



# **EB-3 “Unskilled & Skilled Workers” Visa Program**

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## About EB-3 “Unskilled & Skilled Workers” Programs



The EB-3 visa category has an annual cap, with around 40,000 visas allocated each year, covering both unskilled, skilled and professional workers.. This visa enables U.S. employers to sponsor foreign nationals for roles experiencing persistent labor shortages.

However, securing a sponsoring employer can be a significant challenge for many applicants. Newland Group addresses this challenge by partnering with qualified employers who are prepared to sponsor foreign workers for these roles.



The EB-3 "Other Workers" Visa offers a valuable opportunity to gain permanent residency in the United States. You can obtain it through either adjustment of status if you are already in the U.S. or through consular processing from your home country. Additionally, your spouse and unmarried children under 21 years of age may also qualify, making it a path to bring your family along with you!

## Who We Are

**Newland Group (NLG) is a specialized recruiting company focusing on addressing labor shortages in the unskilled and skilled labor market across various industries in the United States.**

Newland Group (NLG) collaborates with our partner immigration law firm to provide a 'win-win solution' for both US employers and foreign workers through the EB-3 employment-based green card program.

Assisting foreign workers in connecting with qualified the EB-3 sponsor companies, ensuring their green card journey through partnering 20-year-experienced law firm specializing in immigration and EB-3 processes





# Our Commitment to Excellence in the EB-3 Program



**EB-3 GREEN CARD  
FOREIGN WORKERS  
VISA PROGRAM**

[www.NewlandGroupUSA.com](http://www.NewlandGroupUSA.com)

## > Integrity Service

"We ensure transparent communication among sponsor companies, immigration law firms, government entities, and clients through the Favro CRM program."

## > Qualified Sponsors

"We identify financially stable EB-3 sponsor companies to ensure no impact on foreign applicants in the EB-3 program process."

## > Experienced Law Firm

"We collaborate with a 20-year-experienced immigration and EB-3 specialized law firm to ensure a seamless process at every step."



## ABOUT US – BOARD OF DIRECTORS



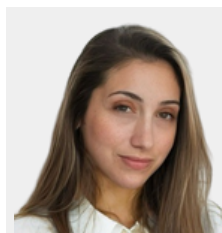
**Joseph  
Rhee**

CEO



**Nathan  
Kim**

Legal Team  
Director



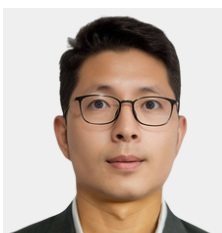
**Grazie  
Zeilenga**

Marketing Team  
Director



**Gene  
Itri**

Sponsor Recruit  
Director



**Lucas  
Kim**

Customer Success  
Director



**Immigration  
Law Firm**

Kang and Yum



# Newland Group Consultant Team



**Sopheak  
Em**

Cambodia Team  
Director



**Xing  
Kue**

Laos / Hmong Team  
Director



**Grazie  
Zeilenga**

Brazil Team  
Director



**Somkrit  
Bamrungpruk**

Thailand Team  
Director



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Winston**

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**Muny  
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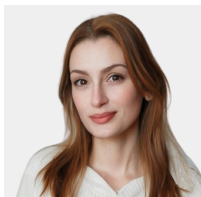
**Savey  
Soch**

Cambodia Team  
Consultant

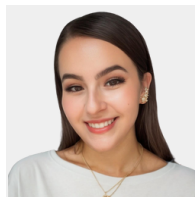


**Sina  
San**

Cambodia Team  
Consultant



**Gabriela  
Garcia**



**Sarah  
Martins**

# SPONSORS

## Sponsor Company's Responsibilities

- **Labor Shortage:** The sponsor company must provide proof of labor shortage to the Labor Department.
- **Job Offer Process:** The interview decision, job offer letter, and Labor Certification submission are solely the responsibility of the sponsor
- **Equal Treatment:** Treat EB-3 workers the same as U.S. employees, with no obligation to offer shift preferences.
- **Workplace Safety:** Maintain a hazard-free environment and comply with OSHA regulations.
- **Non-Discrimination:** Prohibit discrimination based on race, color, religion, sex, national origin, age, disability, or genetic information.
- **Fair Compensation:** Pay EB-3 workers at least the wage specified on the Labor Certification.
- **Pay Documentation:** Provide pay stubs showing hours worked and payment details.
- **At-Will Employment:** Retain the right to terminate employment at any time for reasons such as insubordination or poor performance.
- **Revoke Green Card:** If an applicant intentionally engages in wrongful activities or fails to commit to working for the full year, the sponsor has the right to revoke the privilege of the green card.





## Job Applicant's Responsibilities

- **12 Months Work Commitment:** Applicant agrees to start employment promptly and commit to working full-time for at least 12 months.
- **Truthful Information:** Applicant must provide all necessary documents with accurate and truthful information.
- **No Criminal Record and Illegal Status:** Applicant must have a clean history of criminal record anywhere and never have illegal status in the United States.
- **Payment Commitment:** Applicant must make payments in a timely manner according to the plan they choose.
- **No Buying the Job:** Applicant understand none of the fee is directed to the sponsor at any stage of the process.
- **Potential Denial:** Failure to begin work, perform duties, follow company policy, or any violation of criminal or immigration laws may lead to sponsorship revocation and potential denial or revocation of the green card.
- **Follow Work Policies:** Applicant agrees to work any shifts required, including weekends, days, or nights.
- **Quality Work Promise:** Work commitments take precedence over school or a second job or their own religious beliefs..
- **No Refund Policy:** Applicant must understand and agree to the no refund policy.
- **Understand Processing Time:** Applicant must understand that visa approval and processing time are determined solely by the U.S. government.



# RESPONSIBILITY

## Newland Group's Responsibilities

- **Sponsor Communication & Relationship Management:** Contract and maintain effective communication and strong relationships with sponsor companies.
- **Job Interview Coordination:** Assist in scheduling and arranging interviews with sponsor companies.
- **Document Coordination:** Collect and share necessary documents between sponsors, agency and applicants.
- **Liaison with Immigration Law Firm:** Facilitate communication with the immigration law firm for sponsors, and applicants.
- **Applicant Support:** Assist agencies in helping applicants prepare documentation and understand the immigration process as directed by the attorney.
- **Agent Support:** Train and support agencies and agents on program requirements and application processes.
- **Status Updates:** Provide regular updates on application status to applicants and sponsors.
- **Pre-Employment Assistance:** Provide up to a \$1,000 settlement service for applicants upon arrival, as specified in the contract.
- **Commitment to Quality:** Deliver high-quality services to both applicants and employers, focusing on mutually beneficial outcomes.

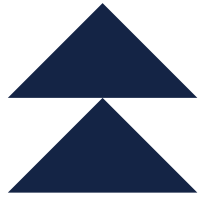
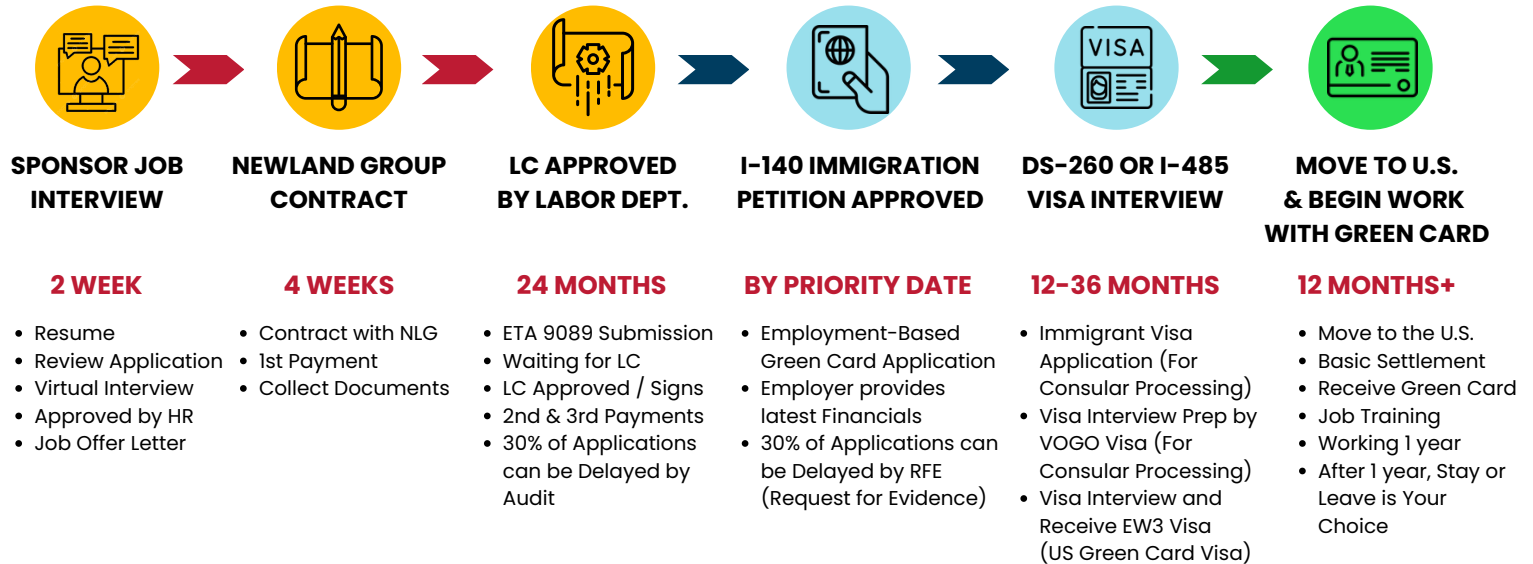


# Agency

## Agency's Responsibilities

- **EB-3 Applicant Recruitment:** Recruit and provide consultation to EB-3 applicants.
- **Following Immigration Rules:** Agency and applicants must strictly adhere to U.S. immigration rules and follow guidance provided by the immigration lawyer.
- **Applicant Support:** Assist applicants in preparing documentation and understanding the immigration process as guided by the attorney.
- **Document Collection:** Gather all required documents from applicants with accurate and truthful information.
- **Communication:** Facilitate communication with Newland Group throughout the entire process.
- **Status Updates:** Provide regular updates on application status to applicants.
- **Commitment to Quality:** Deliver high-quality services to focusing on mutually beneficial outcomes.
- **Payment Distribution:** Make timely payments of the net cost for the EB-3 Program to Newland Group.

# Key Stages in the EB-3 Visa Application Process Timeline



**99%**  
**Approval Rate**



# Approved EB-3 Visa Applicant



- 7/27/2020: ETA/LC Submitted
- 3/09/2021: ETA Approved
- 8/09/2021: I-140 Submitted
- 3/11/2022: I-140 approved
- 7/22/2022: DS-260 Application Submitted
- 11/21/2023: Interview
- 11/30/2023: EW3 Visa Approved
- 12/23/2023: Arrived in the United States
- 2/15/2024: He is Working in Sponsor Company in NY



Atithvong Korn / Applicant  
from Battambang, Cambodia



99%

Approval  
Rate





# Newland Group Pricing

## 3 Payments Plan

PAYMENT	WHEN	AMOUNT
1ST PAYMENT	WITH A JOB OFFER LETTER	\$10,000
2ND PAYMENT	AT 1ST YEAR ANNIVERSARY	\$10,000
3RD PAYMENT	AT 2ND YEAR ANNIVERSARY OR APPROVAL OF LABOR CERTIFICATION	\$10,000
TOTAL		\$30,000



Note: This does not include government fees and is in addition to cost \$1,000 for each family member.

# Newland Group Pricing

## 10 Monthly Payments Plan

PAYMENT	WHEN	AMOUNT
1ST PAYMENT	WITH A JOB OFFER LETTER	\$10,000
10 PAYMENTS	1ST DAY OF EVERY MONTH	\$1,800
TOTAL		\$28,000



Note: This does not include government fees and is in addition to cost \$1,000 for each family member.

# How to **Apply**

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## 1. Labor Department Stage

STEP	STAGE	ESTIMATE TIME
1ST STEP	ONLINE APPLICATION / RESUME	1 WEEK
2ND STEP	JOB INTERVIEW	2 WEEKS
3RD STEP	JOB OFFER LETTER	2 WEEKS
4TH STEP	COLLECT & REVIEW DOCUMENTS	2 WEEKS
5TH STEP	PREVAILING WAGE DETERMINATION (PWD)	7-12 MONTHS
6TH STEP	LABOR CERTIFICATION (LC) SUBMIT	1 WEEK
7TH STEP	LABOR CERTIFICATION (LC) APPROVAL	2 YEARS
8TH STEP	READY TO APPLY I-140 (IMMIGRANT PETITION FOR ALIEN WORKER)	1 MONTH



Note: This estimated timeframe is an average and may vary depending on the workload of the U.S. Department of Labor and prevailing labor market conditions.



# How to Apply

## 2. USCIS Immigration Stage

STEP	STAGE	ESTIMATE TIME
1ST STEP	I-140 IMMIGRATION PETITION APPLY (GREEN CARD APPLICATION)	2 WEEKS
2ND STEP	I-140 APPROVAL	6 MONTHS
3RD STEP	WAITING VISA PRIORITY DATE CURRENT	VARY
4TH STEP	DS-260 CONSULAR PROCESSING APPLY	6 MONTHS
5TH STEP	VISA INTERVIEW IN LOCAL US EMBASSY OR CONSULAR OFFICE	2 MONTHS
6TH STEP	GREEN CARD EW3 VISA APPROVED	2 WEEKS
7TH STEP	MOVE TO WHERE THE SPONSOR'S COMPANY IS LOCATED IN THE U.S.	2 MONTHS
8TH STEP	COMMIT TO WORK FOR 1 YEAR	1 YEAR



Note: This estimated timeframe is an average and may vary depending on the workload of USCIS and the availability of the Priority Date.



## Sponsor Company's Profile

### Gold Creek Foods

Gold Creek Foods, founded in 2000 by Mark Sosebee, is a prominent poultry processing company headquartered in Gainesville, Georgia. Over the years, it has expanded significantly, now operating multiple facilities across Georgia and Tennessee.

#### Key Highlights:

**Operations:** The company specializes in producing fresh and ready-to-eat chicken products, serving a diverse clientele that includes K-12 schools, retail markets, national accounts, and custom processing services.

#### Facilities:

Gold Creek Foods operates several processing plants in Gainesville and Dawsonville, Georgia, as well as a facility in Caryville, Tennessee.





## Sponsor Company's Profile

### Acquisitions:

In 2021, the company expanded its operations by acquiring Foundation Food Group, adding four new plants and increasing its ready-to-eat and par-fry production capacity.

### Headquarters:

In October 2023, Gold Creek Foods inaugurated its new headquarters in the former Peach State Bank building in Gainesville, Georgia, marking a significant milestone in its growth.

### Workforce:

With a workforce of over 3,400 employees, Gold Creek Foods continues to emphasize innovation and quality in the poultry processing industry.

### Job Openings

**Currently 300 Unskilled Job Openings**







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# **Apply Today for Faster Approval!**

**[www.NewlandGroupUSA.com](http://www.NewlandGroupUSA.com)**

