

Costs break down roughly as follows:

<u>Step of Process</u> ***	<u>Form</u>	Must be Paid by Employer			May be Paid by Employee		
		<u>Filing Fee</u>	<u>Costs</u>	<u>Attorney Fees</u>	<u>Filing Fee</u>	<u>Costs</u>	<u>Attorney Fees</u>
PERM	ETA-9089	None		\$6,000.00 - \$8,000.00			
Advertising during recruitment			\$1,000.00 - \$1,500.00				
Immigrant Petition	I-140	\$700.00		\$2,500.00	See Note below*	See Note below*	See Note below*
EB-1 Immigrant Petition	I-140	\$700.00		\$5,000.00 - \$6,000.00	See Note below*	See Note below*	See Note below*
Adjustment of Status	I-485				\$1,140.00 (plus a biometrics fee of \$85). Exceptions for refugees, applicants over 80 and applicants under 14		\$2,500.00 - \$3,000.00
Medical Exam	I-693				\$300.00 approx.		
Employment Authorization/ Advance Parole	I-765/I-131				None**		
H-1B ext.as required**** Added fee for 1 st time change from TN to H-1B	I-129	\$460.00		\$2,000.00 - \$2,500.00			
H-4 for dependents	I-539	\$500.00			\$370.00		

* There is no legal requirement for the employer to pay fees and costs for the Immigrant Petition. However, in most cases, an Immigrant Petition requires an employer as the sponsor, so with State employees, it is generally assumed that the employer will pay for the Immigrant Petition.

There is no legal requirement for the employer to pay fees and costs for an EB-1 Immigrant Petition.

** If the forms I-765 and I-131 are filed at the same time as the I-485, Adjustment of Status form, then there is no extra fee (besides the \$1,070.00 for the I-485) for these forms.

*** Since the process takes a long time, costs are invoiced as the charges are incurred, and the Agency is billed on a monthly basis, together with billing for other litigation matters the AGO is handling for the Agency. Immigration matters have a separate billing code, so you should be able to track costs.

**** Costs are approximately the same to change from TN/TD to H-1B/H-4 status (except for the \$500.00 additional filing fee), or to extend an H-1B/H-4. It is strongly advised that non-immigrant (usually H-1B) status be maintained while a Permanent Residency case is being adjudicated.