

H-1B DEPARTMENT CERTIFICATION FORM

Before the Office of International Programs and Services can submit the LCA for certification from the U.S. Department of Labor and USCIS adjudication, you must certify the following statements and complete the required information. **I certify that:**

- The salary being paid to the above-named employee is at least the actual wage being paid to all other individuals with similar experience and qualifications for the specific employment in question or the prevailing wage level for the occupation in the area of employment (regional average), whichever is higher.
- The fringe benefits offered to this employee are equivalent to that offered to other U.S. workers in the same classification.
- Employing this person will not adversely affect the working conditions of U.S. workers similarly employed.
- There is no strike, lockout, or work stoppage due to labor dispute in this occupation.
- The notice of this filing will be posted in two conspicuous locations within the department for at least 10 consecutive days after receiving it from the Office of International Programs and Services.
- We agree to comply fully with the terms of the Labor Condition Application stated above for the duration of the alien's employment in H-1B status at GMU.
- We fully understand that any willful violation connected with providing inaccurate information in the LCA may incur severe penalties that have a long-range impact at GMU to include fines and legal prosecution.
- As required by the US Citizenship and Immigration Services, we agree to pay the reasonable cost of return transportation to the alien's home country if s/he is dismissed before the end of the authorized period of H-1B employment.
- We have contacted the Office of Sponsored Programs and signed the Deemed Export Form and will comply with all Licensure Requirements for research activities, if applicable

Audits by U.S. Department of Homeland Security or the U.S. Department of Labor are a common practice for both agencies. As an H-1B visa sponsor you are required to cooperate with all audits from the U.S. Department of Homeland Security or U.S. Department of Labor. Audits are primarily done in person at random times; sometimes an Immigration Officer will attempt to contact you by telephone or e-mail. It is your responsibility to make every attempt to contact or speak with an Immigration Officer for an audit request. Failure to cooperate or failure to make a contact with an Immigration Officer that contacts you regarding an audit can result in revocation of an H-1B visa for your employee. If you are indeed contacted by an Immigration Officer, please contact the Office of International Programs and Services immediately at 703-993-2790.

Certified by:
Direct Supervisor:

(Name) (Signature) (Date)

Department Chair:

(Name) (Signature) (Date)

Department Contact: (Office Manager) _____
Ext: _____ **Email:** _____