Foreign nationals are in extreme demand, especially in technology

Bar chart:
- 2018: 199,000 (42.7%)
- 2017: 236,000 (36.0%)
- 2016: 233,000 (36.5%)
- 2015: 172,500 (49.3%)
- 2014: 124,000 (68% accepted)

x-axis: 25,000 75,000 125,000 175,000 225,000 275,000
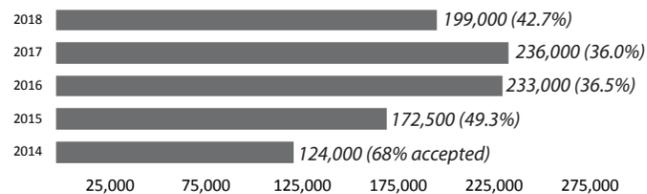
IT positions now account for 69% of all H1-Bs

1/3 of approved H1-Bs go to just 20 companies

40,645 companies had an H1-B approved in FY2017

Foreign companies under heightened scrutiny - approval rates are falling into 60% range

| Top Job Titles	Avg Salary	Top Work Cities	Avg Salary	Top Work States	Avg Salary	Top Industries	Avg Salary
Infosys	$82,993	New York, NY	$103,917	California	$105,772	Computer	$83,152
Tata Consultancy Services	$79,540	San Francisco, CA	$116,698	Texas	$83,506	Consulting	$89,764
IBM	$89,295	Houston, TX	$86,870	New York	$97,330	Colleges	$78,358
Capgemini	$80,081	Chicago, IL	$88,128	New Jersey	$82,958	Engineering	$77,669
Tech Mahindra (Americas)	$78,541	Atlanta, GA	$82,873	Illinois	$84,780	Accounting	$89,308

Highly ambitious top wage earners

High demand, hard to find technical experts

419,637 foreign nationals in U.S. with H1-B visas

Foreign National Secondary Market

Our employees are future CEOs, whether here or in-country
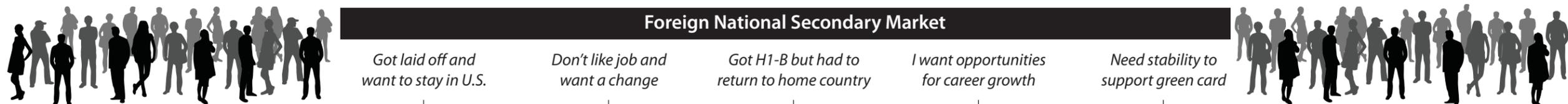
Got laid off and want to stay in U.S.

Don't like job and want a change

Got H1-B but had to return to home country

I want opportunities for career growth

Need stability to support green card

No gaps in employment go from project to project

Diverse engagements build skills/expertise

Short-term projects until long-term placement

Companies compete for expertise

One employer, many engagements

recruits F-1 students with Masters in CS from U.S. Universities for OPT programs
all candidates complete a 3 month training bootcamp (technical and non-technical)

recruits the best and the brightest with a focus on technology expertise

All consultants/engineers are full-time employees
offers a full benefit program, including health care

frequently does work with approved staffing vendors and act as a subcontractor

monitor all U.S. job boards for resume postings
post jobs asking for H1-Bs to send in resumes
monitor international job boards in tech hub areas
build a network group of H1-B LinkedIn users

Billed via MSA/SOW "Engineering Services"
Billed via a staffing agreement with client
Billed through company's staffing vendor

machine learning evaluates every resume
can determine if candidate is legitimate
touchpoints to candidates - build relationship

Talent Sourcing Engine

GLOBAL SOURCING AND DELIVERY

Company did not get every LCA approved
will fill those open positions with our contractors

→ IBM had 5,469 applications denied
Cognizant had 1,517 denied
can fill denied applications

ask current employee to do first interview as a skills assessment

in country and U.S background checks
like to find talent based on employee referrals
conduct knowledge testing to ensure skills

Detailed Background Checks

Visa process is cumbersome and time consuming
will handle the process for you and manage all paperwork

→ 676 employers needed only 1 or 2 H1-Bs
costly process for such small numbers
reduces costs and holds the paperwork

submits all H1-B transfer documents
files Labor Condition Application (LCA)
files H1-B transfer petition with USCIS
USCIS approves new H1-B visa

use premium processing
decision within 15 days

Transfer Documentation

Need staff for one-off projects and not more full-time employees
will provide contract employees for as long as you need them

→ specializes in contractors
client pays us, we pay employee
allows maximum staffing flexibility

employee does not notify current employer until new H1-B approved

Continuing Education

Company needs for managed services (SLA agreements)
will sell complete turnkey services, led by U.S. based H1-B experts

→ Costs for repetitive tasks very high
can co-locate team leaders at client
leverage Canada/Offshore to do work
significantly reduce managed service costs

young professional's organization

Professional Networking

our employees acclimatize to U.S. culture very quickly
have a place where no question is too embarrassing
build an extended family here, with their families so far away

Have plenty of funding for projects, but no one to lead them
can provide a full co-sourcing team to build specific projects

*6 months to get green card
not locked to a single employer
same time zones as U.S.*

single point of contact
Mature back office operation
Single monthly invoice
Hire top talent with U.S. experience
Enhance diversity on client teams

top performing project manager assigned

programs like these make it very easy to acquire top talent

| Peer to Peer Learning | Safe Haven Networking | Mentor Program | Conference Calls | Family Services |

*"Ask an H1-B" forum
How to navigate client
Improved understanding*

Every new employee assigned a mentor

*Spouse networking
Local social meetups
Family resources*

build long-term relationships with both clients and employees

helps employees get their green cards

project manager supported by executives who specialize in project strategy

Canadian Engineering Center
*Former H1-Bs located in Ottawa
Accelerated, relaxed visa program*

leadership training by senior consultants
technical skills training by experts in each field
relationships with outside educational providers

Mentor does weekly calls
management checks-in

Monthly "no agenda" H1-B conference calls
Anyone can submit anonymous question
leadership will answer questions on phone
all calls are archived for future employees

H1-B visas can be renewed beyond 6 years
if s/he has a pending green card application

PM leader in same office as client project owner

Offshore Engineering Centers
*H1-Bs and expert software engineers
Best and brightest, in country*

*project managers sourced from these centers
have worked side-by-side and have deep relationships*