

PRICING & SCOPE GUIDE

Employment-Based Immigration Pricing & Scope Guide

Observed attorney fees, clearer engagement terms, and a worksheet to help your firm prepare its own quotes.

A practical starting point for your next quote

The fee is only one part of the decision. Consider the work included, the team required to deliver it, and the communication your clients will need along the way.

Fees observed among firms we support

MATTER	ATTORNEY FEES
PERM labor certification	$10,500 – $11,500
PERM-based I-140 petition	$4,500 – $6,500
H-1B petition	$4,500 – $7,000
Employment-based adjustment of status	$2,500 – $4,000
E-2 treaty investor	$10,500 – $12,000
L-1 intracompany transferee	$10,000 – $12,500

Source: Fee ranges provided by Dayana Valero Halten based on her experience with law firms Valero Legal supports. October 2026.

These are observed professional-fee ranges, not nationwide averages, recommended fees, or Valero Legal service prices. The ranges are not standardized for scope. Confirm applicant coverage, included services, government charges, advertising, and other expenses before comparing quotes.

DEFINE THE WORK

Define the work before setting the fee.

Use these questions to make the scope clear before an engagement begins.

PERM labor certification

Does the engagement include job-requirement review, prevailing wage preparation, recruitment coordination, application preparation, and audit-file organization? Identify how advertising costs, audit responses, and restarted recruitment will be addressed.

PERM-based I-140

Did your firm prepare the PERM? Account for review of the underlying file, employer financial evidence, and beneficiary qualifications. Specify whether premium-processing preparation and responses to agency requests are included.

H-1B petition

Separate registration from petition preparation where applicable. Assess position, credential, and worksite issues. Clarify dependent applications, consular assistance, and additional evidence responses.

Employment-based adjustment

State whether the quote is per applicant or covers a family. Define treatment of related employment and travel applications, interview preparation or attendance, and additional evidence requests.

E-2 and L-1

Define the filing route, business-document review, organizational evidence, and preparation responsibilities. Address business plans, translations, dependent applications, and consular support explicitly.

Every quote should answer these four questions

01 What is included?

02 What is additional?

03 When are payments due?

04 Where does the engagement end?

WORKSHEET

Build a quote that fits your practice.

Complete this worksheet for a defined scope, then compare your estimates with actual time and cost.

Attorney time: estimated hours × internal hourly cost	$ _____
In-house paralegal time: hours × internal hourly cost	$ _____
Contract support, if used	$ _____
Administrative time	$ _____
Allocated overhead not already counted above	$ _____
Allowance for additional work within the agreed scope	$ _____
Total estimated delivery cost	$ _____
Proposed professional fee	$ _____
Fee less estimated delivery cost	$ _____

Use internal costs rather than client billing rates. Avoid counting the same work under both in-house and contract support. Fee less delivery cost is not necessarily net profit unless all relevant costs are included.



Need help putting this into practice?

Valero Legal supports service pricing, team training, and workflows. Contract paralegal services are available separately or together with practice development.

Schedule a call: valerolegal.com/book · dvalero@valerolegal.com · 305-219-9898

General practice-management information. Each firm independently determines its fees, scope, and engagement terms. Valero Legal is not a law firm and does not provide legal advice.