

H-1B POSTING NOTICE INSTRUCTIONS

The public notice requirement must be met in one of the following ways (1) or (2)(a), (b), (c):

(1) For positions covered by a collective bargaining agreement, notice must be given to the collective bargaining representative; or

(2) For positions not covered by a collective bargaining agreement, a notice must be posted using one or a combination of the following methods (a-c):

a. A paper notice, posted for ten days in at least two "conspicuous" locations at each site where the H-1B employee will be working, whether such place of employment is owned or operated by the employer-of-record or by some other person or entity. Appropriate or conspicuous locations include, but are not limited to, in the immediate proximity of wage and hour notices or occupational safety and health notices required by other provisions of law;

b. A one-time e-mail sent to all employees in the same occupational classification including employees of the H-1B employer and workers in the same occupational classification of another person or entity which owns or operates the place of employment ("affected workers"). If affected workers lack practical computer access, i.e., email access, a hard copy paper posting must be posted;

c. A ten-day electronic posting on Web or intranet site where vacancy notices are usually posted. Electronic postings to H-1B employer's Web or intranet site must be on a site where employees in the same occupational classification of the H-1B employer and workers in the same occupational classification of another person or entity which owns or operates the place of employment ("affected workers") have direct access. Where affected workers of another person or entity which owns or operates the place of employment do not have access to the H-1B employer's Web or intranet site, the H-1B employer may arrange to have the notice appear for 10 days on the person's or entity's Web or intranet site, which owns or operates the place of employment, that affected workers have direct access. If affected workers lack practical computer access, a hard copy paper posting must be posted per (2) a. or a one-time email must be sent per (2) b. as described above.

DOL regulations require the employer to notify the workforce of its intention to hire an H-1B worker up to 30 days before the day the LCA is filed with U.S. Department of Labor (DOL).

PLEASE NOTE: THE NOTICE MUST CONTAIN THE CONTENT BELOW PURSUANT TO THE DOL REGULATIONS, REGARDLESS OF THE POSTING METHOD.

POSTING NOTICE

This Notice is posted in connection with the intended employment of an H-1B worker per the terms and conditions outlined below.

Number of Workers:	One
Occupational Classification:	Nephrology Faculty Physician
Wage Offered:	\$380,000/Year
Period of Employment:	January 6, 2024 – January 5, 2027
Location(s) of Employment:	1700 Mt. Vernon Ave, Bakersfield, CA 93306 1830 Flower St, Bakersfield, CA 93305 9330 Stockdale Hwy, Bakersfield, CA 93311 1111 Columbus St, Bakersfield, CA 93311

This Labor Condition Application is available for public inspection at the principal place of business in the U.S. or at the work site.

Complaints alleging misrepresentation of material facts in the Labor Condition Application and/or failure to comply with the terms of the Labor Condition Application may be filed with any office of the Wage and Hour Division of the United States Department of Labor.

[IF POSTED IN TWO CONSPICUOUS LOCATIONS AT EACH WORKSITE LOCATION:

This Notice was posted in two (2) conspicuous locations at each of the above worksite location(s) for 10 consecutive days beginning on date (month/day/year) and ending on date (month/day/year).

_____	_____
Signature	Date

OR IF POSTED BY A SINGLE EMAIL:

This Notice is being sent by direct electronic notice (i.e., a single, personal e-mail message) to employees of the H-1B employer and workers of another person or entity which owns or operates the place of employment in the same occupational classification on date (month/day/year).

_____	_____
Signature	Date

OR IF POSTED BY ELECTRONIC NOTICE:

This Notice was posted on the H-1B employer's website or intranet for 10 consecutive days to notify employees of the H-1B employer and workers of another person or entity which owns or operates the place of employment (if applicable), said employees and workers have access beginning on 11/14/23 and ending on 11/25/23.

_____	_____
Signature	Date]