

## Some of Employer Interview Questions (LMIA Application)

During an interview, ESDC/Service Canada officers may ask employers some of the following questions:

- Can I confirm your position?
- Are you the one who signed the application?
- Mailing address? Fax? Phone?
- Who completed the form?
- Are you familiar with the content of the form?
- Can I confirm with you the company name?
- Representative name? Phone? Fax?
- Who posted the ads?
- Are you familiar with the content?
- Who scans and read the resumes?
- What is the legal name of your business?
- What is the operating name of your business?
- Can I have your CRA number?
- How many locations do you have under this CRA?
- Who does your payroll?
- What is your principal business activity?
- What is the total number of employees under this CRA number?
- Were any employees laid off in the last 12 months? What was the reason for the layoff?
- Do you have any intention to re-hire any laid-off Canadians?
- What is the job title for the position you are requesting?
- How many foreign workers are you requesting on this application?
- What is the reason of your request?
- Why do you need a temporary foreign worker to do this job instead of Canadians?
- Where will the foreign worker be working? Address?
- What is the salary for this foreign worker?
- For how many hours per week?
- What is an overtime pay? After how many hours?
- How much are you paying with same skills and years of experience in the same occupation?
- Any benefits?

- If the foreign worker is not covered by the provincial/territorial health care from the day of arrival in Canada, will you pay for equivalent private health insurance until the foreign worker is eligible?
- What is the duration of employment you intend to offer this foreign worker?
- Do they need any sort of certification/licensing/registration to do this work?
- What job duties will the foreign worker be performing?
- What sort of skills/experience will they need for these jobs?
- Why are you requesting that much experience?
- Did you ever consider promoting your current Canadian employees to this position?
- Is there any language requirement?
- Have you attempted to recruit Canadians for the position?
- Can I confirm the posting dates with you on all the ads?
- Any on-going advertising?
- Job bank is still on-going? When will it expire?
- What were the results of recruitment?
- What do you think is the reason for not finding any suitable employee?
- What is the foreign worker's name?
- How did you find the foreign worker named on this application?
- Please clarify activities under transition plan.
- I will contact you again if I need more details.