



GRAND PACIFIC RESORTS®  
Time Away...Time Together...

# GRAND PATH TO *Citizenship*

## FREQUENTLY ASKED QUESTIONS

### Q What is the New American Workforce (NAW)?

**New American Workforce** (<https://uqr.to/nawforum>) is a program of the National Immigration Forum -- a 40-year old non-partisan, non-profit advocacy organization based in Washington, DC -- that partners with employers across the country to offer their employees free and trusted legal assistance applying for US citizenship.



New American Workforce offers employees the ability to connect with Board of Immigration Appeals accredited institutions to receive confidential consultations and assistance applying to become a citizen.

### Q What is the New American Workforce Citizenship program?

The program and **secure citizenship portal** (<https://uqr.to/nawcitizenship>) is a free online service that helps eligible employees apply for citizenship. Employees can voluntarily use this resource to complete their citizenship application through a secure and confidential online process.



Additionally, for applicants not yet eligible for citizenship, the New American Workforce Help Desk can help refer applicants to alternative low-cost immigration resources in their area.

### Q Who can use this program?

You are eligible to access this resource if:

- You are a Lawful Permanent Resident (i.e., Green Card holder) currently living in the U.S. and interested in becoming a naturalized U.S. Citizen, or;
- You are an immigrant currently living in the U.S. and have questions about your immigration options, including DACA.

### Q How will using this program help me?

The services offered through this program will guide you through each step, all the way from understanding your eligibility to submission of an application. Please note that using this resource can help you complete the application more quickly and with greater certainty, it will not expedite the USCIS naturalization application processing times.

### Q What is a Lawful Permanent Resident or Green Card Holder?

Someone who has been granted authorization to live and work in the United States on a permanent basis. As proof of that status, U.S. Citizenship and Immigration Services (USCIS) grants a person a permanent resident card, commonly called a "Green Card."

### Q What are some basic eligibility requirements for citizenship?

- Be at least 18 years of age at the time you file the application;
- Have been a lawful permanent resident for the past five or three years if you are married to a US Citizen and you have been living with your spouse for at least three years prior to filing;
- Have continuous residence and physical presence in the United States;
- Be able to read, write, and speak basic English;
- Demonstrate good moral character;
- Demonstrate a knowledge and understanding of U.S. history and government;
- Demonstrate a loyalty to the principles of the U.S. Constitution; and
- Be willing to take the Oath of Allegiance.

The portal will help explain each of these requirements to determine your eligibility.



**NEW  
AMERICAN  
WORKFORCE**

*Grand Pacific Resorts, in partnership with New American Workforce, is providing assistance for employees interested in completing their U.S. Citizenship application.*

### Q If I have difficulty with the English language or a limiting medical condition, are there accommodations?

Yes, if you meet the guidelines for certain **exemptions and accommodations** ([https://uqr.to/uscis\\_exceptions](https://uqr.to/uscis_exceptions)).



#### LANGUAGE EXEMPTIONS

You are exempt from the English language requirement, but are still required to take the civics test if you are:

- Age 50 or older at the time of filing for naturalization and have lived as a permanent resident (Green Card holder) in the United States for 20 years (commonly referred to as the “50/20” exception).

OR

- Age 55 or older at the time of filing for naturalization and have lived as a permanent resident in the United States for 15 years (commonly referred to as the “55/15” exception).
- If you are age 65 or older and have been a permanent resident for at least 20 years at the time of filing for naturalization, you will be given special consideration regarding the civics requirement.
  - o You will have to study only 20 questions rather than the much longer (100-question) list that most applicants face. The applicant will be asked ten of these 20 questions and will need to answer six correctly in order to pass.

#### MEDICAL DISABILITY

- You may be eligible for an exception to the English and civics naturalization requirements if you are unable to comply with these requirements because of a physical or developmental disability or a mental impairment.

### Q How much does the program cost?

Use of the program, as well as information, legal review and resources offered on the portal, are free to applicants under the New American Workforce Program.

While the **USCIS application filing fees still apply** (<https://www.uscis.gov/n-400>), during consultation with a legal provider, fee waiver eligibility can be explored. The only fees you will need to be prepared for are those application and biometric fees associated with applications made to the United States Citizenship and Immigration Service.



### Q How much does GPR cover and how much do I pay?

Grand Pacific Resorts will cover the upfront cost, and the associate will contribute 50% via payroll deduction. Payment amounts can be coordinated with GPR's People & Culture Team. Upon successfully completing the program, obtaining U.S. citizenship, and remaining with GPR for one year as a U.S. citizen, the company will reimburse the associate's 50% investment.

### Q Can my family members apply through this program?

No, only full time Grand Pacific Resorts associates can take advantage of this program at this time. Both full and part-time associates are eligible.

### Q Is my information held confidential?

YES. information will not be shared with anyone beyond the legal provider. Your personal information will not be shared with your employer or the government. You will be solely responsible for submitting your completed N-400 application to USCIS (the government agency processing citizenship applications) once the legal provider says the application is ready to be submitted. Your basic contact information will be shared with GPR's People & Culture Team to facilitate issuance of the filing fee check to the US Department of Homeland Security.

Please be aware that use of the **NAW program portal** (<https://uqr.to/nawcitizenship>) and any related services is voluntary and governed solely by the **Citizenshipworks Privacy Policy** ([https://uqr.to/nawcitizenship\\_privacy](https://uqr.to/nawcitizenship_privacy)) and Terms of Use. There are administrative, software and physical safeguards in place to protect personal information.



### Q What is Citizenshipworks? How is it related to the New American Workforce Citizenship Program?

Citizenshipworks is our technology partner/online platform service that helps eligible immigrants prepare their application for US citizenship. It transforms a very lengthy and complex legal form into an easy-to-use online application. This platform also securely connects the applicant to a trusted legal provider to complete review of the application and supporting documents through an encrypted system.

### Q I have more questions or I'm having trouble using the program. Who can I call?

Please call or text the New American Workforce Help Desk on (202) 656-3004, or send an email to [Citizenship@immigrationforum.org](mailto:Citizenship@immigrationforum.org).

## For additional questions

about this program, contact the  
New American Workforce Help Desk (NAW)  
at [citizenship@immigrationforum.org](mailto:citizenship@immigrationforum.org) or  
call/text (202) 656-3004.