## H-1B Timeline



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 H1B 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/Extensio
     n 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

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