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How BAL ensures immigration compliance

Showcasing how BAL helps businesses
maintain more cost-efficient and
compliant H-1B programs.

Updated immigration program for growth

Comprehensive immigration audit

At-a-glance:

- A global engineering company needed accurate data to support budgeting and workforce planning for U.S. growth
- BAL conducted a comprehensive data audit and provided a financial forecast, recommending a change from H-1B visas to a Blanket L-1 visa petition
- The program review and updates enabled strategic growth planning and cost-effective visa solutions

Service areas:

- Program optimization
- Immigration expertise
- Research
- Finance

Issue

A global engineering company with 70 foreign national employees needed accurate data to support budgeting and workforce planning for U.S. growth. The firm required a reliable financial forecast, especially given the company's reliance on H-1B visas and the significant fee increases by U.S. Citizenship and Immigration Services in 2024.

Action

BAL conducted a thorough audit of the company's data using BAL's proprietary case management platform, ensuring all records were current. Leveraging BAL's finance department systems, they provided a financial forecast covering typical expenses, legal fees and government filing fees.

Result

Based on the financial forecast, BAL counseled the company to move to a Blanket L-1 petition for intracompany transfers in lieu of the rising H-1B costs and uncertainties in the lottery selection process. The forecast enabled the company to plan strategically for growth, and the move to Blanket L-1 petitions provided a cost-effective and reliable visa solution.

Strengthened H-1B and I-9 program compliance

Internal H-1B and I-9 audit

At-a-glance:

- An IT company wanted to take proactive measures to help ensure H-1B and I-9 compliance and reduce the risk of a government audit
- BAL conducted a thorough review of H-1B filings and documentation, audited the I-9s of 100 employees and reviewed I-9 training materials, policy and procedures
- Detailed recommendations for program improvement were provided and corrective actions taken helped reduce risk of exposure to a government audit

Issue

Facing increased government scrutiny, an information technology company sought to proactively ensure compliance with H-1B and I-9 programs. They hired BAL to conduct thorough internal audits and provide a detailed analysis of their current practices.

Action

BAL's Government Strategies team first examined H-1B filings and Labor Condition Applications for 100 employees, verifying consistency with employment records and conducting 16 employee interviews to confirm filing details. They assessed compliance with regulations, SOC Codes, wage levels, duties and wage obligations. BAL produced a detailed report with recommendations to improve documentation and prepare for regulatory changes. The team also audited I-9 processes, reviewed training materials and proposed remediation steps to address compliance challenges during the COVID-19 pandemic.

Result

The company implemented BAL's recommendations, significantly reducing its exposure to audit risks. The strengthened compliance framework now effectively addresses potential government scrutiny and future regulatory changes.

Service areas:

- Compliance
- Program optimization
- Government Strategies
- Immigration expertise

Protecting immigration program impacted by RIF

RIF assistance provided

At-a-glance:

- A biotech company cut a third of its workforce, leaving many foreign national employees in limbo
- BAL provided comprehensive support, identifying employees at risk of losing work authorization and working to shift as many as possible to alternative visas
- At-risk employees were permitted to remain in the U.S. with their H-1B visas intact until they were eligible to seek alternative employment

Issue

An American biotechnology company's sweeping layoffs cut a third of its workforce, leaving many of its foreign national employees in limbo.

Action

BAL launched a support effort that included town hall meetings, consultations and assistance filing alternative visa petitions for eligible employees, including those whose PERM process was interrupted. The attorneys also compiled a list of those facing their last chance to obtain H-1B visas and worked to transition as many as possible to alternative visa types. Further, BAL successfully persuaded the company to delay laying off targeted employees who had been selected in the H-1B lottery until mid-October when they would be eligible to seek alternative employment rather than lose work authorization and be forced to depart the U.S.

Result

At least three of the impacted employees were able to either remain with the client or executed a timely departure after activating their H-1B status, making them eligible for another employer.

Service areas:

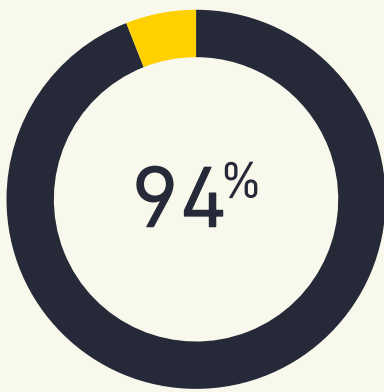
- Immigration expertise
- Employee communication

Saving time and money on filings

PERM and H-1B challenges

At-a-glance:

- A software company wanted to reduce time and money spent on critical PERM process and improve approach to H-1B cap filings
- BAL customized an automation tool to file PERMs for multiple employees at once and took a proactive approach to H-1B filings to reduce potential risks



Reduced PERM filing time
by nearly 94%

Service areas:

- Technology
- Program optimization
- Reporting
- Immigration expertise

Issue

A computer software company with 1,200 foreign national employees struggled with its PERM processing for employees eligible for permanent residency. While important to maintaining the company's competitive advantage, the PERM process is time-consuming and expensive. The company also needed a better approach to its H-1B cap filings.

Action

To reduce challenges with the PERM process, BAL customized an automation tool that showed PERM cases with current filing windows and indicated employee eligibility by job category and location. This enabled the legal team to file for multiple employees at once, saving time and money. For the H-1B cap filings challenge, BAL took a proactive approach using the firm's advanced reporting capabilities, enabling the team to identify which cases needed special attention, address the issues and file 30 days ahead of the deadline.

Result

The legal team's approach to the PERM process cut filing time to a couple weeks as opposed to eight months, saving the company significant time and money. BAL was able to file 300 PERM cases in one year. The team's approach to fast-tracking H-1B filings minimized the risk of cases being rejected without time to correct them and saved the company the potential \$3,000 cost of premium processing.