



**INDUKU**  
Inspiring New Adventures

# American Adventure



Visit Our Website

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

**Subway**  
Wisconsin



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# Get to know us

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**Inspire new adventures through  
personal innovative solutions.**

*Employment and investment based Green Card  
opportunities*



Founded in 2017, the Induku Group is becoming one of South Africa's leading human capital and recruitment firms for the United States of America. Our focus is on our clients, getting to know their story and identifying the very best solutions that will meet their individual needs when considering emigration to the USA.



## Question

# What is a EB3 Visa/ Green Card?



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01



**A EB3 Visa/  
Green Card is a  
permanent  
residency card  
for the USA.**

Having a Green Card allows you and your family to live the American dream. Your spouse can work and your children can attend school. You can enjoy all the benefits of being in the USA, with the exception of being permitted to vote. Once you have your Green Card, you automatically become a permanent resident of the USA.

02



**How long is  
my green  
card valid?**

Your Green Card is valid for 10 years. After five years you can apply for US citizenship.



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## Subway Wisconsin

provides flexible schedules, competitive salaries, and great benefits.

In addition to an exciting environment, family-friendly policies, employee meals, company-sponsored activities, and more!

Wisconsin, a charming town in the heart of Wisconsin, offers a warm and welcoming home. With its small-town essence and friendly community, it provides a variety of attractions, from quaint cafes to thrilling water parks.

01

### Subway Responsibilities

02

### Position Offered

03

### Benefits

# Subway Responsibilities



Demonstrate a comprehensive understanding of menu items and accurately explain them to customers.



Utilize the point of sale/register system to input orders and calculate the bill amount. Collect payment from customers and provide change.



Perform cash handling procedure: accounting for all forms of money during the shift.



Prepare food neatly, according to the formula and on time.



Check products in the sandwich unit area and replenish items to ensure sufficient supply throughout the shift.



Understand and adhere to all quality standards, formulas, and procedures as described in the Subway® Operations Manual.



Maintain a professional appearance and personal grooming standards as described in the Subway® Operations Manual.



Complete light paperwork tasks as assigned.



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**Flexible schedule**

### **Sandwich Artist Compensation**

\$15 per hour

*Calculated based on the offered salary of USD \$15 per hour and a pay period of 160 hours (per month). PLUS an average increase of USD \$1 per hour in tips.*

02

# **Position Offered**

Sandwich Artist

# Benefits



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Medical  
Insurance  
Basics



Preventive  
Care



Where to Seek  
Care



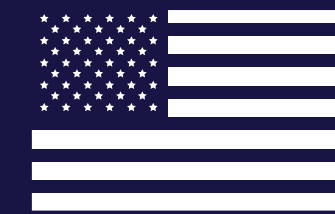
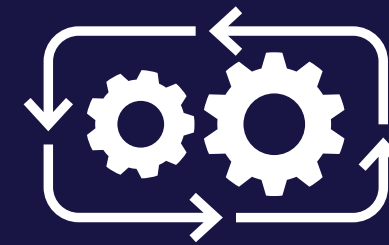
Shopping for  
Healthcare

- The worker is eligible for Subway's benefits as soon as it has completed the new hire waiting period of 1st of the month following 60 days.
- Some benefits may require evidence of insurability.
- Worker's dependents are eligible once the applicant is eligible for benefits and their inclusion is subject to additional costs. Dependents are defined as: lawful spouse, any child or stepchild who is less than 26 years old, any child 26 years old or older, unmarried, primarily supported by the worker and incapable of self-sustaining employment by reason of mental or physical handicap.

# Process



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**Step 1**

How does the interview process work

**Step 2**

Apply to Program

**Step 3**

Job Offer

**Step 4**

Consular Process

**Step 5**

Relocate to the USA



# Duration

## 4 Immigration Milestones

**DOL**

**DEPARTMENT OF  
LABOUR**

The DOL will ensure that your sponsoring company has adhered to all US immigration legislation. This includes demonstrating that they have made every reasonable effort to recruit a US citizen into the position but have been unsuccessful. Once you are DOL compliant you will receive a Labour Certificate.

This process of approval may take six to nine months. If it is for a working age adult, it may take an additional two months.

**Please note: this is only an estimate**

**USCIS**

**UNITED STATES CITIZEN AND  
IMMIGRATION SERVICES**

This department requires unabridged copies of all birth, marriage and other relevant certificates. They may conduct a Request for Inspection (RFI) or Request for Evidence (RFE) audit during this process. USCIS can take approximately 3 to 5 months. We can expedite this process at a cost of \$2500.00, which reduces the time to approximately one month. We usually receive an answer in 15 working days. Once in the USCIS process you will receive a tracking number to track the progress of your application.

**Please note: this is only an estimate**

**NVC**

**NATIONAL VISA  
CENTRE**

In NVC you and your family's DS260 will be drafted. All documents that have been submitted will be checked and verified. All forms should be completely accurately and honestly as the NVC's job is to ensure that you do not pose any kind of threat to the USA or its citizens.

There is no time frame for NVC, but once we receive your completed NVC documents we will let you know. We will continuously check on the progress of your application and keep you updated.

**Consulate**

**NATIONAL VISA  
CENTRE**

Once you have received all your approvals from the different departments, you will proceed to the Consulate stage. We have no control over when an appointment will be issued. Your priority date will be needed to be current in order for you to receive a consulate appointment.

After your appointment and subject to Consular approval, you will receive your Green Card. Once you have your visa, you can book your flight tickets and your relocation begins!

**DOL and USCIS processes run concurrently**



## Question

# What happens when I arrive in the USA?

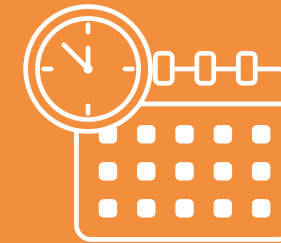


01



When you arrive in the USA you will need your social security number before you can start working

02



It is advisable to schedule your arrival in the USA ahead of your start date for work, in order to apply for a Social Security number which you will need before you commence employment. We can assist with this process.

03



We will assist you with obtaining your social security number

04

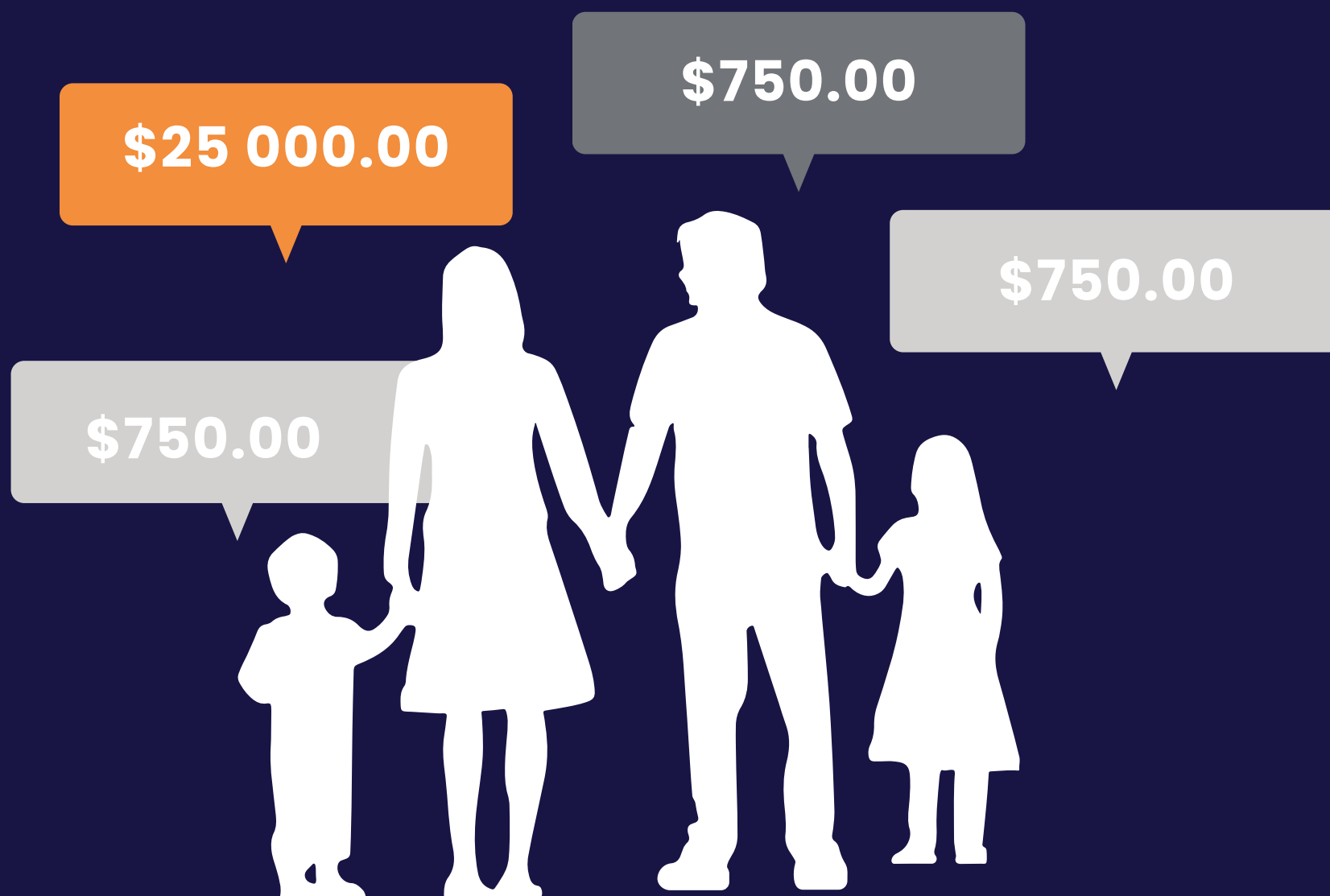


You will need to report for work on the stipulated date, this will be discussed with you beforehand



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# Cost of Program



**1** Main applicant: \$25 000.00

**2** Spouse: \$750  
Dependant: \$750  
*All children under 21 unmarried*

\*Excluding Government Fees  
\*Expediting fees are optional.

Payments are made upon completion of the following –

1. On signature of contract
2. On DOL approval
3. On USCIS approval
4. Once consulate appointment is secured

# Costs not covered by Application Fees

Take note of these items that you will need  
and which are for your own account

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**1** Passports

**2** Police clearance

**3** Main medical

**4** Travel  
& Accommodation



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# What you will need



1. The candidate should have a minimum B1-Pre-intermediate level of English before Phase 3 of the process in order to apply for the vacancy.
2. Unabridged birth certificates of main applicant and all dependants
3. Unabridged marriage certificate
4. Divorce decree (if applicable)
5. Death certificate (if applicable)
6. Covid vaccination certificates for everyone over the age of 12
7. Passports must be valid for at least 18 months prior to traveling
8. Valid police clearance for any country you have lived in for more than 6 months
9. Military records
10. Adoption records



# Our team

Our team is dedicated to making sure your American adventure runs smoothly



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**Thank you for taking  
the time to speak with  
us. We are committed  
to ensuring that your  
American adventure  
is a smooth and  
successful journey.**



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## Contact Us

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