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INTRODUCTION

The Office of International Faculty & Scholars (OIFS) at The University of Arizona (UA) has prepared this packet of information to assist hiring departments at UA with the process of requesting preparation an H-1B petition for adjudication by U.S. Citizenship & Immigration Services (USCIS) on behalf of Foreign Nationals (FN) they wish to hire.

The process is lengthy and complex, involving various state and federal government agencies. In order to ensure that everything goes smoothly, it is extremely important that you read the materials in this packet very carefully, in its entirety, and that you follow the instructions. This will avoid delays in the preparation of the petition for submission to USCIS.

Please be advised, however, that any estimated processing times referenced in this packet are subject to change without notice due to changes in the regulations and/or backlogs within a particular government agency. OIFS cannot control delays of this nature and therefore cannot guarantee an adjudication date. Please see www.uscis.gov for the most current published processing times. However, OIFS cannot and will not guarantee favorable adjudication of any petitions.

If you have any questions or need additional information, please call 520-626-6289 to speak to a qualified staff member who can assist you.
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<thead>
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<th>Abbreviation</th>
<th>Full Form</th>
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<td>AILA</td>
<td>American Immigration Lawyers Association</td>
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<td>AP</td>
<td>Advanced Parole</td>
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<td>Code of Federal Regulation</td>
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<td>Change of Status</td>
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<td>DES</td>
<td>Department of Economic Security</td>
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<td>DHS</td>
<td>Department of Homeland Security</td>
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<td>DOL</td>
<td>Department of Labor</td>
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<td>DOS</td>
<td>Department of State</td>
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<tr>
<td>EAD</td>
<td>Employment Authorization Document</td>
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<td>EB</td>
<td>Employment Based</td>
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<td>ETA</td>
<td>Employment &amp; Training Administration</td>
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<td>EV</td>
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<td>FN</td>
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<td>Nonimmigrant Status for Speciality Workers</td>
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<td>Dependent of H-1B</td>
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<td>INA</td>
<td>Immigration and Nationality Act</td>
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<td>Lawful Permanent Resident</td>
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<td>NAFSA</td>
<td>Association of International Educators</td>
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<td>NIV</td>
<td>Nonimmigrant Visa</td>
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<td>O-1</td>
<td>Nonimmigrant status for Aliens of Extraordinary Ability</td>
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<tr>
<td>OIFS</td>
<td>Office of International Faculty &amp; Scholars</td>
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<tr>
<td>OPR</td>
<td>Outstanding Professor Researcher</td>
</tr>
<tr>
<td>OR</td>
<td>Optional Recruitment (formerly Special Handling)</td>
</tr>
<tr>
<td>PERM</td>
<td>Program Electronic Review Management System</td>
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<tr>
<td>PR</td>
<td>Permanent Residency</td>
</tr>
<tr>
<td>PWD</td>
<td>Prevailing Wage Determination</td>
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<td>PWR</td>
<td>Prevailing Wage Request</td>
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<td>PWRF</td>
<td>Prevailing Wage Request Form</td>
</tr>
<tr>
<td>RFE</td>
<td>Request for Evidence</td>
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<tr>
<td>SESA</td>
<td>State Employment Security Administration</td>
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<td>SEVIS</td>
<td>Student and Exchange Visitor Information System</td>
</tr>
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<td>SH</td>
<td>Special Handling (now Optional Recruitment)</td>
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<td>SWA</td>
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<td>UA</td>
<td>The University of Arizona</td>
</tr>
<tr>
<td>USCIS</td>
<td>U.S. Citizenship &amp; Immigration Services</td>
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</tbody>
</table>
BASIC INFORMATION FOR SPONSORING DEPARTMENT & FOREIGN NATIONAL

Basic H-1B Classification Information:

- H-1B status is used to employ professionals temporarily for a maximum period of six (6) years, filed in two (2) increments of no more than three (3) years.

- Each H-1B petition may be for a period of time up to three (3) years; not to exceed six (6) years cummulatively. However, an employer may not sponsor a FN for a period of time that exceeds guaranteed funding. If funding can only be guaranteed for one (1) year, then the hiring department may seek to extend the FN’s status each year based on available funding. A petition will not be filed unless the department guarantees funding for the period requested.

- The position must require a minimum of a bachelors degree and the FN must possess at least a bachelors degree or its equivalent in the field in which s/he is seeking employment. FNs with a bachelors equivalent in work experience will be required to provide a credentials evaluation, at their own expense, documenting work experience equivalent to a bachelors degree.

- H-1B status is employer specific; therefore, the FN may only work for the UA who is sponsoring their status. However, the FN may have H-1B status for more than one (1) employer, which will allow concurrent employment.

- H-1B status recognizes dual intent. This means that the FN may apply for permanent residency (PR) while in H-1B status. For information regarding PR, please see the PR information packet on OIFS website or call 626-6289 to request an information packet.

- If in the United States, Form I-539 for dependent family members must be submitted with the H-1B petition. The FN must submit the completed form with their H-1B required documentation for submission to USCIS. If outside the United States, Form I-539 is not required. Form I-539 is the sole responsibility of the FN.

- Dependent family members in H-4 status are not eligible to work or volunteer, but may enroll in classes.

- The FN will receive a copy of his/her approved Labor Condition Application (LCA) upon approval of H-1B status, as required by law. The certified LCA shows the FN’s actual wage (what s/he is actually being paid) and the PW (what the SWA has determined to be the appropriate wage for the position). If the FN is not receiving the actual wage, equalling 100% or more of the PW listed on the LCA, s/he must contact OIFS immediately.

Forms and Fees

USCIS and DHS charge the following processing fees, which are subject to change, for H-1B petitions:

- H-1B Form Fee: $325. (MUST be paid by employer).
- Fraud Prevention & Detection Fee: $500 (MUST be paid by employer for all new, change of status and transfer H-1B petitions filed. The fee is NOT required for extensions or amendments).
- Premium Processing Fee: $1,225 (optional).
- OIFS Service Fee: $800 (New), $600 (Transfers, Extensions and Amendments), $200 (in addition to for Premium Processing). MUST be paid by employer with an Interdepartmental Billing Form, IBF.
- H4 Form Fee for Dependents: $290 paid by FN.

ABOVE FEES MUST BE IN THE FORM OF A CHECK MADE PAYABLE TO “U.S. DEPARTMENT OF HOMELAND SECURITY”, AND MUST BE SUBMITTED TO OIFS, NOT TO USCIS DIRECTLY. SEPARATE CHECKS MUST BE SUBMITTED FOR EACH FEE. FOR INTERNAL CHECK PROCESSING PURPOSES, USE THE SAME ADDRESS FOR ALL CHECKS:

California Service Center, 24000 Avila Rd., Rm. 2302, Laguna Niguel, California 92677

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1 Dependents must complete Form I-539 to request H-4 dependent status classification. Form I-539 must only include information about immediate family members (spouse and children) who are inside the United States at the time of filing. Form I-539 may be downloaded from USCIS at http://uscis.gov/graphics/formsfee/forms/index.htm.
H-1B PROCESS OVERVIEW

The following forms and/or steps must be followed for initial H-1B petitions, extensions and transfers of H-1B status, and/or amendments to H-1B status. The processing times referenced below are governmental processing times and are not inclusive of OIFS processing times.

STEP ONE: PREVAILING WAGE REQUEST (PWR)

The Prevailing Wage Request Form (PWRF) is submitted to the Arizona State Workforce Agency (SWA). The SWA assigns the position a specialized code and determines the PW. This process can take up to 30 days from the time OIFS submits the PWRF to the SWA; however, this is subject to change without notice. OIFS has no control over the processing times for PWRs and there is no expedited process to move this process faster. Worksheets, included in this packet and available online, are reviewed to determine the actual wage.

If the PW is higher than the offered wage:

- OIFS may submit a revised PWRF one (1) time as accorded by law. Revised PWRs take the same amount of time to process, thirty (30) days.
- If the PW remains above the actual wage after the revised submission, the sponsoring department will have to decide between either raising the salary to meet the PW or hiring a U.S. worker for the position. By law, employers are required to pay 100% of the PW.

STEP TWO: POSTED NOTICE & LABOR CONDITION APPLICATION (LCA)

After the PW and Actual Wage have been determined, the LCA is completed by OIFS and submitted to the Department of Labor (DOL). The DOL keeps these applications on file, and employers, including individual departments, are required by the government to meet the attestations (wage, dates, location, etc.) reported on the application. Employers may at anytime be audited by the DOL. Before submission of the LCA, a posted notice declaring the intention to hire a FN must be posted in two (2) conspicuous locations at each worksite for public viewing for a minimum of ten (10) consecutive business days. The posting notice is included in this packet and may also be downloaded from OIFS website.

STEP THREE: COMPLETION BY OIFS & SUBMISSION TO USCIS FOR ADJUDICATION

Once all documentation, including fees, has been received from the FN and the department, OIFS will prepare the petition and CIS forms for submission to USCIS. Adjudication by USCIS usually takes 60-90 days, possibly longer if USCIS sends a Request for Evidence (RFE). If the department wishes to expedite the adjudication processing time, the department may elect to pay an additional fee of $1,000. USCIS will then guarantee a processing time of fifteen (15) calendar days. In certain cases, the FN is permitted to pay the additional fee. This must be cleared with OIFS to make sure that this business expense will not adversely affect the FNs actual required wage.

IMPORTANT NOTICE: To minimize any potential problems with the processing times outlined above, it is important that departments submit the H-1B Request Packet materials to OIFS six (6) months in advance of the requested start date.
# APPLICANT/BENEFICIARY H-1B CHECKLIST

## NEW APPLICANTS IN THE U.S.
- ☐ H-1B Data Form: Completed by Department & Applicant
- ☐ Mandatory Statement Form
- ☐ 2-3 Letters of Recommendation

### ONE COPY OF:
- ☐ Diplomas* and English translations
- ☐ Transcripts and English translations
- ☐ Medical License (if applicable)
- ☐ Any Licenses required for position
- ☐ I-94 Card (front and back)
- ☐ Passport ID & Visa stamp page
- ☐ Curriculum Vitae
- ☐ Pay stubs (the past 3 months from current employer, if changing status from OPT/EAD, or transferring H-1B status to UA)

*If your degree was awarded by an educational institution outside of the United States, you MUST submit a professional credential evaluation stating the U.S. equivalent of your degree.*

### If Currently in J-1/J-2 Status:
- ☐ All DS-2019/IAP-66 Forms
- ☐ Home residency waiver Form I-612

### If Currently in F-1/F-2 Status:
- ☐ All I-20 Forms (including spouse, if F-2)
- ☐ EAD Card (if applicable)

## NEW APPLICANTS OUTSIDE THE U.S.
- ☐ H-1B Data Form: Completed by Department & Applicant
- ☐ Mandatory Statement Form
- ☐ 2-3 Letters of Recommendation

### ONE COPY OF:
- ☐ Diplomas* and English translations
- ☐ Transcripts and English translations
- ☐ Medical License (if applicable)
- ☐ Any Licenses required for position
- ☐ Passport ID & visa stamp page
- ☐ Curriculum Vitae
- ☐ Any former immigration documents that you obtained from previous stays in the U.S.

*If your degree was awarded by an educational institution outside of the United States, you MUST submit a professional credential evaluation stating the U.S. equivalent of your degree.*

### Extension SCALARS ALREADY AT THE UNIVERSITY OF ARIZONA
- ☐ H-1B Data Form: Completed by Department & Applicant
- ☐ Mandatory Statement Form

### ONE COPY OF:
- ☐ All previous Forms I-797
- ☐ Medical License (if applicable)
- ☐ Any Licenses required for position
- ☐ Passport ID & visa stamp page
- ☐ Most recent I-94 card (front and back)
- ☐ Updated Curriculum Vitae
- ☐ Pay stubs (past 3 months)
- ☐ Diplomas (required for position)

### TRANSFERS WORKING ELSEWHERE IN THE U.S. & SEEKING TO START AT THE UNIVERSITY OF ARIZONA
- ☐ H-1B Data Form: Completed by Department
- ☐ Mandatory Statement Form
- ☐ 2-3 Letters of Recommendation

### ONE COPY OF:
- ☐ All previous Forms I-797
- ☐ Diplomas* and English translations
- ☐ Transcripts and English translations
- ☐ Medical License (if applicable)
- ☐ Any Licenses required for position
- ☐ I-94 card (front and back)
- ☐ Passport ID & visa stamp page
- ☐ Curriculum Vitae
- ☐ Pay stubs (the past 3 months from current employer)

*If your degree was awarded by an educational institution outside of the United States, you MUST submit a professional credential evaluation stating the U.S. equivalent of your degree.*

## DEPENDENTS (H-4)

### Completed by dependents (if IN the U.S.):
- ☐ Form I-539
- ☐ Copies of dependent(s) I-94 card(s) (front and back), visa and passport
- ☐ Marriage certificate and translation

I-539 Application Fee: $290; Payable to: “U.S. Department of Homeland Security”

### DEPENDENTS (H-4)

### Completed by dependents (if IN the U.S.):
- ☐ Form I-539
- ☐ All previous Forms I-797
- ☐ Copies of dependent(s) I-94 card(s) (front and back), visa and passport
- ☐ Marriage certificate and translation

I-539 Application Fee: $290; Payable to: “U.S. Department of Homeland Security”
MANDATORY STATEMENT OF ALL H-1B APPLICANTS

NAME: __________________________________________________

Please check the status option below which best describes your situation and provide the requested information. When you have done so, please indicate your understanding of your proposed employment situation by signing below. Your application will not be processed without your signature on this page. If you have difficulty in deciding which classification applies to you, contact OIFS for clarification.

(CHECK ONE BOX ONLY)

☐ I am currently outside the U.S. and seeking to enter to begin initial H-1B status at UA.

☐ I am currently outside the U.S. and seeking to re-enter to continue my H-1B status at UA since prior to leaving the U.S. I was in H-1B status at UA and in the process of filing an extension.

☐ I am currently in the U.S., but not currently employed at UA. I hold nonimmigrant status other than H-1B (F1, J1, O, TN, etc.). I do not have work authorization that allows me to work at UA. I understand that UA cannot employ me until USCIS approves my change of status to H-1B. I understand that I may not travel while my “change of status” is pending with USCIS.

☐ I am currently in the U.S. in H-1B status at an employer other than the UA. I understand that I cannot be employed by UA until an official original Receipt Notice (Form I-797) is issued by USCIS to UA, serving as evidence that a “non-frivolous” and “timely-filed” petition for H-1B status has been received by USCIS. I further understand that there is no “grace period” for H-1B status. Therefore, I understand that I should not resign from my current employer until UA has filed the new petition.

☐ I am currently in the U.S., employed at UA, and am applying for a change of status since I currently do not hold H-1B status. I currently am in __________ status that expires on ______________. I ___do/____do NOT have a USCIS-issued Employment Authorization Document (EAD) associated with my current nonimmigrant status. I understand I can only work under the terms and conditions of my current work authorization until the day it expires. I also understand that if this H-1B petition is not approved by the date my current work authorization expires, I must be removed from payroll until the H-1B petition is approved. I understand that I should not travel while my “change of status” is pending with USCIS.

☐ I am currently in the U.S., employed at UA in H-1B status, and am applying for an extension/amendment of that status. I understand that I may continue to work at UA under terms and conditions of my current H-1B status. I also understand that, if my current H-1B expires before the extension is approved, I may continue working for an additional 240 days, provided that USCIS receives the petition for extension prior to the expiration of my current H-1B status, as evidenced by an official Receipt Notice (Form I-797). NOTE: Travel is not advisable during the processing of an H-1B extension/amendment. Also, for H-1B petitions filed because of proposed changes in employment, the changes may not go into effect until a Receipt Notice (Form I-797) is received by OIFS.

I certify that the statement checked above best describes my situation. I fully understand the limitations of the status I currently hold as described above.

_________________________________________________                              ______________________________
SIGNATURE OF FOREIGN NATIONAL                                                            DATE
DOCUMENT CERTIFICATION & ATTESTATION FOR H-1B APPLICANT

“I hereby declare, under penalty of perjury, that the copies of documents submitted are exact photocopies of unaltered original documents; and, I further understand that I may be required to submit original documents to an Immigration or Consular Official at a later date.”

__________________________________________________________
Signature of H-1B Applicant

______________________________________________________________________________
Typed or Printed Name of H-1B Applicant

______________________________________________________________________________
Date
TO: H-1B APPLICANT
FROM: OFFICE OF INTERNATIONAL FACULTY & SCHOLARS
SUBJECT: H-1B I-797 RECEIPT NOTICE & CERTIFIED LCA
CC: SPONSORING DEPARTMENT
ENCLOSURES: ORIGINAL I-797 RECEIPT NOTICE & COPY OF CERTIFIED LCA

You are being provided with the original I-797 Receipt Notice for the I-129 petition for H-1B status, which was submitted on your behalf, as the beneficiary, by The University of Arizona, the petitioner. In addition, you are being provided a copy of the certified Labor Condition Application (LCA), as required by law.

The attached I-797 Receipt Notice serves as proof that the petition filed on your behalf has been received by USCIS. In addition, the Receipt Notice may also serve other purposes, as described below.

**Initial Request for H-1B Status**
If the petition submitted is seeking initial H-1B status, the I-797 Receipt Notice only serves as proof that your petition was received by USCIS. Therefore, you are not authorized to work, until and if the petition submitted on your behalf is approved.

**Extension of H-1B Status at the University of Arizona**
If the petition submitted sought to extend your H-1B status at The University of Arizona, the Receipt Notice is valid documentation to allow you to continue your employment at The University of Arizona, up to 240 days, in the event that your current H-1B status expires prior to the receipt of the I-797 Approval Notice.

In order to continue employment at The University of Arizona, the sponsoring department must submit the following to Systems Control:

1. I-797 Receipt Notice;
2. New I-9 form; and
3. PAF for appointment renewal.

**Change of Employer if Already in H-1B Status**
If you are already in H-1B status and a petition was submitted to change your employer to The University of Arizona, then the I-797 Receipt Notice, in combination with your previous I-797 Approval Notice (from prior employer), serves as your proof of H-1B status and work authorization. Work authorization for The University of Arizona begins on the date requested by the UA on the I-129 form. The I-797 Receipt Notice will serve this purpose until and if your petition is approved by USCIS.

Please contact OIFS at 520-626-6289 if you have any questions or concerns.
We are pleased to inform you that the H-1B petition submitted on your behalf, the Beneficiary, by The University of Arizona, the Petitioner, has been approved. The dates of authorization are specified on the Approval Notice.

Included with this letter is a brochure entitled “Maintaining Your H-1 Status.” In addition to the information provided in that brochure, we would like to take this opportunity to provide you with the following reminders:

1. The enclosed H-1B Approval is employer specific. You can only work for your sponsoring department at The University of Arizona. If any material changes are anticipated or occur to your job duties and/or responsibilities, you **must** contact OIFS immediately. Material changes require that a new LCA be filed and certified and an amended I-129 petition be filed with USCIS. Example of material changes include, but are not limited to:
   - New job duties that were not identified on the original I-129 petition or supporting LCA;
   - Transfer to a different department within The University of Arizona; and/or
   - Change in location not listed on the I-129 petition or supporting LCA (i.e.: sabbatical leave).

2. A Beneficiary of an approved H-1B petition shall be admitted to the United States for the validity period of the petition. There is no grace period for H status. You may be admitted to the United States up to 10 days before the validity period begins and up to 10 days after the validity period ends. However, this is not automatic, and only exists if the immigration inspector has recorded it on your I-94. The Beneficiary may not work except during the validity period of the approval notice. 8 CFR §214.2(h)(13)(i)(A).

3. The validity of the H-1B petition ceases on the date of termination of employment, even if that date is before the date listed on the approval notice.

4. If an extension will be requested, at the expiration of the validity period, the sponsoring department must initiate the process no sooner than six (6) months and no later than forty-five (45) days before the expiration of the enclosed approval notice.

5. The enclosed approval notice grants status, not a visa. You will need to apply for a visa at a United States Consulate abroad, if:
   - You were present in the United States when you received this approval and you wish to travel outside of the United States and wish to reenter the United States after traveling or
   - You received your H-1B approval notice while you were outside of the United States and are entering the United States for the first time since receiving the approval notice.

There are certain limited exceptions to visa requirements. For example, Canadians and certain other limited groups do not require a visa stamp. It is your responsibility to confirm visa requirements.

Additionally, a separate nonimmigrant visa application, Form DS-156, must be filled out for each member of a family, including infants, in H-4 status, even if more than one member of your family is included in your passport. Please see [www.travel.state.gov](http://www.travel.state.gov) for more detailed information.
Below is a checklist of required forms and documents for applying for a visa at a United States consulate. Please see [www.travel.state.gov](http://www.travel.state.gov) for the most current information and requirements for applying for a visa at a United States consulate.

### Visa Application Checklist

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<tr>
<th>Item</th>
<th>Details</th>
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</thead>
<tbody>
<tr>
<td>I-797 Approval Notice</td>
<td>Original and one (1) copy</td>
</tr>
<tr>
<td>Copy of I-129 Petition</td>
<td>Contact OIFS at least one (1) week prior to travel. If not inside the U.S., OIFS will mail copy with Approval Notice.</td>
</tr>
<tr>
<td>DS-156</td>
<td>Available at U.S. Consulate</td>
</tr>
<tr>
<td>I-612 Approval Notice</td>
<td>Original and one (1) copy</td>
</tr>
<tr>
<td>Valid Passport</td>
<td>Validity through approved period plus six (6) months.</td>
</tr>
<tr>
<td>Photo(s) – passport size</td>
<td>Not applicable at all consulates. Contact consulate.</td>
</tr>
<tr>
<td>Recent Paystubs</td>
<td>Only if already in the United States</td>
</tr>
<tr>
<td>Visa Application Fee</td>
<td>Varies depending on country of citizenship. Contact Consulate.</td>
</tr>
<tr>
<td>MRV Fee</td>
<td>MachineReadable Visa fee for each applicant.</td>
</tr>
</tbody>
</table>

### Visa Application Tips

1. Approval of H-1B status **does not** guarantee issuance of a visa. Although you have been granted H-1B status, you could be denied a visa and therefore entry into the United States.

2. The consular officer will usually issue a visa valid for the dates listed on the I-797 Approval Notice.

3. If your visa expires before the validity of your H-1B approval, you do not need to apply for a new visa unless you plan on traveling outside of the United States and reentering.

4. Most nationalities may apply for a visa in most countries, which are not their country of citizenship. However, some nationalities may have an easier time applying for a visa in their home country. For more information, please go to [www.travel.state.gov](http://www.travel.state.gov).

5. Most consulates are now requiring a personal interview before issuing a visa. Visa appointments must be requested in advance. You may have as long as one (1) month or more before your scheduled appointment. Therefore, you must preplan for this requirement before making any definite travel plans. Information must be obtained directly from the consulate in the country where you will be applying. Please see [http://usembassy.state.gov](http://usembassy.state.gov) for the most up to date information.

6. Some foreign nationals may be subject to a Security Advisory Opinion (SAO), which may delay the issuance of your visa. Possible reasons for a SAO may include the field of study or work engaged in is listed on the Technology Alert List (TAL).

The above Checklist and Visa Application Tips are included to assist you in gathering the necessary information and documents to apply for a visa. Due to changing requirements and variance among consulates, OIFS is not able to compile and maintain up-to-date information on each consulate and individual nationality requirements. It is strongly recommended that you contact the appropriate agency and/or consulate before applying for your visa.
CREDENTIAL AND ACADEMIC EVALUATION PROVIDERS

Academic Credentials Evaluation Institute, Inc.
www.acei1.com
acei@acei1.com
800-234-1597
310-275-3530
310-275-3528(f)
PO Box 6908
Beverly Hills, CA 90212

American Evaluation & Translation Service
www.aetsinternational.com
info@aetsinternational.com
786-276-8190
786-524-0448(f)
786-524-3300(f)
407 Lincoln Road, Ste. 11-J
Miami Beach, FL 33139

C.E.I.E. Specs., Inc.
www.ceiespecs.com
sant2@aol.com
866-952-6753
713-467-2475(f)
10575 Katy Fwy., #432
Houston, TX 77024

Educational Assessment, Inc.
www.educassess.com
educ@educassess.com
877-725-1753
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706-613-0377(f)
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Educational Credentials Evaluators, Inc. (ECE)
www.ece.org
eval@ece.org
414-289-3400
414-289-3411(f)
PO Box 514070
Milwaukee, WI 53202-3470

Eurasia Translations, Inc.
www.eurasia-usa.com
vmordukhay@att.net
888-887-1884
818-907-9718
818-907-9763(f)
16530 Ventura Boulevard, Suite 206
Encino, CA 91436

Evaluation Service, Inc., International Academic Credential Assessment
www.evaluationservice.net
845-223-6455
845-223-6454(f)
PO Box 85
Hopewell Junction, NY 12533

Foreign Credentials Svc of America
www.fcsa.biz
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512-459-8428
512-459-4565(f)
1910 Justin Lane
Austin, TX 78757-2411

Foundation for Intl Services, Inc. (FIS)
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fio@fis-web.com
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Bothell, WA 98021-7008

Globe Credential Evaluators, Inc.
www.gcevaluators.com
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Morningside Evaluations and Consulting
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Multinational Education & Information Services, Inc.
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Park Evaluations & Translations
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Silvergate Evaluations, Inc.
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