



**At the same time as the temporary labor certification application, you have to submit a job order with the state workforce agency(SWA)**

Employers are required:

- Advise the SWA that the job order is in connection with an H2b application
- Offer US workers the **same benefits** and conditions that are offered to the H2b visa workers
- Provide the name and contact info for the employer
- Indicate the number of openings
- Describe the position with sufficient detail to inform US workers or the labor to be performed
- Indicate the location of the job
- State the offered wage
- Indicate the availability of overtime
- Indicate whether training will be provided
- State the standard for computing weekly wages
- Indicate frequency of pay
- Indicate the availability of fringe benefits such as housing or food
- Advise that you will make all required deductions
- Advise if transportation will be provided
- State that you will reimburse the H2b visa worker for all visa expenses, fees etc.
- Indicate that you will provide everything that is required for the job
- Instruct applicants to apply to the nearest SWA office

**The employer has 14 calendar days to complete the recruitment process. Additionally, you will have to accept referrals and applications up to 21 days before the start date.**