



Fixed-site Employer

Apply as an individual/
individual business.

Note: The employer is solely responsible for ensuring compliance with the terms of the grant.



Farm Labor Contractor (FLC or H-2ALC)

Apply as an individual/
individual business.
Applicant assumes
responsibility for grant
compliance at all
work sites.

Note: As the single responsible employer, the FLC is responsible to ensure that all grant commitments are implemented at all the worksites on its H-2A application. FLCs may choose to sub-award to all worksites. DOL cannot process disparate employer commitments in a single job order, thus all worksites must comply with the same commitments to the FLSP grant. Growers that utilize FLCs (H-2ALCs) will only be eligible as sub-awardees, under the jurisdiction of their labor contractor that applies for the grant. FLCs must decide whether or not they will subaward to any or all work sites.



Joint Employers (Non-Association)

Apply jointly for
FLSP grant, with one
primary applicant
Authorized Organization
Representative and
another sub-awardee,
both responsible for their
respective operations.
Submit H-2A job order
certification of joint
employment.

Note: Employers that typically apply as joint employers to H-2A but prefer to apply individually to FLSP will need to file a unique fixed-site H-2A application since DOL cannot process disparate commitments in a single job order.



Association Joint Employers



Apply jointly for grant, with one primary applicant (presumably the Association, though it may be any participant willing to assume the Authorized Organization Representative role) plus sub-awardee(s) that have all agreed to shared commitments and compliance on their respective operations. Submit H-2A job order certification of association joint employment.

A **portion** of the members of an association can apply jointly, with one primary applicant (presumably the Association though it may be any participant willing to assume the Authorized Organization Representative role) plus subawardees that have all agreed to shared commitments and compliance on their respective operations. In these instances, a master association could file multiple separate job orders for each group of employers applying to FLSP that have all agreed to shared commitments and compliance on their respective operations.

Note: Individual *members* of associations that prefer to apply to the USDA FLSP as an individual/individual farm business, thus assuming grant responsibility (and benefits) only for their individual operation will need to coordinate with their filing agent (association) to submit a **unique job order**, instead of a joint H-2A application, since DOL cannot process disparate employer commitments in a single job order.