

# Powering America's Dairies

## The Farmer Enterprises Workforce Ecosystem

The U.S. dairy industry runs 24/7, 365 days a year — but securing the right workforce has never been more difficult. Domestic labor shortages, immigration complexity, and tightening compliance standards put constant pressure on dairy operations.

Farmer Enterprises solves these challenges by connecting dairies to a full-service workforce ecosystem. With Farmer Enterprises, producers tap into the combined strengths of Farmer Law PC and AW Labor Solutions, all coordinated through one partner.

- Visa program expertise (H-2A, TN, and others).
- Full immigration legal services.
- International recruitment and worker sourcing.
- Compliance management to protect against penalties and disruptions.

With Farmer Enterprises, dairies gain a trusted partner who orchestrates every step — so you can focus on production, herd health, and business growth.

### The Dairy Workforce Challenge

No business can afford staffing gaps, compliance risks, or the wrong workers in the wrong roles. At Farmer Enterprises, we deliver a complete workforce solution designed for dairy producers, combining immigration expertise, legal compliance, and industry know-how.

We're not just filling jobs. We're building the workforce your dairy needs to thrive.

- **Year-Round Labor Needs:** Dairy operations can't rely on short-term staffing cycles.
- **Rural Talent Shortages:** Many dairies operate where the local labor pool is limited.
- **Complex Compliance Environment:** Wage rules, housing standards, and immigration law are tightly enforced.

We bring industry-specific workforce solutions that solve each of these challenges in a compliant, sustainable way.

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*Farmer Enterprises did exactly what they said they were going to do and delivered.*

Neal Walsh, COO, Butterball

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# The Visa Programs Powering Dairy Success

We focus on visa programs that solve dairy operations' unique challenges with two primary visa pathways, H-2A and TN, and offer alternative visa options if needed.

Visa	Best For	Our Advantage
H-2A	Milkers, herd care, feeding operators	Full petition management, recruitment, compliance
H-2B	Peak-load, non-ag roles (maintenance, construction)	Targeted seasonal workforce solutions
H-1B	Advanced degree roles (nutritionists, engineers)	Specialized visa guidance for skilled positions
TN	Veterinarians, animal scientists, ag technologists	Quick, compliant onboarding of specialized talent
E-2	Treaty investors in dairy operations	Investment-focused immigration strategies

## Compliance as a Competitive Advantage

Every step we take revolves around legal and regulatory compliance, protecting your business from penalties, delays, and disruptions. Through Farmer Enterprises, you gain:

- Audit-readiness for DOL and DHS inspections.
- Proper recordkeeping systems to meet all visa program requirements.
- Management training so HR and supervisors understand their obligations.
- Policy monitoring to ensure your workforce stays legal as laws change.

## Your Workforce Partner of Choice

At Farmer Enterprises, we act as more than a service provider. As your strategic workforce partner, we coordinate every step of the staffing process. We offer the full range of our solutions to help keep your dairy fully staffed, fully compliant, and running at peak productivity year-round.

- **One Point of Contact:** Farmer Enterprises simplifies the process, coordinating with its affiliates behind the scenes to make your staffing easy.
- **Full-Service Capabilities:** Legal, recruitment, and compliance expertise all under one umbrella.
- **Industry Understanding:** We know dairy production's operational demands and design staffing strategies accordingly.
- **Proven Results:** Our ecosystem delivers stable, authorized workforces that keep dairies productive.

Your dairy can't afford uncertainty in its workforce. Farmer Enterprises gives you one trusted partner who opens the door to a full ecosystem of visa expertise, legal services, recruitment, and compliance management, all tailored to the unique demands of the dairy industry.

**Don't wait for a labor crisis to act.** Partner with us and secure the right staff legally, efficiently, and on time.

**Contact us** today to schedule a workforce strategy session for your dairy operations.