

## **Eligibility Requirements**

As of April 2019, the firm will not be hiring entry level job seekers who are or will be subject to the H1-B lottery, except as set forth below.

Certain groups may make exceptions to the above policy. Entry level job seekers who will need to participate in the H1-B lottery may be considered for the following groups within Duff & Phelps (please note that Duff & Phelps may revise these exceptions in its sole discretion at any time):

- Complex Securities
- Strategic Value Advisory
- Compliance Risk & Diligence

We will continue to monitor the regulatory environment and modify our policy if our business needs change. If you have questions, please reach out to your local recruiting contact. If you are uncertain who that is, please contact [HC.Global.Visa@duffandphelps.com](mailto:HC.Global.Visa@duffandphelps.com).