1. New H-1B coming from abroad
   - **H-1B Approval Notice**: Applicant receives the H-1B approval notice (Form I-797) from COH
   - **Visa Interview**: Applicant schedules a visa interview appointment with a US embassy abroad
   - **Administrative Processing**: Applicant may be subject to additional clearances processing (+1-3 months)
   - **Visa Issuance and Travel**: Applicant receives a visa stamp and travels to the US

2. Change of Employer within US
   - **H-1B Approval Notice**: Applicant receives a new I-94 along with H-1B approval notice (Form I-797) from COH
   - **Resignation Notice**: Applicants resigns from current employer
   - **Relocation**: Applicant relocates to CA (if applicable)

3. Change of Status within US
   - **H-1B Approval Notice**: Applicant receives a new I-94 along with H-1B approval notice (Form I-797) from COH
   - **Resignation Notice**: Applicants resigns from current employer (if applicable)
   - **Relocation**: Applicant relocates to CA (if applicable)