

Attestation for Labor Condition Application

I understand that a Labor Condition Application (LCA) must be filed with the U.S. Department of Labor prior to filing an H1-B petition. I certify that this department/unit will comply with the following requirements during the validity period of the H-1B petition:

- The H1-B employee will be paid the higher of either: (a) the wage/salary paid to the other MSU employees in the same occupation who have similar experience, qualifications, and responsibilities, or (b) the prevailing wage for the occupation as determined by the Mississippi Employment Security Commission.
- The employment of this H1-B non-immigrant will not adversely affect the working conditions of employees in similarly employed in the area of intended employment.
- Adequate funds have been allocated within the department/unit to pay the H-1B non-immigrant's wage/salary for the specific employment period requested in the H1-B petition.
- The department of Human Resources Management will be notified immediately should the terms of the H1-B non-immigrant's employment change during the validity period of the petition.
- The reasonable cost of the H-1B non-immigrant's return trip home will be paid by the department/unit should his/her employment be terminated before the expiration of the petition's validity period.

Name of Faculty Sponsor

Signature of Faculty Sponsor

Date

Name of Department/Unit Head

Signature of Department/Unit Head

Date