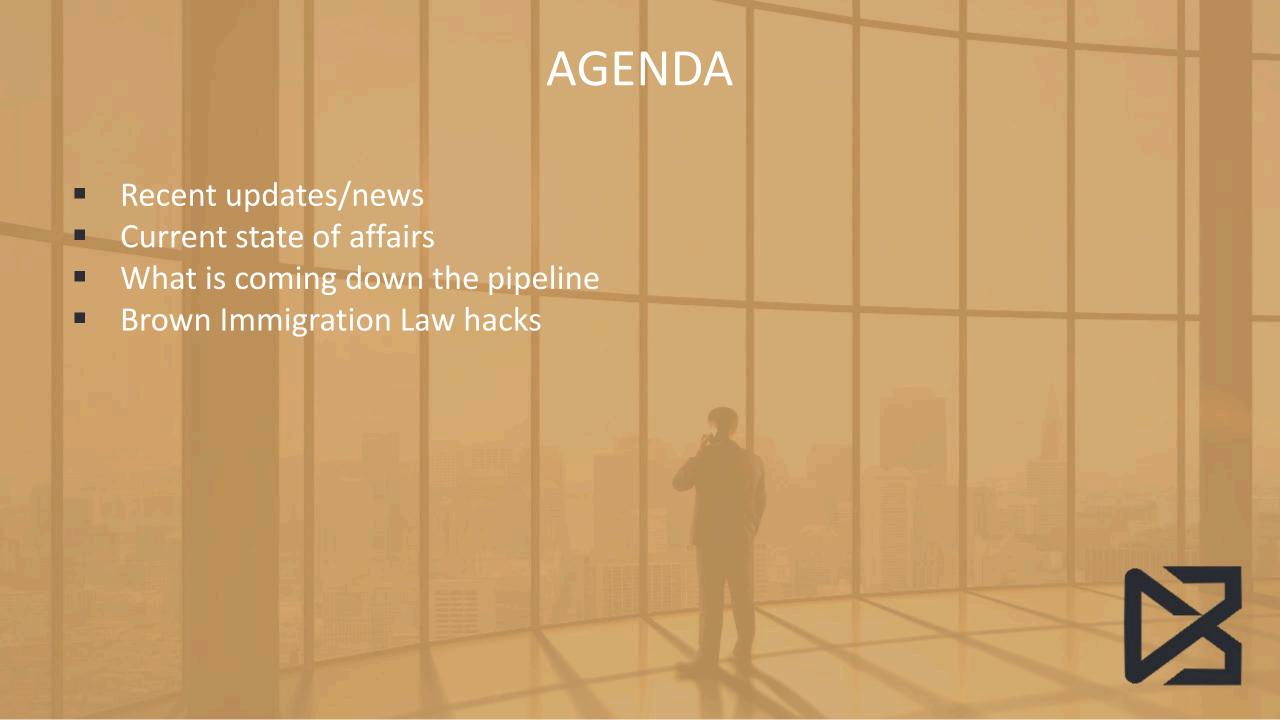


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HOT OFF THE PRESS

- Broad immigration reform dead
- Targeted laws may work EB-5 law
 - Help for nurses/doctors?
 - Possibly DACA? nothing else expected
- Rulemaking is name of game only tool Administration has
 - for Public Charge
 - for DACA
 - for new PERM
 - for Premium Processing and new EADs

CURRENT STATE OF AFFAIRS

- Hopefully immigration system's worst days are behind it
- Three shocks COVID, workforce policy, demand
- Anticipated COVID shocks would fade, and world "normalized" but did not account for shocks 2 and 3
- DOL fully staffed, USCIS (18%↓), DOS (significant shortages; especially most senior staff)
- Attempts to streamline in place DOS significant autonomy
 USCIS starting to accept recommendations
- Expect 2023 to be better, and 2024 to be closer to normal
- Lack of resources causing predictable problems



CHANGES ON HORIZON

- Premium Processing for I-539/EADs
- Premium Processing for I-140 MM/NIWs
- Likely return to matching dependent to primary case
- Visa revalidation in U.S. (*already done)
- Online filing for all form types FY 2026



THE CHALLENGES/OUR SOLUTIONS

- Each of the below issues has been a problem for at least a year at first, they appeared to be transitory in nature, but soon the issue came into focus and good firms have figured it out most have not solved all of these (as problem solvers, we are always finding the next hack)
- Basic rules in physics applies for every action, there is an equal an opposite reaction
- Consular unavailability (for appointments)
- DOL delays with prevailing wages and issues with wage results
- Work authorization interruption for employees' spouse
- Significant USCIS delays in issuing work authorization





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