



| Basic U.S. Immigration Application Process | | | | | | | | |
|--|--|--|-----------------------------------|--------------------------|----------------------------|-------------------------|---|--|
| Activity | Decision to hire a foreign national worker | Gather docs & info (job, candidate, company) | PRE-FILING ACTIVITIES | | | | FILING ACTIVITIES | |
| | | | Attorneys review and prepare case | Case review | Final case review | Case sent to Government | Case review and adjudication | Approval notice issued (pending case approval) |
| Responsible Party | HR / Hiring Manager | HR / Employee | Immigr. Provider/ Attorney | HR / Employee | Immigr. Provider/ Attorney | | Gov. | |
| Timing* | n/a | Depends on HR / Employee | Depends on visa type | Depends on HR / Employee | < 1 Day | | Depends on visa type and processing times | |

* Duration of steps that are the responsibility of the immigration provider are VISA NOW estimates, please check with your provider to confirm.