

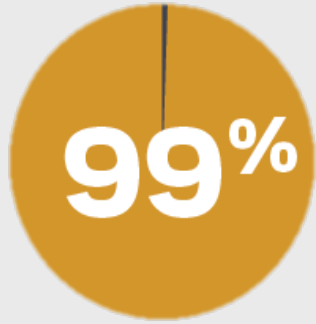
H-1B Visa Cap 2022 For Employers And Updates

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IMMIGRATION LAW PC, LLO

Our Value Proposition



**Over 99% Success
Rate**

Brown continues to succeed at over a 99% success rate every year



Maintain excellent relationship with

USCIS/DOS

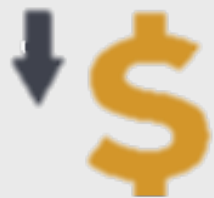
Focus exclusively on **Immigration**

Serve all U.S. time zones in a **central location**



15 Attorneys, 45 staff – largest stand-alone boutique business immigration law firm in Midwest

Approach each case with a **bespoke strategy**



Provide a highly skilled legal team at a

lower cost by Midshoring



Utilize the **latest tech** available to support you



The Latest

- USCIS, DOL, DOS all “underwater” to significant extent
- Better atmosphere – general trend towards better decisions
- Recent focus on STEM, NIW, O-1 clarifications – attempts at modernizing
- BBB Act stalled – no meaningful immigration reform talk – then house passed America COMPETE Act
- Dependent EADs partially aided by recent settlement
- New “transfer of underlying basis” process is welcome news



What is the H-1B Cap Registration

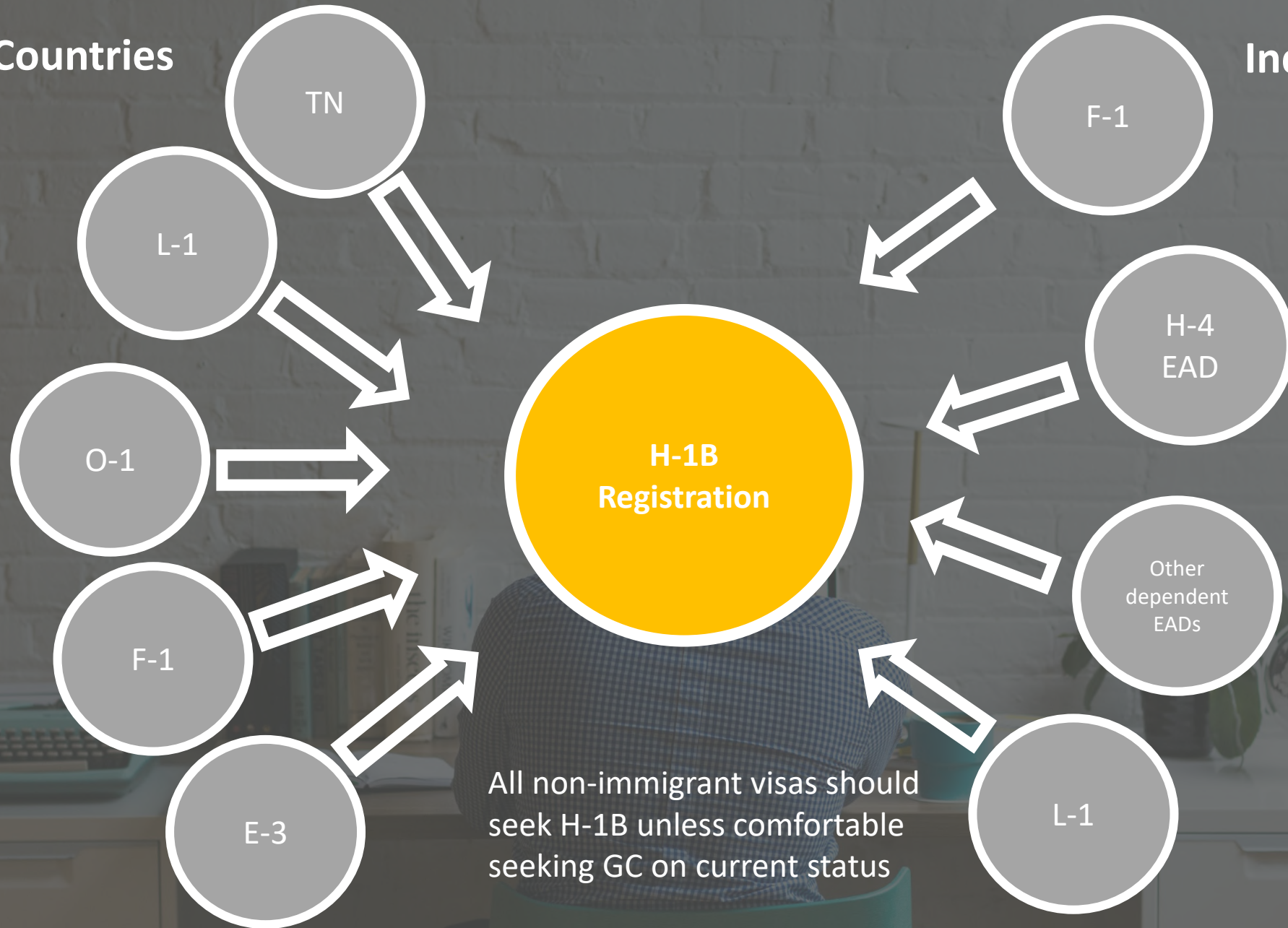
- First – what is an H-1B (specialty occupation)
- Cap registration - it's the new lottery – now in year 3
- Employers register current or future employees for Cap consideration
- Important dates:
 - February 21st onwards – New HR can register on portal
 - March 1 – 18th (12 noon EST): Registration Open
 - March 21 – 31: Registration results issued
 - April 1 – June 29: 90-day H-1B filing window



Our Approach – 2022

Other Countries

India/China



Our Process

1. Establish universe of possible H-1B registrations
2. Confirm final list with HR partners
3. Connect with employees and request docs
4. Receive all docs, determine case approach (including review SOC category and wage)
5. Ensure HR is on USCIS platform
6. Register employee in lottery (reverify list and handshake with HR)
7. After registration, confirm acceptance
8. After acceptance, file LCA, draft petition, and file prior to June 29, 2022

**Note: Our email outreach is very comprehensive to all – please read/ask questions.



Important Considerations

- We vet applications – ensure they have path to H-1B
- Duplicate registrations void registration – don't have multiple people registering
- Find everyone – some employers don't always report dependent EADs or F-1s – including new hires for spring/summer
- Reminder: non-acceptance in registration is not a denial
- Not being selected now may still be ok – waiting list (3 draws in 2021 – possibly a 4th)
- COS/Cap Gap folks and STEM allowance – important to understand base strategy/how it is designed to protect you
- Those about to graduate may be included – timing element
- Problem areas – multiple ERs? Travel... concerns about contingencies



Questions?

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