

H-1B Application Steps

Start Here!

(1) Job Offer Accepted
The employer and the prospective employee complete an online questionnaire and forward relevant documentation to LMH

(2) LMH evaluates the materials for H-1B dependency and other eligibility criteria; develops case filing strategy

(3) LMH analyzes proffered wage using OES data or other wage source for proof employer has met prevailing wage obligations

(4) LMH prepares the LCA and LCA file and forwards LCA to company to review, sign, and post

(8) LMH obtains an educational equivalency evaluation of foreign academic degree (if applicable) and/or education

(7) Once LCA has been posted by the employer, LMH files the LCA with the Department of Labor (5-7 business day processing time)

(6) Company maintains LCA on site in a public access file with other legally required documentation

(5) Company signs one copy of the LCA and returns to LMH and posts two copies of the LCA at worksite for 10 business days

(9) LMH prepares final documents for review by foreign national, company and candidate's spouse and children (if applicable)

(10) Company and foreign national review forms for accuracy, sign and return final documents to LMH

(11) LMH conducts final review and prepares packet for filing with USCIS service center after LCA approved (4 months processing unless premium processing)

(12) After approval, if candidate is outside the US, candidate can now apply for visa and enter US to work for employer