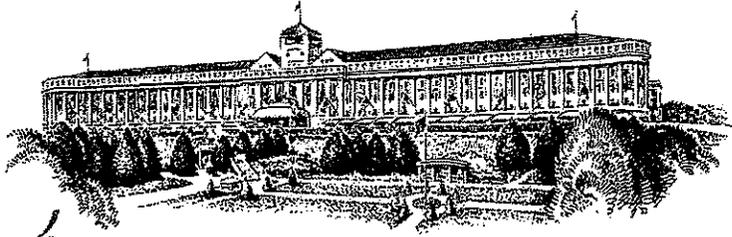


Grand Hotel



WORLD'S LARGEST SUMMER HOTEL



MACKINAC ISLAND

R. D. MUSSER, III, *President*

Grand Hotel H2B Program Summary

In a typical year, Grand Hotel will employ nearly 700 for its summer season. Of the 700, approximately 300 will be working on and H2B visa.

Each year we begin the recruiting process to obtain a temporary labor certification from the Department of Labor in early December. The requirement is to advertise in our local newspaper, however we have always chosen to advertise throughout the State of Michigan. This includes The Detroit News and Free Press, Sault Evening News, Traverse City Record Eagle, Petoskey News Review, and St Ignace News. Additionally, all positions are posted on Michigan Talent Connect through Michigan Works and we invite all previous employees who are eligible for rehiring, to apply to return for the following season. All applicants are contacted and offers are made. This usually allows us to hire only a small percentage of the nearly 700 employees we need to hire. We only apply for a temporary labor certification for the number of jobs not filled through the online and print ads. This year we spent approximately \$35,000 on advertising for our open positions.

Once granted a temporary labor certification, we can submit our petition application to USCIS for approval of specific foreign workers. We need to typically file 2 applications for each petition, one for foreign workers outside of the country and one for workers already in the country who are looking to extend their visas. We will spend approximately \$49,000 on application fees this year.

Once the employees are approved, we pay the transportation fees from their location to Grand Hotel. We will spend approximately \$180,000 on transportation for the staff this year.

Additionally, we have significant legal and administrative expenses associated with administering the program. We will have approximately \$70,000 in legal fees and approximately \$40,000 internally on administering the program.

Advertising \$35,000
USCIS fees \$49,000
Transportation \$180,000
Administrative and Legal Fees \$110,000

Clearly, this is not an inexpensive program, however it is a program that is critical to our business. It has always been our desire to hire locally and from within the State of Michigan, however, our seasonality and remote location has not allowed us to do so.

Please do not hesitate to contact us with any further questions.

Sincerely,

President

AMERICA'S SUMMER PLACE
POST OFFICE BOX 286, MACKINAC ISLAND, MICHIGAN 49757 (906)847-3331 Fax:(906)847-3259
SALES OFFICE: 2177 COMMONS PARKWAY, OKEMOS, MICHIGAN 48864 (517)349-4600 Fax:(517)349-5504
www.grandhotel.com