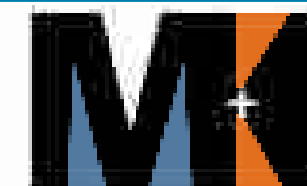




*EXPAT*  
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*Webinars*

**US IMMIGRATION UPDATE :**  
**H-1B, H-4 and L-1 workers for Multinational employers**

*Thursday, 27th February 2020*



**MAGGIO KATTAR** *The immigration solution you need. The immigration support you deserve.*

EDUCATION SERIES



# John Nahajzer

## Managing Shareholder

As a Managing Shareholder at Maggio + Kattar, John is committed to upholding the firm's international reputation for innovative solutions and legal excellence across a wide variety of disciplines within the practice of immigration law. John's prior experience in-house as associate general counsel, managing a broad range of corporate legal responsibilities, lends him a unique business acumen and understanding of employers' concerns any challenges. His diverse background allows him the develop holistic strategies for employers that consider implications beyond just immigration law.

In his practice, he routinely handles all aspects of immigration law for health care employers, hospitals, physicians and researchers. John is widely recognized for his expertise in all facets of the employment-based immigration arena, including routine and complex immigrant and non-immigrant matters, the immigration implications of mergers and acquisitions, corporate best practices, and I-9 and E-Verify compliance.

John has been recognized for his contributions to the field including by Who's Who Among Corporate Immigration Attorneys, Super Lawyers and by Washingtonian Magazine as one of Washington D.C.'s Best Lawyers in Cross Border Practice.



MAGGIO KATTAR

# Jim Alexander

## Managing Shareholder

As a Managing Shareholder at Maggio + Kattar, Jim is committed to upholding the firm's international reputation for innovative solutions and legal excellence across a wide variety of disciplines within the practice of immigration law. Jim is a nationally recognized expert in a wide variety of highly specialized areas within the immigration law field. Jim approaches each case with his breadth of expertise looking for the best possible solution to a client's immigration challenges whether it is in employment or family based immigration, removal defense, asylum or beyond.

Jim assists institutional and individual clients across a wide range of industries. His clients range from large, multinational corporations with thousands of active matters to start-up enterprises that require innovative ideas in challenging situations. Jim's corporate clients come from a diverse industry group and include companies within the finance, aviation, defense and technology fields.

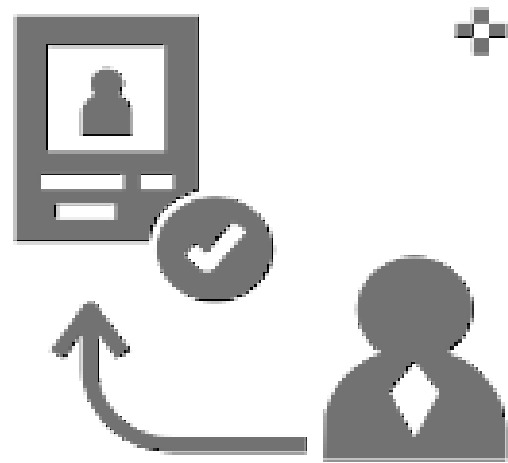
Jim has been recognized for his practice in the immigration law field by inclusion in various publications and organizations that rate lawyers including Best Lawyers, Chambers USA, The Washingtonian magazine, among others.

# Topics

- H-1B Updates
- H-4 EADs
- L-1 Updates



# H-1B Process FY 2021



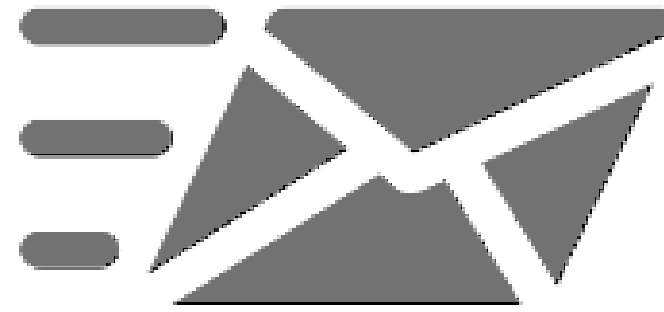
MARCH 1-20

EMPLOYERS REGISTER



APRIL 1

FIRST DAY INITIAL  
APPLICATIONS  
ACCEPTED



WITHIN 90 DAYS  
OF NOTIFICATION

SUBMIT FULL PETITION  
IT MAY TAKE 4-6 MONTHS TO  
RECEIVE NOTIFICATION



OCTOBER 1

EARLIEST POSSIBLE START  
DATE

HOW WILL THIS NEW PROCESS IMPACT CAP GAP?



## Off Site Work

- Increased demand for evidence
- Increased rate of denial



## Requests for Evidence

- Increasing RFE rates
- New Challenges
  - "specialty occupation"
  - Level 1 wage
  - Degree relevance

# H-4 EADs

*This Benefit Still Exists!*



Final rule eliminating H-4 EADs with OMB

- Not clear when final rule will be published
- Not clear how EAD benefit will wind down

File for H-4 EADs as soon as possible

- Shorten processing times by avoiding biometrics

# H-4 EADs

*This Benefit Still Exists! Planning Is Critical Due To Delays.*



USCIS No Longer Adjudicates H-4 Extensions At The Same Time As H-1B Petition Review.

Requests To Extend H-4 Status Or To Change To H-4 Status Now Require All Applicants To Attend Fingerprint Appointment As Part Of Adjudication.

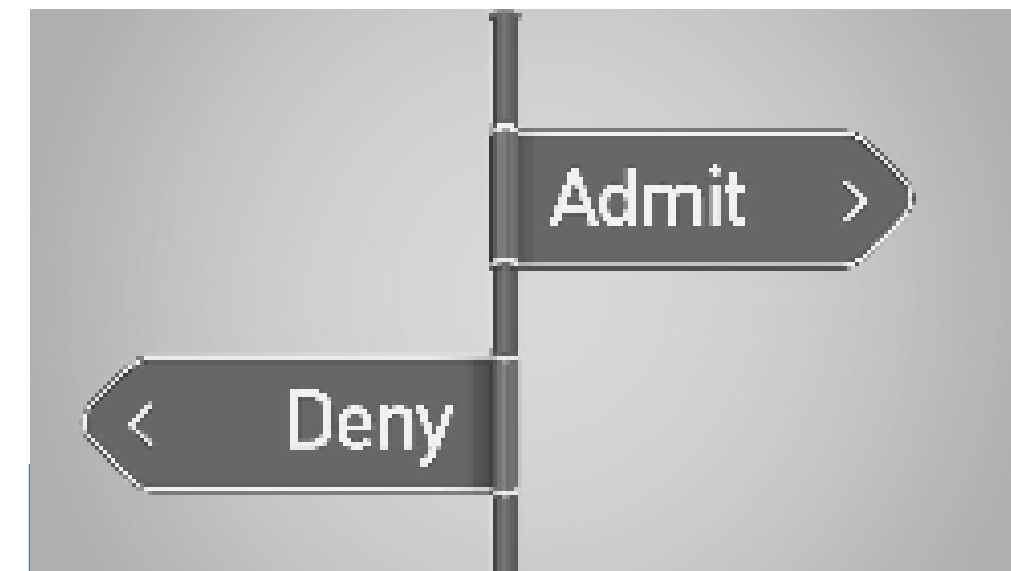
# L-1 UPDATE



Blanket Process  
in Chennai



Case Strategies for  
Improving Approval  
Rates



What Officers Will and  
Will Not Approve



# Individual L-1s



Developing Case Strategies to Improve Approval Rates

RFE and denial rates are increasing

RFE Trends

Evidence to include for L-1A managers and L-1B specialized knowledge filings

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# Q & A Session



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Thank you !