Figure 1.

STEPS REQUIRED FOR EMPLOYER TO OBTAIN AN H-2B WORKER

	EMPLOYER/EE	DOL/ETA/OFLC	DHS/DOS
60 Days	**1** Applies to DOL for a Prevailing Wage Determination at least 60 days before employer plans to file a temporary labor application	**2** Processes and issues Prevailing Wage Determination	
90 Days	**3** Submits Temporary Labor Application at 75 days but no more than 90 days before date employees are to begin working (date of need)	**4** Within 7 days, provides notice of acceptance	
	5 Advertises for US worker for 14 days and submits recruitment report	**6** Processes Temporary Labor Application, issues certification	
	7 Submits petition to DHS		**8** DHS approves petition
	9 Employee applies for H2-B visa		**10** DOS issues visa
	11 Employee enters U.S. and reports for work		