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Dear Mr. Kriek:

Thank you for your correspondence of September 26, 2025, regarding the genuineness policy under the Temporary Foreign Worker (TFW) Program. I regret the delay in replying.

The TFW Program is governed by the *Immigration and Refugee Protection Act* and its Regulations. Labour Market Impact Assessments are evaluated in accordance with paragraph 203(1)(a) and subsection 200(5) of the Regulations, which stipulate that employers must provide a genuine offer of employment. This requirement is central to protecting temporary foreign workers and ensuring the integrity of the Program.

Service Canada evaluates the genuineness criteria for every Labour Market Impact Assessment application respectively. To meet the genuineness criteria, all four factors under subsection 200(5) must be satisfied, including the employer's capacity to fulfill the terms of the offer throughout the employment period. This assessment typically includes the employer's ability to provide the stated wage, working conditions, hours and necessary equipment.

Employers are responsible for demonstrating the genuineness of both the business and the job offer. While documents from the Canada Revenue Agency can support this assessment, Service Canada officers may consider a range of evidence, guided by Program directives and their discretion.

Service Canada remains committed to strengthening the TFW Program through ongoing collaboration with partners and stakeholders.

I trust that this information addresses your concerns. Please accept my best wishes.

Yours sincerely,

Cliff Groen

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