



Before Preparing the H-1B Petition

Preparation of H-1B Petition

RFE or NOID

Post-Preparation

USCIS Decision

Employer Consular Package Answer employer's questions regarding H-1B process and options

- Analyze position
- DOL: Analyze PW
- File LCA with DOL
- Post LCA for 10 days
- Public Access File USCIS:
 - Draft Employer's I-129 Petition for H-1B
 Classification and Change/Extension of
 Status to H-1B OR Consular Processing for
 filing with USCIS

USCIS may issue an RFE or NOID, prepare a reply

After preparing petition and/or RFE reply, provide updates and answers to questions

If USCIS approves H-1B classification and change/extension of status, H-1B status for up to 3 years

DOS: If H-1B Employee travels abroad, or change of status is not approved, prepare Employer Consular Package for U.S. consulate abroad application