

H-1B Change of Employer

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H-1B Visa Intake

- Request information and documentation from the Company and the Employee.
- Review any issues that may arise, request documentation that may be helpful in completing assessment, and discuss strategy with the Company.
- Timeframe depends on the Company and the Employee in providing information and documentation.

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H-1B Drafting

- Prepare and draft the Company support letter and Labor Condition Application (LCA), which requires at least 7 calendar days to be certified.
- Holland & Hart provides draft to the Company to ensure meeting LCA compliance requirements.
- Processing time, including LCA certification, typically is about 1.5-3 weeks.

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H-1B Finalization and Filing

- Work with the Company to finalize and file the E-3/H-1B petition with the US Immigration Services (USCIS).
- If the case is Change of Employer, the Employee can start work based on confirmation of the case pending with USCIS. Restrictions and exceptions may apply. Please discuss with the Holland & Hart attorney.
- So long as the case is filed and pending, the individual may have valid work authorization and status for up to 240 days.
- If the case is filed under Premium Processing, for an additional filing fee of \$2,805, USCIS will issue a response within 15 calendar days.