**H-1B Petition Roadmap**

1. **Initiate H-1B Petition**
   - Department provides information to ICS and Fragomen for petition preparation

2. **Prevailing Wage**
   - Obtain determination from the Department of Labor

3. **Petition Filing**
   - Fragomen will complete the petition when previous processes are complete and forward to UF for signature.
   - Petitions cannot be filed to USCIS until 6-12 months prior to effective date.

4. **LCA Posting**
   - Posting of labor condition as required by the Department of Labor

5. **LCA Filing**
   - Submit the LCA posting to the Department of Labor

6. **Adjudication**
   - USCIS reviews the petition and adjudicate the case.
   - Request for Evidence (RFE) may be requested by USCIS, which can stretch the adjudication timeline.
   - 6-12 months to adjudicate if no RFE.
   - 2 weeks with Premium Processing