

THE BUSINESS IMMIGRATION GROUP



SEYFARTH
ATTORNEYS SHAW_{LLP}

Breadth. Depth. **Results.**

YOUR GLOBAL EMPLOYEES: Where you want them. When you need them.

In today's global business environment, it's already a challenge to find employees and managers with the best mix of skills, talent and experience — a task made even more complex when the right candidate and the right job are in different countries. Multiply that by the size of a company's operations and the constantly changing framework of international immigration laws, and it's no wonder that many businesses find the process of matching talent to need overwhelming.

Seyfarth Shaw understands the business immigration issues employers face worldwide. Bringing together a powerful combination of resources, the Business Immigration Group designs, implements and manages immigration programs for employers in nearly every industry and on every continent. These resources include:

- **Seasoned Professionals.** Our attorneys have years of practical experience. We help clients manage both inbound and outbound employment immigration processes, and are recognized leaders in developing strategic business immigration programs and policies. In speaking engagements, in the press, and through our active involvement in professional associations, we not only provide clients with the highest levels of service, we act as a knowledge resource for legal peers, human resource professionals and industry leaders around the globe.
- **Intelligent Technology.** We make effective use of state-of-the-art technologies — including several proprietary, interactive case-management and docketing software programs — to maximize accuracy, minimize redundancy, and provide real-time access to information ranging from case records to legal updates.
- **Global Platform.** From our offices in 10 cities across the United States and Europe, and our membership in the *ius laboris* International Employment Law Alliance (with offices in an additional 35 cities outside of the United States), we have the worldwide perspective *and* the local resources to meet our clients' business immigration needs at every conceivable level and location.

We provide a comprehensive range of services, customized to meet clients' unique needs and challenges. These services include day-to-day case preparation, management, filing and monitoring, as well as strategic initiatives involving the development and implementation of in-house business immigration programs and training modules. We respond to and resolve immigration issues and government compliance investigations.

Our goal? Helping our clients put the right person in the right place, at the right time.



SEASONED PROFESSIONALS

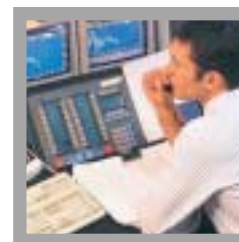
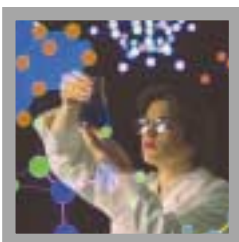
The Business Immigration Group comprises a highly integrated core of more than 40 legal professionals with extensive experience in business immigration law. For example, each of the group's co-chairs has been practicing in this area for more than 20 years. Several of our team members are licensed to practice law in foreign countries. Over time, we have honed our infrastructure and professional relationships to such a degree that we are able to provide focused, effective legal advice across the full spectrum of immigration-related employment issues.

Our services extend throughout the regulatory landscape, covering issues such as:

- Identifying and obtaining all categories of immigrant and nonimmigrant visas and work permits.
- Obtaining waivers of two-year home residency requirements.
- Representing all categories of medical professionals.
- Developing and managing the program for high-volume H-1B employers.
- Transferring managers and executives throughout worldwide operations via L-visa programs.
- Preparing "Outstanding Researcher" and "Outstanding Professor" petitions for researchers and faculty members.
- Preparing "Extraordinary Ability" and O-1 petitions for business leaders, scientists, performing artists and athletes.
- Representing clients involved in I-9 audits, sanctions proceedings, discrimination claims based on alienage, Department of Labor wage audits, and other compliance and enforcement actions.
- Minimizing the logistical inconvenience and delay that potentially affect visa and work permit processing as a result of heightened security clearance and registration requirements.

We have significant experience in a broad range of industries. Our clients are involved in businesses ranging from leading-edge scientific developments to traditional retailing and manufacturing. These include:

- Architecture and Engineering
- Financial Services
- Manufacturing and Industry
- Biotechnology
- Healthcare and Medicine
- Marketing and Advertising
- Consulting and Staffing
- Information Technology
- Performing Arts
- Education and Research
- Life Sciences
- Professional Sports



INTELLIGENT TECHNOLOGY

Today's businesses run at the speed of thought. The Business Immigration Group harnesses proven technologies to help clients meet their work permit and visa processing needs while staying ahead of emerging immigration policies and rules. We have aggressively pursued the most effective systems and protocols available, and have developed our own leading-edge software and infrastructure to further improve client service.

For example, our proprietary ImmSTAR® case-management software is a web-based system that enables real-time, 24-hour access to case records. Tracking and protecting critical immigration data, ImmSTAR® works alongside scanning technology to create a complete set of case files and information that is available to designated client representatives and individual employees. The system includes interactive checklists that employees can complete and submit online, and also provides timely alerts on recent immigration developments. Our high-volume business clients find this system particularly useful as they navigate the hectic, time-sensitive process of managing immigration cases.

We use sophisticated tasking, docketing and calendaring technologies to monitor visa- and passport-expiration deadlines as well as to trigger internal and external dates to track processing times. Our docketing software helps clients meet deadlines and predict future workloads and associated costs. This system can significantly reduce the risk of status and deadline lapses, eliminate unnecessary worry, and decrease the burden of managing numerous cases.

The Business Immigration Group also uses document-assembly technology to streamline the production of case materials, capture valuable knowledge, and make that knowledge available to the client. The system relies on an extensive library of interactive templates that we have developed at Seyfarth Shaw. By using our document-assembly system, we avoid extensive, redundant (and possibly inaccurate) re-entry of existing data. Document assembly also enables us to modify and improve our internal procedures, update our materials to reflect the latest agency rules and processes, and embed quality control checkpoints.

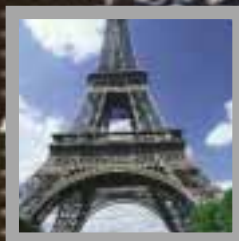
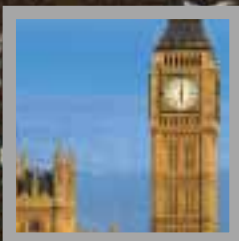
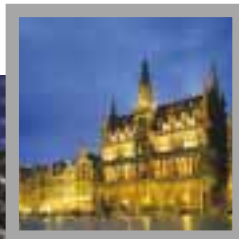
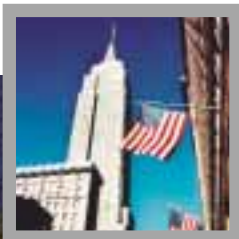
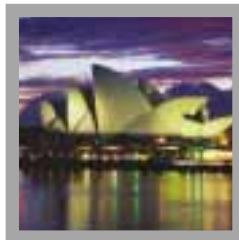


GLOBAL PLATFORM

Whether seeking assistance with the relocation of a single executive or the redeployment of employees across the globe, clients need legal counsel who understand their immigration needs at local *and* international levels. With our broad geographic scope and in-depth experience with immigration law, the Business Immigration Group is able to provide high-quality, sophisticated services wherever our clients are located.

From our 10 offices in the United States and in Europe, we are able to work directly with clients in every time zone and on every continent. Our clients and their employees come from Australia, Belgium, Canada, China, France, Germany, Hong Kong, India, Israel, Japan, Malaysia, The Netherlands, Russia, Taiwan, the United Kingdom and the United States, just to name a few. Where local expertise is required or where client needs otherwise dictate, we can also call on prominent relocation agencies and our international law consortium, *ius laboris* — an alliance of the world's leading law firms specializing in labor and employment, of which Seyfarth Shaw is the exclusive U.S. member.

Our team of attorneys and paralegals has significant depth of knowledge in immigration law. This knowledge, combined with our streamlined processes, has positioned us to provide a comprehensive slate of client services. For example, where many firms focus on inbound immigration only, we are able to draw on our extensive knowledge and experience in obtaining visas and work permits on all continents to provide *outbound* immigration services to employees headed to foreign-country assignments.



FLEXIBLE, CLIENT-BASED IMMIGRATION MANAGEMENT PROGRAMS

It's one thing to know the details of an individual immigration case. It's another thing altogether to manage multiple cases, all in the context of the rapidly changing immigration laws of countries across the globe.

The Business Immigration Group brings to bear all of its resources to help clients design, implement and improve customized immigration management programs. Most importantly, we work with clients to design programs that address their unique goals in the context of their particular regulatory and business environment. Just as a given job requires an employee with the right skill set, an immigration-management program must incorporate our client's objectives and available resources.

We offer component-based services that enable clients to select from a range of offerings — from a comprehensive immigration-management solution to a customized program that utilizes a client's existing and available resources. These include:

- Case preparation, filing and monitoring
- Case management and docketing
- 24/7 status reporting through ImmSTAR®
- Customized case-reporting formats
- Training
- Dissemination of "best practices" information
- Development of corporate policies and programs

Our solutions are not static. As our clients' needs, resources and environments evolve, we can increase, modify or reduce our services as appropriate, with no interruption to ongoing processes. Further, Seyfarth Shaw has always been a leader in the development of creative, client-focused fee and billing solutions. Our flexible pricing structures address our clients' requirements, not our own, and can vary from hourly rates to fixed fees per case or project — or an appropriate combination thereof.



CONCLUSION

Business needs regularly outpace immigration policies and procedures. When the right person is needed for the job *right now*, immigration delays and challenges not only cost time and money in and of themselves, they exact a significant opportunity cost as well.

The Business Immigration Group at Seyfarth Shaw has a long history of helping clients develop and implement immigration management programs that accelerate the process of bringing the right person to the job, while ensuring compliance with applicable laws and regulations. Our seasoned professionals, intelligent use of technology resources and global platform provide focused, effective solutions to our clients' full range of business immigration issues.

The Business Immigration Group is an integral part of Seyfarth Shaw's highly respected labor and employment law practice. Founded in 1945, Seyfarth Shaw provides comprehensive legal counsel to clients worldwide, including business law, contracts, employee benefits, environmental safety and health, real estate law and litigation. Acting in concert with our attorneys throughout the firm, we deliver legal services with an eye toward the complex issues and challenges facing today's businesses.

