

What Are Immigration Employment Solutions?

Excellent question. Simply put, it's a way to connect international, specialty candidates to the employers who need them. Especially with new, complex immigration policies, it's challenging for companies in need of highly technical talent to find the right candidate, and make sure they're sponsored properly if they're a foreign national. That's where we can help.

For Foreign National Candidates:

We've helped hundreds of people get the sponsorship, legal guidance and peace of mind they need to do what they love. Whether they need help securing or transferring an H-1B, TN, E3 or OPT-CPT sponsorship, or securing a green card, we have a team of experts to help ensure these amazing people get the support and sponsorship they need to land the right position.

For Employers:

We help employers gain access to the right candidates without the stress of legal requirements and processes. We have a team of experts, including legal counsel, that minimize the time, expense and risk exposure an employer would face trying to hire a specialty international candidate on their own.

When you work with our Immigration Team, you get:

- **Immediate, real-time immigration counsel** from our in-house legal staff
- **Thorough and detailed pre-screening** for positions, and a timeline for employment prior to the interview or job offer
- **Speed to market:** from the confirmed job offer, the individual may be available to work in as few as **7 to 10 business days for standard H-1B visa transfers**
- **Optimized extranet**, which is a secure website that allows employees to see **case progress information** in real time, including next steps, and an estimated timeline for completion of the matter
- **Tracking systems** that allow client access to real-time reports on status of all foreign nationals

Quick Facts:



431 – The number of **H-1B** visas currently under our management

In 2018, we filed **700 H-1B** cases and helped over **200 students process STEM extensions** for their OPT

1500 – The number **H-1B visas transfers** our team of experts has completed

578+ – The number of **green cards** we've processed

How It Works: The H-1B Filing Process



Immigration Program Solutions

Our ability to sponsor H-1B Visa holders and our green card processing capability offers our clients access to a diverse global talent pool of foreign nationals. Our experience in processing, managing and implementing immigration programs, partnered with a best in class law firm, helps our clients feel safe in their use of foreign nationals:

- » H-1B candidates are contacted immediately for pre-screening and on-boarding process review
- » Candidates have access to a secured online site that provides real-time status at each stage of the on-boarding process
- » H-1B filings are completed within 5-7 business days of notification
- » Each candidate receives a call from our immigration attorney to address any personal concerns and ensure case feasibility

Client Support when Using H1B's on Contingent Positions

- » Letters of Sponsorship - Required proving the employer/employee relationship between the sponsoring company and the consultant.
- » Accommodate Inspections/Site Visits from USCIS/DOL.
- » DOL officers verify consultants are working onsite by appearing at the client and asking the consultant a short series of questions.
- » Immigration (USCIS/DOL) is looking to confirm that the foreign national is working at the location and are doing the job described listed in the H-1B petition.
- » Understanding costs for visa processing: USCIS filing fees, attorney fees, bench costs/flights home at withdrawal of the H1.

Visa Fees

Description	Cost	Comment
H1-B Filing	\$4,000	Employer must pay
Premium Processing	\$1,225	Consultant can pay
H4 (family)	\$1,200	Consultant can pay
H4 EAD	\$1,000	Consultant can pay
Request for Evidence	\$1,200	Employer must pay
H1-B Extension	\$2,800	Employer must pay
H1-B Amendment	\$1,300	Employer must pay; Material changes in employment (worksite, pay decrease)
F1 OPT STEM Extension	No Cost	Need onsite mentor
E3 (Australian Citizen)	\$1,300	Employer must pay
TN Visa (Mexico or Canada)	No Cost	
Education Equivalency	\$500	Only when required

Green Card Processing Fees

Description	Cost	Comment
Perm Labor Certificate	\$5,000	Employer must pay
I-140 Filing	\$2,900	Consultant can pay
Adjustment of Status	\$2,900	Consultant can pay
Premium Processing of I-140	\$1,225	Consultant can pay
PERM Audit	\$1,500	
I-140 Request for Evidence	\$750	

*Our specialized immigration division, coupled with an exclusive relationship with an **immigration law firm**, allows Populus Group to expedite the immigration process **faster than the industry standard**.*



The H-1B transfer application process will take up to 5-7 business days from an offer



We often can get a consultant working in less than 2 weeks

Common Visas

Visa	Overview
H1-B	Designed for foreign workers in "Specialty Occupations" (positions <i>requiring</i> Bachelor's degree). If worker has a Bachelor's but it's not required for the position, the worker does not qualify for an H1-B. May be held for max of 6 years with initial grant of up to 3
TN	Enables Canadian and Mexican citizens to enter the United States to engage in professional business activities on a temporary basis. Must possess minimum qualifications of one of the professions specified in Appendix 1603.D.1 of the NAFTA treaty
F-1	Allows foreign nationals who attend school in the US to be admitted under an F-1 Visa. F-1 students may be permitted to work during school breaks or during the school year. Certain F-1 students may be able to obtain the use of Curricular Practical Training (CPT) and/or Optional Practical Training (OPT). Students with a degree in a STEM field are eligible for an additional 24 month extension.
E3	Enables Australian citizens to enter the United States to engage in professional business. Similar to the H1-B visa, E3 visas are designated for foreign workers in "Speciality Occupations" (positions <i>requiring</i> Bachelor's degree).
Green Card	<p>Permanent Residency application. Must be employer sponsored. Also requires a permanent long term position in which there are no qualified US citizens available in the area to perform job duties. Many H1-B visa holders want to initiate a Green Card to extend stay in the US beyond 6 year limit.</p> <p>Qualified H1-B visa holders require a stage 2 approval of their Green Card to extend stay beyond 6 years.</p>

Start the Conversation

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