



## Timeline for H-1B, TN and E-3 Cases

All department and scholar documents received by OGS	Earliest HR onboarding date/ Start Date
September 1	December 1
September 15	December 15
October 1	January 1
October 15	January 15
November 1	February 1
November 15	February 15
December 1	March 1
December 15	March 15
January 1	April 1
January 15	April 15
February 1	May 1
February 15	May 15
March 1	June 1
March 15	June 15
April 1	July 1
April 15	July 15
May 1	August 1
May 15	August 15
June 1	September 1
June 15	September 15
July 1	October 1
July 15	October 15
August 1	November 1
August 15	November 15