



Re: Employer Perm Authorization to Represent

Dear Tamanna Ahmed \_\_\_\_\_ :

This letter will confirm our mutual agreement regarding retention by Cape Coral Petroleum \_\_\_\_\_ ("Employer") of the Law Office of Shayne J. Epstein, P.A. (the "Firm") a division of TEG.

Employer retains Firm to process a "labor certification" in order to hire a foreign worker. To undertake the labor certification process Firm will assist Employer with a "recruitment" process wherein a minimum of two newspaper ads, one online ad with the state workforce agency and posted a notice of job availability ad will be placed in order to look for a US worker. If no "qualified" US worker wants the position, the employer may submit the labor certification application in anticipation of approval and future employment of the foreign worker. The costs associated with the ads are estimated to be \$600 and must be paid for by Employer. Employer hereby agrees to pay Firm \$ 16,000 \_\_\_\_\_ in legal fees to process the labor certification.

Employer affirms:

- That it will review forms for accuracy before signing, that the Employer has not received payment of any kind to sponsor the foreign worker, that any employment agreement with the foreign worker does not include reimbursement for the labor certification attorney fees or ad costs;
- That any statements and/or evidence presented is accurate, authentic, true and correct;
- That by signing the labor certification form Employer states it has advertised but has been unable to find a qualified US worker, it has the financial ability to pay a w2 prevailing wage upon issuance of the employment authorization, that the position is permanent and fulltime.

There may be significant delays due to governmental backlogs, visa availability, government staff shortages, changes in policy/law, etc. No guarantee has been made as to how long this matter will take to complete.

Employer understands that the case cannot be filed, and services cannot be completed until Firm receives all supporting documentation and fees.

The representation is governed by the laws of Florida and exclusive venue in Broward County. The parties hereby knowingly waive a jury, and the jurisdiction of the various courts and agree to arbitrate any dispute between them by a certified arbitrator in Broward County.

📞 USA (954) 781-1994 | (561) 344-5157

📍 1359 East Sample Road Pompano Beach, FL 33064

📍 2295 NW Corporate Blvd. Suite 215  
Boca Raton, Florida 33431

📧 @theepsteingroup

📱 /theepsteingroup

✉️ info@theepsteingroup.org

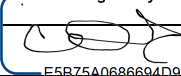
🌐 www.theepsteingroup.org



**LAW OFFICE OF  
SHAYNE EPSTEIN,  
A DIVISION OF  
THE EPSTEIN GROUP**

Thank you for trusting this office with such an important matter. If the foregoing is acceptable to you, please so indicate by signing below.

Agreed to and accepted.

Employer's Signature:  <small>DocuSigned by: E5B75A0686694D9...</small>	Date: 5/12/2022
---	-----------------

Address:	12 Falconwood Ct
Email:	MaishaTrading@gmail.com
Phone:	561-985-3162
Name on Card:	Arif Ahmed
Credit Card Number:	3727 291509 81003
Exp Date and Code:	11/24 and 5188
Payment Plan:	16 payments of \$1,000



LAW OFFICE OF  
SHAYNE EPSTEIN,  
A DIVISION OF  
THE EPSTEIN GROUP

### Petitioner Do's and Don'ts

A successful sponsorship process requires compliance with the relevant labor laws. The below list of Do's and Don'ts should help assure compliance with the rules related to sponsorship.

#### Do:

- Do treat your US workers the same as your foreign workers giving the same paid time off and employer benefits.
- Do pay the w2 prevailing wage as stated in the case.
- Do review your business taxes yearly and assure your profit or net current assets exceed the payrate.
- Do pay overtime when appropriate.
- Do assure that you properly complete I-9 forms for all staff.
- Do interview all candidates even if remotely qualified and keep notes as to if the candidate declined the position or was not qualified.
- Do assure you pay for the recruitment ads and the attorney fee associated with the labor certification.
- Do disclose any business or family relationship to the foreign worker.
- Do have the worker come to an agreement with you as to how long s/he will stay working for you after the greencard is issued.
- Do understand that if the foreign worker violated their status the greencard could be denied.

#### Don't:

- Don't employ people without authorization to work even if paid through a company, especially if you have "constructive" knowledge that he/she does not meet I-9 compliance.
- Don't Sponsor people unless you have a legitimate full-time job available and are willing to hire the worker as a w2 employee.
- Don't sponsor someone unless you have been unable to find a qualified US worker and don't fudge it.
- Don't take money from someone you are sponsoring in exchange for sponsorship.
- Don't sponsor people you think will quit as soon as s/he receives the greencard.

DS  
A handwritten signature in blue ink, enclosed in a blue rectangular box. The signature appears to be 'SE'.