

H-1B Legal and Processing Fees Paid by U.S. Employers

Under the law, U.S. employers are obligated to pay H-1B professionals the same wage as “all other individuals with similar experience and qualifications for the specific employment in question.” But unlike the case of a native-born worker, the hiring costs to an employer do not end with the acceptance of a job offer. To hire a foreign national on an H-1B visa a U.S. employer must incur the following costs: approximately \$2,500 in legal fees; \$1,500 training/scholarship fee; \$1,000 “premium processing” fee (not required but routinely used to overcome long processing times); a \$500 antifraud fee; a \$190 immigration service fee; around \$125 in additional incidental costs (Federal Express, etc.), and a \$100 visa fee. These combined costs total nearly \$6,000. While legal fees could be higher or lower depending on the law firm and the relationship with the employer, these figures do not include relocation costs, tax equalization, or additional in-house human resources costs associated with the extra work involved in employing foreign nationals. Nor do these costs include the expense of approximately \$10,000 that can be incurred by sponsoring a foreign national for permanent residence (a green card), which many large technology companies, in particular, will do. If H-1B status is renewed after 3 years, the training/scholarship fee and the immigration service fee would need to be paid again, as well as the legal fees.

Government Fees

Training/Scholarship Fee	\$1,500
Anti-Fraud Fee	\$ 500
Premium Processing*	\$1,000
Immigration Service Fee	\$ 190
Visa Fee (if outside U.S.)**	\$ 100

Legal Expenses

Attorney Charges	\$2,500
Other (Fed Express, etc.)	\$ 125
TOTAL	\$5,915

Source: National Foundation for American Policy