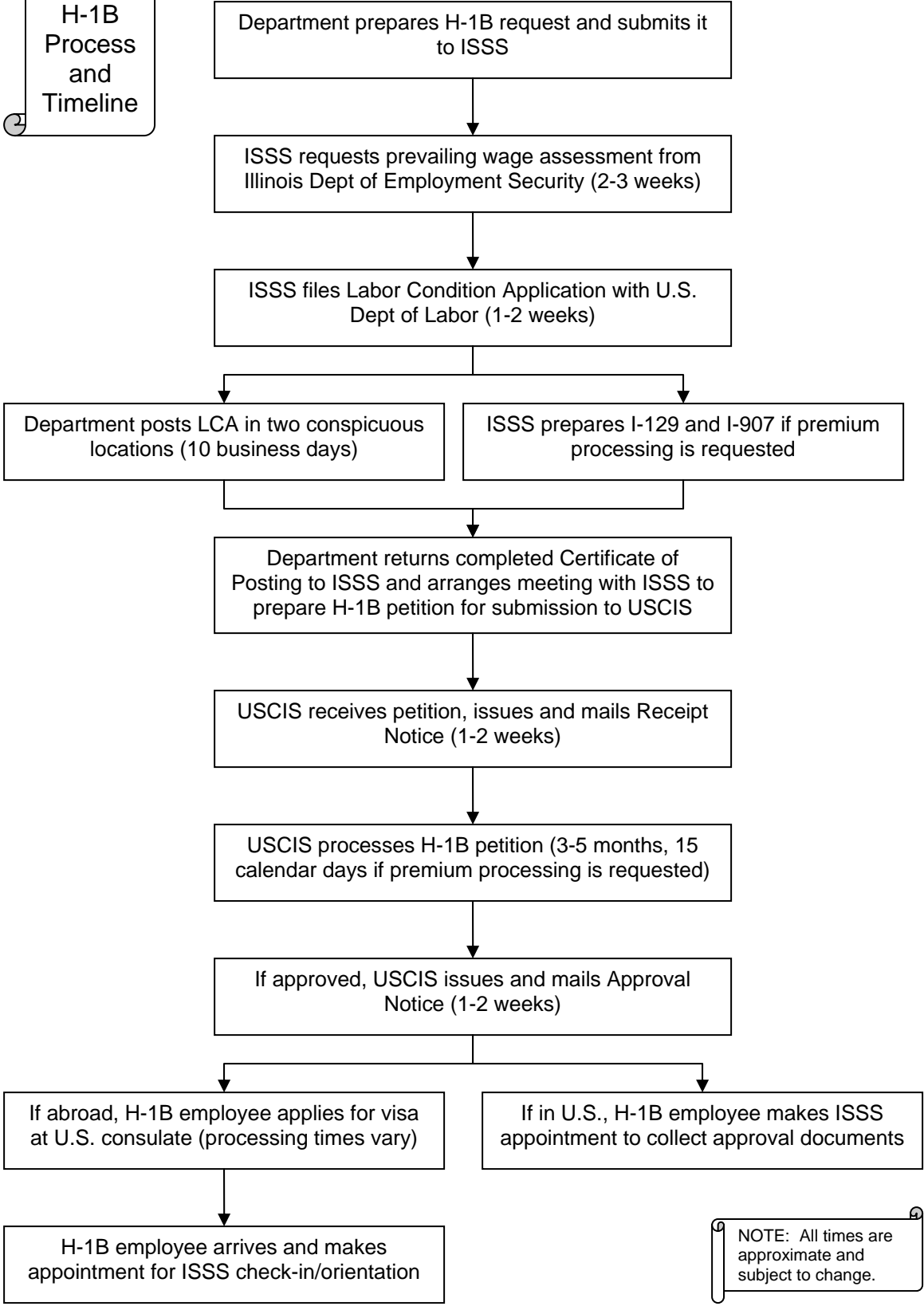


General H-1B Process and Timeline



NOTE: All times are approximate and subject to change.