

CUMMINS GLOBAL MOBILITY



Frequently Asked Questions

As an upcoming or recent college graduate who needs sponsorship to work in the United States, we understand that you will have many questions regarding Cummins' immigration sponsorship program. Cummins has a centralized immigration support team, Cummins Global Mobility Services (Global Mobility). At Global Mobility, we receive questions from candidates through their recruiter. We are providing the below answers to address some of the most frequently asked questions. We hope that you find this information useful.

What can I expect once I accept a job offer with Cummins in connection with my immigration status?

Upon acceptance of your job offer with Cummins you will be asked whether you require sponsorship to work in the United States now or in the future. At Cummins, we are an equal opportunity and affirmative action employer dedicated to diversity in the workplace. Our policy is to provide equal employment opportunities to all qualified persons without regard to race, gender, color, disability, national origin, age, religion, union affiliation, sexual orientation, veteran status, citizenship, gender identity and/or expression, or other status protected by law. Cummins validates right to work using E-Verify. Cummins will provide the Social Security Administration (SSA) and, if necessary, the Department of Homeland Security (DHS), with information from each new employee's Form I-9 to confirm work authorization. Once you accept your offer and indicate that you require sponsorship, Cummins Recruitment department will communicate with Global Mobility and we will contact you to initiate your U.S. immigration process. You will receive a Cummins Immigration Home Page account which will provide you with 24/7 access to your immigration records, including forms, filings, process updates, and the latest immigration news.

What sets Cummins apart for me as a foreign student seeking sponsorship to continue my work authorization and to obtain U.S. permanent resident status should I decide to continue my career development in the United States?

Personal attention and a successful immigration team and program support. Our Global Mobility Services group works with you directly as soon as you accept your job offer. Global Mobility will immediately initiate your H-1B sponsorship process with Cummins' preferred service provider for U.S. Immigration matters, Fragomen. You will also have direct access to Fragomen's legal team, a team that is solely dedicated to the Cummins account. Global Mobility also provides frequent WebEx presentations regarding all aspects of your U.S. immigration status, from student maintenance of status to international travel. Global Mobility is available to answer questions that you have relating to your family's immigration matters. Global Mobility will reach out to you once you are eligible for U.S. permanent resident sponsorship per Cummins Policy. You will receive a comprehensive consultation and strategic partnering with you and your manager to discuss your career development and successful sponsorship strategy. Cummins covers all legal and filing fee immigration costs associated with your H-1B and green card process. *(continued on next page)*

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One of the core Cummins values is Caring. This means that you are provided with personalized immigration services, affinity cultural group options, Cummins Government Relations Department, which provides support and insight into the latest in U.S. immigration law development, and a human resources representative to support you throughout your process and employment.

I am hearing a lot about changes in adjudication practices and policy relating to U.S. immigration applications that has resulted in hardship to foreign national students seeking H-1B status and even H-1B visa holders seeking to extend their stay in the U.S. How has Cummins' been impacted?

There are many factors that allow Cummins to continue to experience success with our immigration program during challenging times. One factor is that we are hiring applicants based on their critical educational background, often in fields that are in short supply within the U.S. workforce, with a majority of candidates holding an advanced U.S. degree in a STEM field. Global Mobility Services, Fragomen, the employee and manager all partner together to commit to a thoughtful and personalized immigration process. These factors contribute to highly successful sponsorship filings that are compliant and strong.

Does Cummins Global Mobility group provide F-1 student visa application support?

While Cummins does not cover the costs associated with maintaining your F-1 student visa status, including visa stamp or employment authorization document applications. Global Mobility provides support for questions that you and your Designated School Official (DSO) may have and we are here to partner with you. We will provide you with guidance regarding the Form I-983, Training Plan for STEM OPT Students, sponsorship process questions, and Fragomen will discuss your F-1 status as it relates to the H-1B filing process.

Cummins Recruiting Department and Cummins Global Mobility Services will partner to help you make a smooth transition from student to employee. We welcome your questions and look forward to working with you!



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