H-1B Process

1. Hiring Unit conducts recruitment and offers job to candidate
2. Hiring unit, employee & IFSS prepare the petition
3. Send petition to USCIS
4. Decision received from USCIS
5. Receive approval from USCIS
6. Person is in country? yes
   - Employee start on requested start date on petition
8. End date on H-1B approaching
9. H-1B ends when permanent resident or employee terminates
10. Change occurs
11. Future employee goes to U.S. consulate/embassy in their country to apply for/obtain visa stamp
12. Approval or visa stamp comes from Dept. of State
13. Denial: IFSS will work with unit on other possible options
14. RFE: Immigration asks for additional documents
15. As a courtesy, IFSS will include the dependent I-539 petition with the I-129. Employee’s dependent prepares the I-539, gives supporting documents and filing fee to IFSS.

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