



International Pardons & Immigration Legal Inc.
1291 St. Clair Ave West
Toronto, Ontario M6E1B8

Employer requirements for an LMIA Checklist

1. Business legitimacy documentation (at least one of the documents listed below must be submitted)
• T2 Schedule 100 Balance sheet information and T2 Schedule 125 Income statement information
• T2125 Statement of business or professional activities
• T3010 Registered charity information return
• T4 or payroll records for a minimum of 6 weeks immediately prior to the submission of this LMIA application, if the temporary foreign worker already works for you
• T2042 Statement of farming activities
• an attestation confirming that your business is in good financial standing and will be able to meet all financial obligations to any temporary foreign worker you hire for the entire duration of their employment
• Employers Canada Revenue Agency notice of assessment and documentation showing your income exceeds the low income cut-off if you are hiring a worker to perform caregiver duties
• if you are a foreign employer without a Canada Revenue Agency number whose business address and operation is outside of Canada, you may submit your contract or invoice for the goods or services that you are providing in Canada
• a copy of the Coasting Trade letter of authority issued by the Canada Border Services Agency for positions onboard a foreign vessels undertaking coastal trade in Canadian waters

2. Proof of providing goods or services (at least one of the descriptions below must be provided)
• Municipal/provincial/territorial business income
• T4 Summary of remuneration paid
• PD7A Statement of account for current source of deductions
• An attestation confirming that you are engaging in a legal business that provide a good or service, you must submit proof of address for your primary residence
• If you are hiring a foreign worker to work out of your home and you do not provide a good or service, you must provide proof of address for your primary residence
• If you are a foreign employer without a Canada Revenue Agency number whose business address and operation is outside of Canada, you may submit your contract or invoice for the goods or services that you are providing in Canada



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3. Proof of recruitment

- **Proof of Job Bank advertisement**
- **Proof of recruitment – additional posting**

4. OTHER documents required

- **Copy of the sections of the collective bargaining agreement related to rates of pay (if applicable to your situation)**
- **For ALL in-home caregiver positions;**
- **Proof of current address of the person receiving care (This does not apply to employers of caregivers who live in the home of the care recipient)**
- **Proof of individual requiring care, such as:**
- **-Proof of age if the person receiving care is younger than 18 years of age or 65 years of age or older**
- **- proof of disability, chronic or terminal illness if the person receiving care has high medical needs**
- **If you are an employer who will be supporting permanent residence in Canada (does not apply for positions in Quebec)**
- **If you are hiring a skilled foreign worker to support his or her application for permanent residence in Canada, you must submit proof that you have been in business for a minimum of one year**

Book your consultation today, to discuss your immigration inquiry.