\$11,500

What ULS manages end to end:

- Prevailing wage determination
- Recruitment and worker documentation
- PERM labor certification
- I-140 immigrant petition
- Consular processing
- Worker payment ledger and installment tracking

One Partner. H-2B, EB-3, and Everything In Between.

#1

Largest EB-3 unskilled processor in the industry

400+

Corporate Clients

18 mo

Saved in PERM process vs. law firms & traditional consultants

PE-fluent ownership. We've sat on your side of the table.

Strategic labor partner. Not a law firm, not a vendor.

We file first. Not at the deadline. That's worth 18 months.

We take this off HR's plate. Completely.

We find solutions. We don't report problems.

We knew about the Big Beautiful Bill before clients knew to ask.

Every team member knows your case. Every call.

We are our own largest client.

H-2B is a growth tool. Not a dependency we sell you on.

ULS is the only one offering full-scale workforce planning designed to eliminate your dependence on H-2B entirely.

Why Move Now?

With your signed agreement, first payment of \$37,500 and a commitment to 100 sponsored workers, we start immediately and secure your spot in line.

- 75,000 visas just re-entered the system.
- 1–2 years of backlog are being erased right now.
- Books stay clean. Log it as a service agreement.
- Eliminate risk of fines and imprisonment.

[MOVE NOW - SCHEDULE A WORKFORCE STRATEGY →](#)



Why This Structure? Why Now?

This payment schedule is engineered to do four things simultaneously.

1

Stays Off the Books

Service agreement, not a loan.
Nothing on the balance sheet.
Acquirers see a contract, not a
liability.

2

Locks Your Spot Before May

The 10,000 available visas are
gone by end of May. April 15
locks your spot before the
window closes.

3

Saves One Full H-2B Cycle

The 6-month processing
advantage eliminates your
third H-2B cycle. One cycle you
never have to run.

4

One Cycle Pays for the Program

One avoided H-2B cycle covers
this program. Two more cycles
of exposure, then you're done.

Start April 15. Save a cycle. Secure your workforce.

PERM Process Timeline

1

Employer Sponsorship

- Prevailing Wage (ETA 9141) filed with DOL (4 Months)
- Advertising & recruiting begins (2 Months)
- PERM Application (ETA 9089) filed — locks your Priority Date

12-18 Months

*Speed is everything.
First come, first serve.*

2

Immigration Petition

- I-140 Immigrant Petition filed with USCIS
- Premium Processing available — 15 business days

3 Weeks – 3 Months

*You're 90% of
the way there.*

3

Green Card Application

- Priority Date opens — we file immediately
- Medical exam completed
- I-485 filed with USCIS (AOS) or DS-260 Consular Interview
- Work Card issued → Green Card approval

3–12 Months

*We file the moment
your date opens.*



Green Card

- Employment Authorization active
- Permanent workforce begins
- Worker retention secured

~3 Years Total

*Your permanent
workforce begins.*

Priority Date is First Come, First Serve — the sooner you start, the sooner your workers are permanent.

Why Consolidate H-2B with ULS?

You already trust us for EB-3. Here's why H-2B belongs here too.

You Pay for Results.

No approved workers, no fee. We carry the risk so you don't have to.

We Already Know Your Workers

All of your EB-3 candidates are already in our system. This just gives them one contact versus multiple.

Your H-2B Vendor Can't See Your EB-3 Pipeline. We Can.

One team means nothing falls through the cracks.

Built to Convert

We run H-2B with EB-3 in mind. Your seasonal workers become permanent hires.

Bilingual. End to End.

Our team speaks your workers' language, literally. Spanish-speaking staff handles everything from intake to green card.

H-2B, Fully Managed.

Petitions, compliance, worker coordination. We own the process so you don't have to.