



U.S. H-1B Visa Application Process										
Activity	Decision to hire a foreign national worker	Gather docs & info (job, candidate, company)	PRE-FILING ACTIVITIES					FILING ACTIVITIES		
			Case review and preparation; Form I-129, ETA 9035 / LCA	Case review	Final case review	Post LCA	Case sent to Government	Receipt notice issued; H-1B transfers can start work	Case review and adjudication; RFE may be issued	Approval notice issued (pending case approval)
Responsible Party	HR / Hiring Manager	HR / Employee	Immigr. Provider/ Attorney	HR / Employee	Immigr. Provider/ Attorney	HR	Immigr. Provider/ Attorney	Gov.		
Timing*	n/a	Depends on HR / Employee	7 Days (due to LCA)	Depends on HR / Employee	1 Day	Depends on HR	1 Day	1-3 Weeks	2-4 Months (depends on gov. processing time) or 15 Days w/ Premium Processing	1-3 Weeks

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