



**CLUB
MANAGEMENT
ASSOCIATION
OF AMERICA**

Greater Southwest Chapter CMAA

January 28th Meeting at Gainey Ranch Golf Club

▪ 7600 E. Gainey Club Dr. ▪ Scottsdale, AZ 85258 ▪



Please join us for the first CMAA meeting of the year and education seminar with Attorney Keith Pabian on the H-2B seasonal visa.

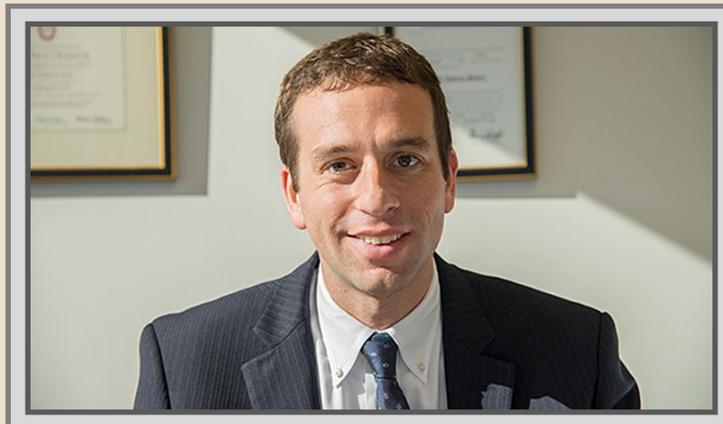
- 7:00 am—Registration and Breakfast
- 8:00 am—Chapter Meeting
- 9:00 am—12:00 pm—Education
 - “The Under-Utilized Staffing Solution for Southwestern Clubs: The H-2B Seasonal Visa by Keith Pabian, Partner of Pabian Law
- Lunch following

What You Will Learn:

Fewer and fewer people that want to perform “unskilled” jobs at hospitality organizations. Filling jobs for your busy season can feel daunting, if not impossible. If only there were a staffing solution that virtually guaranteed that you filled your open positions with qualified, excited, and capable workers...

This presentation will focus on H-2B seasonal visa options for hospitality organizations in Arizona and throughout the Southwest. It will not only provide the basics of the H-2B visa, but will also delve into other visa options including the J-1 trainee visa and year-round visa options for your higher-level staff. This presentation will then discuss how to make hiring foreign nationals a huge success for your organization with a discussion of practical tips to utilize as well as common traps to avoid.

This presentation is not to be missed if you constantly feel that your organization is not fully or appropriately staffed. Don't miss a great opportunity to utilize a staffing option to fill your most pressing staffing needs!



Biography:

Keith Pabian is the Founding Partner of Pabian Law, LLC, a national immigration law firm focusing on assisting employers through the visa and immigration process. Keith has a unique specialization in representing seasonal businesses from coast to coast in the hospitality industry. Keith is a proud Board Member of HFTP's New England Club Chapter, and is heavily involved with the CMAA, National Club Organization, HFTP and their affiliated local chapters. In addition, Keith regularly presents in national conferences, local chapter meetings, and international webinars on immigration topics affecting the hospitality industry. He has received numerous awards for his success in providing solutions for employer's most pressing staffing issues. Keith and his firm work with numerous clubs and hospitality organizations throughout Arizona and the Southwest.