



LCA Notice Of Posting And Public Access File Requirements For The Purposes Of Filing Form I-129, H-1B Visa Petition For Non Immigrant Worker

Your Company shall attest that a notice of the labor condition application has been or will be provided to workers employed in the named occupation. Notice of the application shall be provided either **by physical posting of LCA** or **by a notice describing job, work conditions and work location** in two (2) conspicuous locations where the H-1B nonimmigrant will be employed or through electronic notification to employees in the occupational classification for which the H-1B nonimmigrant is sought.

The Department of Labor's regulations require that these notices must be posted in at least two (2) places **at the work location**. **It means if any worker is placed at client's site, such notice must be placed at client's location.** The DOL suggests posting in the immediate proximity of any wage and hour notices or occupational health and safety notices. The notices should be posted either at the time of filing H-1B or at the time of placing individual with the client and must remain posted for at least ten (10) business days. Furthermore, if your employee will be working at different locations, you will be required to obtain LCA prior to placing him in each location. Additionally, you will be required to meet above mentioned notice requirements for each and every new location.

Each H-1B nonimmigrant shall be provided with a copy of the certified LCA Form ETA 9035 no later than the date the H-1B nonimmigrant reports to work.

Further, the Department of Labor's regulations require that there be a public access to the basic documentation included in the LCA file. Your Company shall maintain the public inspection file for the Public. Within one (1) day of the date of filing the LCA with the Department of Labor; the public has a right to review the Public Access File, which should include the following documents:

1. Copy of the approved Labor Condition Application (Form 9035E).
2. A statement of the wage to be paid the H-1B worker admitted under the LCA.
3. An explanation of the method used to determine the actual wage relating to the position.
4. A copy of the documentation used to determine the prevailing wage figure for the position offered: (Usually we provide a copy of the OES wage Data for the position offered. This data shall describe the local prevailing wages. Sometimes, it can be a copy of the prevailing wage determination from the State Employment Commission or any independent Salaries Report/Survey that was used to determine the prevailing wage).
5. Documents relating to the notice of posting requirement: a copy of the notice posting which specifies the location and dates of posting notification or copy of the LCA posted with signatures and attestations of individuals who posted such LCAs at the locations with name and title, as well as dates posted.
6. Summary of benefits offered and description of how employee classifications are differentiated (Employee Handbook).
7. Copies of Form I-129 & its Supplements submitted to the USCIS (Although not required by the DOL Regulations, in practice, DOL looks for these also).
8. Any other documents filed with the USCIS in support of H-1B Approval Petition.



Sierra Business Solution

Also, please be advised that your company must retain the public access file for at least one year beyond the date of employment specified in the Labor Condition Application.

Labor Condition Application Posting Notice

An H-1B non-immigrant worker is being sought by Sierra Business Solution LLC through the filing of a labor condition application with the Employment and Training Administration of the U.S. Department of Labor.

Employment Information:

1. Location of Employment:	San Jose, CA - California
2. H-1B Job Title:	Software Developers, Applications
3. Period of Employment (mm/dd/year to mm/dd/year):	10/01/2020 to 09/30/2023
4. SOC (ONET/OES) Code:	15-1132.00
5. Total # of H-1B Non-immigrants Seeking to Employ:	One
6. Wage Offered (\$):	\$48/hr. - \$96,000 per year
7. ETA Case Number:	I-200-20148-604646

Note:

1. The labor condition application is available for public inspection at the offices of Sierra Business Solution LLC located at 6909 W Ray Rd, Ste 15-137, Chandler, AZ.
2. Complaints alleging misrepresentation of material facts in the labor condition application and/or failure to comply with the terms of the labor condition application may be filed with any office of the Wage and Hour Division of the United States Department of Labor.
3. Complaints alleging failure to offer employment to an equally or better qualified U.S. worker, or an employer's misrepresentation regarding such offer(s) of employment, may be filed with the Department of Justice, 10th Street & Constitution Avenue, NW., Washington, DC 20530

Internal Use:



Sierra Business Solution

Posting Methods &
Locations:

Company location, common areas

Client location, common areas

This is to certify that the above notice was posted for the period from to (for atleast 10 consecutive business days).

Name & Job Title:

Paresh Naik, HR Manager

Signature:

Date

06/03/2020