

Please stand by for realtime captions.

Good afternoon everyone. We will give people a few minutes to stream in and then we will get started. You should see closed captioning at the bottom right of the screen. If anything happens where you can't see that we will have a transcript available of the presentation. I will try to indicate what flight I am on to the presentation so you can follow in the transcript. We will get started in a few minutes.

Okay. It looks like that number of participants have stopped counting upwards. This is navigating immigration. We will talk about immigration options after graduation. Normally we would allow for a lengthy answer in question time. Back after the presentation but we are concerned because we are on a webinar. We will figure out an answer and question session in the next month or so. If we have time, we will try to answer questions that come in. You should see an answer and question box where you can answer questions into. Feel free to enter questions in there. I will talk about the new regulations that just came out yesterday. That's not into the presentation because the slides were prepared beforehand I will do my best to incorporate some discussion of that into this presentation. I'm sorry we can't do this in person. I would love to be in campus with you all. Hopefully you will get a nice summary of what we normally talk about right here on this webinar. Recording of this will be available and as mentioned there will be a transcript if you are unable to get the closed captioning right now. Hopefully you can follow along with as well. We will move on to live 2 which talks about the firm that I'm on. Hodgson Russ is a century for offices throughout New York State as well as Toronto in Florida. This is dedicated immigration attorneys and still filling our attorney office. I'm in the Rochester office. Working with RIT for many years and has been great working with Jeff and Sue to put together the presentation work with RIT students and dealing with immigration issues which can be challenging and daunting. You are the best and brightest. RIT has the best students around. Anyone can handle the it's you. We will talk about slight 3. About what immigration is. It's good to have a broad overview of immigration to understand how it works. Then we will talk about not immigrant or temporary options. Things like [Indiscernible], Lieutenant and. We won't spent too much time like the F or J because the international student services office works on that. Then will talk about permanent residents. Is also known as a green card. Allows you to work anywhere in the U.S. List the will talk about naturalization which is when you become a U.S. citizen. Moving on to slide 4. This is a typical ended Gratian map that most of you will follow. If we were in a room at RIT I would ask you to raise your hand to say who's in S status for J status. Those are the two means that those are not immigrant statuses. Their call not immigrant because they are not immigrant. Means you intend to stay in the U.S. not immigrant means you don't intend to stay in the U.S. It's temporary. Not immigrant. All of the statuses in yellow you see those are the not immigrant visa boxes. S and J. F is the majority of students. You will see if you have and I 20. You will have an I-94 that says DS which means duration of status. Look at your on 20 to see how you can stay in the U.S. It allows one year of OPT and would have talk with us about Sue and Jeff. If you are in J status your options may be more truncated. Looking at a DS 2019. You have a 94 which is the document that controls how long you can stay in the U.S. that was a duration of status which Jeff tells you look at your DS 2019. There is some after training you can do if you are on J status depending on the program you are in. If you're in

Jim: status you may have to deal with the two year for presidency apartment. It was developed to the Cold War and the idea is you would come to the U.S., learn about American democracy and spread the good news of America to the rest of the world. Part of the J program would be you come to the U.S., learn about the U.S. and leaves. What that means is for many J holders you need to go home for two years before you can change status or before you can get a green card. What that means is that if you come from a country that has a skills list which is countries that are outside Western Europe or Japan or other countries, if it has a skill list which is a list of skills your home country wants to back in their home country or if you have home government funding the U.S. government pending so anyone on a Fulbright or a medical resident doing your residency here you are likely to subject to that two year for residency requirement unless you get a waiver. There are waivers which is a nuance but it involves having your home country say they don't object to waiving the two year for residency requirement or a medical doctor is a green to serve in an underserved area or a federal agency to act as an interested agent on your behalf. Advocate on your behalf to say they would like for you to stay in the U.S. Those are the ways you wait that residency requirement if you are subject to that. If you are not or in capital S status then you would move on to the next professional visa in your future. We will talk about those in the coming slides. At some point temporary visas many of them have a time limit. If you're H you have [Indiscernible]. If you're L you have up to 547 years. If you are in E that can continue going forward but you may get tired of doing extensions every two years. A lot of people hope to move to a green card and that the immigrant petition. You would file a petition and talk about his two adjust or get visa to become a permanent resident. A lot of people into staying there. If you're a permanent resident

you can work in the U.S. but subject to deportation if you break the law. Not that I expect anyone to break the law but some people want the security because they have teenage kids and teenage kids can end up at the wrong party and if there is some substance abuse or anything along those lines that can be hard to deal with. A lot of people when they have kids want to move toward citizenship or want to vote. We are in an election year and it becomes a big issue that people want to vote. The next step after permanent resident would be to move to naturalization and become a U.S. citizen. That's the blue box. That is the brought Gratian. Not everyone is on this path. If you are on DACA or in temporary protected status or if you are a refugee this is a pathway. The majority of our students will find themselves somewhere along this path. We will move on to slide 5. When we are thinking about immigration one of the things I like to set forward at the beginning is to figure out what makes sense to you. Not everyone will have the same path. Everyone is unique. Immigration is country specific, just visited, location specific so depending where you come from, what you are doing in that as and when you want to live, your path good look different from your colleagues. Again take longer or shorter. You may have options. When you are thinking about immigration path you want to ask yourself, what's your risk tolerance. Are you someone that has to be in the U.S.? Certain members of the LGBTQ community may not feel comfortable in their home country because of the legal structure. Other people may not matter to them. Make me feel comfortable in any country and their home country may have a sophisticated booming economy that may be better than the U.S. economy. For those individuals they may have a high risk tolerance. It doesn't matter if they are in the United States or not. Figure out for you, and I some of that has to be in the U.S. or somebody that would not mind being in the U.S. but also what it may be in another country. In a career goals. Do you have to get a specific type of experience or are you hoping to stay in the U.S. Is that more important than any particular career goal. You have a spouse or kids? Are your kids becoming an adult? That make not be the case for master students for RIT undergrads. You may have kids that are not U.S. citizens if that's the case you may wonder about their path. Any person born in the U.S. is automatically a U.S. citizen. If you have children in the U.S. you won't have to worry about their immigration needs. You want to take those priorities in mind and figure out what makes sense for you. Argue 70 that absolutely has to be here or somebody that you are looking for the right job in the right place and if you can only be in the U.S. for a year that's great. You could go home to Singapore or London or Nigeria or wherever it is and that place is perfect for you. That's what you want to figure out. Once you figure out where you fall on aspect it will be easier for you to make decisions about your immigration. Are you going to do something more aggressive in hopes that has a higher denial rate and hope you can stay and have that dream job you want or are you going to do something more conservative. Maybe not take that dream job but maybe go to someplace else where you can have long-term success in where the employer is willing to bend over backwards to help you stay in the U.S. These are the type of things you want to think about. Also protect yourself and stay compliant. You cannot expect your employer to know all the immigration rules. It's hard. They may have good counsel you want to make sure you understand the rules of your visa category. If you are in H1B status you want to make sure you know every time you get promoted, get relocated job changes you want to ask your manager do we have immigration authorization to make this change. Ultimately one that bears the consequence for anything going awry will be due. You want to be an advocate for yourself. You want to understand the rules of the visa you are in and want to be compliant with that visa. That something you want to do for yourself. The last thing is to pay attention. Especially right now. There have been a number of changes to immigration and they are not always legal changes. Sometimes there are new policies or just a new way that they are adjudicating petitions. We've had two changes in the last few weeks. We had a change to premium processing where a congressional budget they added this provision that they have the authorization to expand premium processing which allows the government adjudicating petitions more quickly to almost every employee based category. The USCIS has to implement that statute through regulation but as of right now that's a change to the Gratian statute. Is a new thing that could benefit you if you are further down the line and are looking at a green card path that has not had premium processing. Or just yesterday as many of you are aware there were two new regulations put in an interim final rule. Was strange that in some final rules with regulation, the government will put out a pool and the public will have an opportunity to comment on that will to say this will help or hurt my industry. The government should take into account all of those considerations and then decide whether to go forward with the rule, a medical. The government this time has put forward an interim final rule which means the takes effect for work the rules immediately and and I will in 60 days. That puts the rules on more shaky legal ground. There will be challenges and potentially they could be overturned. As it stands, it makes the wages required for H1 B go up and it also makes that definition of what degrees are allowed for H1 be to become tighter. This will make sense in the coming slides. Basically you want to stay apprised of this stuff and there are great resources that you can follow and you can get a good sense of what the rules are and to the extent you need to advocate for yourself as things are changing particularly if you're working with a smaller

employer that may be helpful to you. These are things to keep in mind as you are charting your path. Let's talk about the actual visa. We are on flight 6. These are the not immigrant visas. Not immigrant is that nonpermanent visa. All of these letters represent parts of the statute. That's why there's a, B, C, D. Is section a of any particular statute. I've marked the ones we will talk about. We talked about J. The reason is right is because of the two-year residency requirement. We will talk about the H, D, L, T and. H1 B. This is slide seven. This is the primary professional visa that most individuals are going to deal with when they get out of school. It is a professional visa that allows you to work in a specific specialty. That's what a specialty occupation. A job that would allow for any degree, a job for any business administration degree or a liberal arts degree that's not a specialized occupation. What they are looking for is that job requires a particular type of coursework or a particular major that prepares you to perform this job. As with the new regulations are trying to tighten up that definition to make it clear the actual degree you have has to relate very carefully and closely to the job you are going to take. If you are a mechanical engineer you need a mechanical engineering degree. You can't half a theater degree and become a mechanical engineer. That's the type of connection they are looking for. The H-1B is given in three-year increments. Your initial H-1B is for three years and you have a second three-year extension. The exception that could come about because of these new regulations is if you are placed off-site for example if you're going to work for a consulting company and that consulting company will place you off-site so that one of their client sites it's possible these regulations stay in place that you can get one year increment. That's something to keep in mind. Consulting company tend to have a hard time with H-1B. If you're thinking about your Spectrum what makes sense to you, if you are someone that wants more stability you may look for a company that doesn't plan to put you off-site but will keep you in house so you're not dealing with the extra scrutiny that comes with off-site worker. In addition to having to have a specific job and specialty the employer has to pay the required wage that the higher of what they paid to other employees in a similar job with similar experience or something called the prevailing wage. Prevailing wages when the department of labor goes out and does a survey of the workers in a particular occupation and rank them from entry-level to very experienced. With the regulation was put in estimate does pumps up with those starting rates are. With it would take a large survey and a 70 percentile is worth a set level 1. Now the level 1 with the entry-level in the mid-3rd percentile. That's a big bump. We will see if that stands. None of you should get overly concerned about this yet. This would not affect you immediately. This would affect you down the road when you're going for a H-1B. This is a shaky legal standing. Don't get overly worried whether your future employer will pay that yet. That's the wage analysis that needs to happen. What other consideration if you are a licensed professional going into an occupation that requires a license so a medical profession were teaching then in that case you have to have a license in order to get the H-1B to work. Something to keep in mind. With a six year maximum, the only way to get beyond that six years is if your employer starts a permanent residents process by year five. The first filing has to be made year five. That doesn't mean you start the process at your five. If you did that you will have enough time to file. Year four if you insert your permanent residence process and hoping to stay in the U.S. with H-1B you have to talk to employer and get working on it. I talked about family consideration. Your spouse can't work with your a H-1B until you have gotten farther along the permanent residence process. Playing your permanent residence because important. Let's move onto the next slide. This is slide a. Will talk about the H-1B library. Basically there are 65,000 available H-1B's every year come to light on October 1st. With that that means that everyone filing for H-1B has to get one of the 65,000 spots. If they don't there's an oversubscription. Commerce a lot of extra 20,000 people that have U.S. Masters degrees or higher. At anyone at RIT. That the U.S. Masters degree. If you have a Masters degree from Cambridge or other places you are out of luck. We are looking at U.S. Masters degree of getting that second group. 6800 are carved out for H1 B1 which is a wants to H-1B. There are differences to the H1 B1. If you are from Singapore or Chile the nice thing is this cap is barely exhausted. If you're from Singapore or Chile H-1B can be -- H-1B1 can be a great option because you have this extra cath you can deal with. Everyone else has to fit in this 85,000 spots. Last year there were over 200,000 petitions for the 85,000 spots. Everyone FISS early as they can which is six months in advance for April 1st. Four years everyone was filing a H-1B petition the whole thing put together and submitted it to the USCIS on April 1st. USCIS got tired of getting all that mail. As of last year they created a preregistration system where your employer will go in and enter information for H-1B and based on the street registrations USCIS runs and timing lottery and once that lottery has been run your employer is able to file a H-1B within a particular window. If at the end of that window not enough H-1B petitions have been filed so this year during the H-1B window a lot of companies because of the coronavirus had furloughs decided not to pursue cases they thought they were going to pursue. There was a second round of H-1B selections from that lottery. They keep everyone on the list and if they don't exhaust these 65 or 20,000 H-1B spots they give an opportunity to file in a second filing window. It works fairly well. It is the lottery selection from hardcopy filing said you USCIS to a digital system where your employer is entering

information. This lays out what I was talking about. To give you a sense because it is helpful for you to know with respect to the H-1B process there is for the preregistration a \$10 fee your employer will pay to register you in the lottery. In addition the other filing fees that your employer has to pay for H-1B. You cannot pay for H-1B. Because of -- there's a name petition form for USCIS. A \$500 detection fee your employer is paying the government to have the ability to investigate your employer in case they are not doing everything they should with the H-1B program. Depending on the size of your employer they will paid 750 or 1500 to AZ WIAA. As we employer is playing USCIS to train U.S. workers to do the job your employer is hiring you to do. Lastly there's premium processing. Right now is 1440. Under the new legislation it could go up to 2500. It hasn't been implemented yet. That's the one fee you can pay. As of right now enforces the government to respond to door case in two weeks. I don't recommend that for H-1B petitions because H-1B is not effective until October 1st that's enough time for USCIS to adjudicate your petition. I boarded go shelling out that money. The reason people have been in the past is they wanted to know if they had won the lottery sooner. You get these electronic notifications. Now with the lottery outline you already know. I don't recommend premium processing unless is a compelling reason or were getting close to October and USCIS has not adjudicated a petition. I see a question in the chat. Asking about the slides. These plans will be available so you can access these. There will be a record as well. You can watch the presentation in its full broadcasts. Let's move on to slide 10. You have heard about this from your great folks at RIT. This is capital. We talked about October 1st being the start date of your H-1B. What is your OPT and August 1st. That's too late. What the government has done through regulation is feel that gap that is caused by H-1B calf. That created run. Is called cap gap. It's the gap that fills -- is the bridge that fills the gap caused by the H-1B cap. As long as you file the H-1B before your EAD your work authorization in your ability to state will be extended until September 30th. As of October 1st you need to have H-1B status to continue working. If you file your H-1B after your EAD has expired by -- but while you're in your 60 day grace. You can stay in the U.S. but cannot work. If you get cap gap extends when you have the time. If you have the ability to work or state that gets extended to September 30. You would keep this in mind as you are planning. You want to file H-1B as many times as you can because you have a one in four shot being selected. We recommend that if you have a stem extension you want to file that H-1B petition on every chance you get. The new thing with this lottery system is let's say you are graduating in May. You don't have to have the H-1B required to create by the time your employer issue in the registration system. You need to have that degree by the time you file the H-1B petition. If you file the registration and get selected window to file your H-1B from April 1st to June 30th, if you get that degree on May 5th then on May 6th your employer can file. That gives everyone one extra shot at filing the H-1B. Your employer may not start the H-1B process from the get-go is something to keep in mind and give you one more shot at that lottery. Flight 11. These are the cap accepted H-1B. We talked about the capital lottery created by. There is 85,000 available H-1B is. This is people working at universities and colleges. If you're working at RIT these are people working at not-for-profit affiliate with universities and colleges. Be a teaching hospital affiliated with the you are -- [Indiscernible] or nonprofit government research organizations. If you work for the New York State Department involved in research you could be exempt from that H-1B calf. The employees can also be exempt from H-1B calf. If you're employed at a cap exempt employer and their something of what you are doing with the cap exempt employer is doing those are the ones listed -- listed on the left menu can still be cap exempt. If you're working for a cap exempt employer -- lithium part-time job teaching at RIT and you have working for a private company you can hold those H-1B's at the same time. If you lose the RIT job except job you will need to go to the lottery before you extent the cap subject job. Also J-1 doctors are exempt ones to get there J-1 waivers you have to go to the lottery once. If you go to the lottery you are set for the full six years get a permanent residence in time for the rest of the time you are here in the U.S. That's a great benefit to you. If you are working at a cap exempt employer and you haven't got through the lottery that you has to go through the lottery before you are able to work for a cap subject or private employer. These things to keep in mind. Strategize how you will move to your next job. Moving on to slide 12. We are talking about other visa categories. The next one we are talking about is that L-1. This is how big companies or small companies move people from one affiliate to affiliate in the U.S. If you were a manager at Xcode in France and you did that for one year you could be moved to Xcode U.S. in the United States as long as they have common ownership and they are an affiliate of each other or if Xcode in France owned Xcode U.S. or have a joint venture in the U.S. As long as there is some relationship you can be transferred as a manager from one company to another. Just like an executive from one to the other or if you have specialized knowledge. It's not knowledgeable for the webinar like this. Instead it's specific industry knowledge you would have. If your company has a particular patent or a particular technology that you are an expert in that would be something that would be specialized knowledge. If you're coming to the due as you have going to be in specialized knowledge you are L-1 B. Three initial plus two-year extension. If you

are coming to be a manager or executive that's L-1A . L-1A is like a green card pack. Your spouse can work if they file for employment authorization document. If you start a company outside the U.S. you could transfer yourself to the U.S. If your entrepreneurial minded you can start a company outside the U.S., keep that going and transfer yourself into the U.S. That is something to keep in mind is the H-1B doesn't work out if the lottery doesn't work out. I see a question. What do you mean by J-1 doctoral. Medical doctors for students with pH D. If you are a J-1 physician and will wait to be to the residency requirement is that you were a medical resident. If you're a medical resident in the U.S. and get that waived because you're willing to work in an underserved area you become cap exempt you can have H-1B's . If you're here as a pH student and here it J-1 that's not something that gives you that same cap exemption. Moving on to slide 13. Next is the E treaty visa. There are three different types of E visas. E-1 visa are nationals of treaty countries can do trade with or invest in the U.S.. When you are looking at this the individual or individual company has to when you look at their international traits of their sales or whatever it is that majority of that international trade is with the United States. There's a company in France and they have international trade of selling widgets, 51 % of those international widgets had to be sold through the U.S. For individuals that are there's everything else they do maybe they sell which is in France and I would be domestic trade. We are looking at international trade. Likewise with E-2. That's an investment in the U.S. For example as they took will start a company in the U.S. \$100,000 to do it if that \$100,000 extends to be enough to start a business in the U.S. you could have a E-2 investor Visa. You has to be from a country that has a treaty with the United States that allows for E-2 visas. The last is the E-3 specialty occupation. Is a special part for Australians. The E-3 works like H-1B except there's a few minor differences in respect to immigrant intent. Immigrant intent is what intent is required when you're in the United States. For the H and L be that you could have the intent to stay become a permanent resident or create not like E-3 your intent is the time you enter the U.S. to be here for a temporary period. When it comes to permanent residence playing that's something to take in account. If you are Australian the E-3 visa is a great option and works similarly to the H-1B. The difference or the E visas is where spouses can work. To your entry and no maximum extensions. The other thing is you can apply for these the consulate. Sometimes consulates can be more generous in their adjudication USCIS. When you think about immigration you're looking at all of the options you have available to you and trying to find one that works best you can piece it together to get to the goal you want. We have a question. If I have a L-1 visa or E-1 do I have the ability to have a job like a H-1B be that worker. If you enter the United States in L or D status if it's L-1 or-1, two or three you have the ability to work for the company that has authorize you to work in that status. If you're in L-1 status you get that to work at a specific company. If you're T-1 treaty trader you can work for a specific enterprise that trades with your home country. P-2 you work for specific investment or entity. E-3 is like H-1B you can work for a particular company. If you have a spouse with EAD while in L or E-1, E-2 or E-3 they have broad ranging authorization. These are other work authorized options. When I talked about editing for yourself, you want to make sure you know what employer you are allowed to work for and where you can have that employment before you work in the U.S. This is flight 14. This is for TN. TN is for trade NAFTA. Now it's U.S. and CA. This is for citizens of Canada or Mexico. You can get this great not immigrant call TN. If you work in a particular obligation any - - meet the degree requirements you can work in the U.S. for three years. It's a great easy visa. It doesn't cost that much to do. If you're from Canada or Mexico look to see if you're on this list of occupations and you could quickly get work authorization. O-1's extraordinary ability. This is only for the best of the best it sounds like. The truth is if your at you are great. If you're a PhD candidate that has a lot of publication and has spoken at many conferences and has won awards that the type of thing that O-1 is looking for. The O-1 if you have a major work something like a Nobel Prize, Grammy, Academy award which sounds daunting. If you have one you are all set. If you don't have something like that there are other options. If you have a lesser award, high salary, important position, a major impact on your field work as a judge so maybe you have been reviewing for prominent journals these are types of things that could work for O-1 people get O-1's all the time. Is for people who are the best of the best but don't stop yourself short. You may qualified for this sooner than you think if you getting a PhD. This is another arrow in your quiver when you're thinking about what options are available to you. There's no maximum extension and spouses cannot work with your in a O-1 status. If you prepare a O-1 could lead yourself to other type of green card options. Flight 16. A path to a green card. Things to think about with a green card. If you have a green card so this is permanent residence. You got live or work anywhere in the U.S. You cannot vote. You subject yourself to worldwide taxation. If you have considerations outside the U.S., a lot of economic activity outside the U.S. that may be something to think about. With a green card you may want to think about the needs for your family. Is your family hoping to be permanent residence as well. It could lead them to becoming permanent residence to free them up to live and work in the U.S. The primary options we will talk about diversity lottery, family based option and employment based option. Let me take this question that came in. Does not start work for

Canadian residents which is Canadian citizens. Just Canadian citizens. If you become a Canadian citizen even if you were born in Canada you can take advantage of NAFTA. You have to have a Canadian passport. Slight 17 to the diversity lottery. If you come from countries that don't send -- send a lot of people to U.S. or China or Canada you are likely not going to be eligible for the diversity lottery. If you come from a country not on the list which it puts out by the Department of State every fall in search diversity lottery TOS it may be they are taking applications right now. They put a list of the country not qualified. If you are qualified and have a high school diploma which you will do if you're at RIT then you can register for the diversity lottery. That generally has not been a problem for people in [Indiscernible]. If you win you could get a green card just by winning the diversity lottery. That's something to keep in mind with respect to visas. If this is available to anyone a green card you can try it. The other option is family based. Family based has to do with who you are connected to in the U.S. Immediate relatives. If you're married to a U.S. citizen you can get a green card very quickly. When being caviar is that if you do not want to get married for immigration purposes. That's illegal. If you fall in love with the U.S. citizen there's no reason to take advantage of this. One thing I will point out right now is sometimes people get into their heads they need to their green card on their own merits and get a particular type of green card to prove something to them. Don't waste your time with that. The immigration system is difficult and put you in a precarious situation while you were waiting for a green card. If you have a legitimate path to a green card that will be faster take advantage of its. Your life will be better. Your options will be better the sooner you get that green card. Don't get married just to get a green card. If you are married to a U.S. citizen will push off that option because you want to earn it yourself. Take advantage of the options available to you. This is such a moving target. Immigration 10 even though the law may not change, it's not static. Take advantage of the options available to you. Other options for family members are unmarried sons and daughters of U.S. citizens. Spouses and minor children of permanent residents. If your marriage) minute resident you can get a green card through that pad. Unmarried sons and daughters over the age of 21 of permanent residents. Married sons and daughters of U.S. citizens brothers and sisters of adult U.S. citizens. How long today's green cards take? Let's look at slide 19. This is the visa bulletin. As you can see there's all these things to look at. When you make your initial filing with USCIS is like pulling that ticket at the deli counter. Other than senior number six 422 it has that date you pulled it. Let's say you are a spouse of a permanent resident. Puts you in F2A. You can immediately file not only for request to say you're eligible for a green card but filed a green card itself. Let's say in-state you sibling of a U.S. citizen from Mexico. Sibling of a U.S. is F4. If we go to people from Mexico you will see that they are certain people that started on June 22nd, 1998 or sooner. That's 22 years. Some of these categories are very long. It's something to keep in mind. Not everyone will be eligible for family based. This may be relevant to you. That's how these charts are put out and put out every month. There are a few more questions. One more about it yet visa. You have to be Mexican or Canadian to be eligible. Is the place for the diversity lottery does that affect his or her further application for F or J. I will talk to RIT but my understanding is has not. It's been fine to apply for the diversity lottery. Everyone's case is specific so you want to make a decision for yourself. Now slide 20. These are the employment base categories. These are where most of you will fit in. You may have heard of these. Employment based one, 2, 3. Employment based one of four people what extraordinary ability like the O-1 we were talking about. Capital EB-2 is national interest waiver, labor certificate. EB-3 is for labor certification. EB-4 days for special immigrants. EB-5 are for people who make significant investments into the U.S. Around \$800,000 or 1.8 million or something along those lines. Let's look more closely at each category. This is slide 21. The primary method most people follow is that labor certification. That falls under EB-2 for three days. Your employer goes out into the marketplace and tries to figure out if there's a U.S. worker available. They first go to the Department of Labor and half and set a wage they are required to pay you in order to allow you to get a green card. This would be impacted by the regulations I talked about yesterday. We don't know how that will play out with the courts but this will bump up the wages you could be seen. The employer takes that wage and starts recruiting for the position. Based on the requirements and the jobbers questions that were set when getting the wage the employer starts recruiting for that position. If they can't find anyone the employer go to the Department of Labor and say, we did this recruitment that you required and we can't find anyone for this position. Please allow this individual from RIT who meets all the criteria to get a green card. The Department of Labor will certify if everything is according to the way it should be that, that employer couldn't find anyone in that position is open for you. If that is certified your employer goes to USCIS and says, the Department of Labor has certified there's an opening with his excellent candidate meets all the requirements. Police say she eligible for a green card. If you have a bachelors and five years of experience or a Masters degree or if you have exceptional ability which is certain criteria such as 10 years of experience, being part of a professional organization etc. you can be EB-2. If not you will be that 3. That you will go to the visa bulletin to see if your current weather fit in and can file immediately. This is the visa bulletin. This is

the final action. The visa bulletin moved. I'm not sure if this is the most recent one. You go to the visa bulletin and see can I file. Let's say your employer files for you and your from Bangladesh and they file AB-3. If a dish falls all chargeability not listed so if you're listed in one of these columns you follow that column but if you're not was that you go to the all traceability area and the at employment based. If you are in 3 that C so that means current. Deceit Q those capital use is because those are statutorily re-upped every year. By the time the visa bulletin goes out every September they have not being re-upped. When you are looking at this chart if your employer says they would get you EB-3 and you would be a 2 that may be faster, just go with the faster option. Don't worry if your employer says it's an EB-3 job. All this is to say go with the path you a green card the fastest. Once you have your preference category set in stone that labor certification used to I was 40, you've done labor certification then you can come to this chart and see when you are able to file that last step. What if you don't want to do a labor certification. This is slide 23. If you don't want to do a labor certification there are ways of getting around that. Labor certification isn't necessary if you are going to work in the national interest or if you are someone that we think will really help United States. If you think you are extraordinary or someone who is a great researcher or professor or someone who is a manager who will create jobs that we don't think we need a labor certification. EB-1A similar to a 1. If you are an entrepreneur and extraordinary in what you do EB-1A can be a great option for you. A lot of the other processes is very difficult for an entrepreneur. For EB-1A and if you're extraordinary and you can show it so if you didn't excellent research that will spit out into a company then that could be an option. There's a more generous labor certification if you're a teacher. If you're going into academia you will have an easier time with immigration. EB-1C similar to EB-1A. If you're transferred into executive we figure you will create jobs so we don't care whether there is an available U.S. worker for your job. We you a green card or if you're working in the national interest we don't want to slow things down the labor certification. We don't care whether there is a U.S. worker available because were working in the national interest. You are creating something that will create more jobs. We are not going to get hung up whether there's U.S. jobs available or U.S. workers available. You will create those jobs. You will feel an urgent need to help Americans. If you can show you are working in the national interest, no labor certification required. If you are a physician and working it underserved area that's in the national interest so we make weight that labor certification if you're willing to work there for five years. Flight 24. One candidate mention before I talk about citizen ship is EB-5 stage. You have to create 10 jobs and is a specialized form and intends to be a lengthy process. If you have does assets available there are people that specialize in EB 5. Lastly is becoming a citizen. If you are a permanent resident for five years or married to a U.S. citizen and you have been a permanent resident for three years you can naturalized to become a U.S. citizen. Those married to U.S. citizens regardless how you got your green card, you will that be in permanent resident for three years. To do that you have had physical presence in the U.S. for half the time. If you fall in the three-year cabin or anything year and a half, if you fall in the five-year that's two and a half years. You have to have continuous residence. You have to have good moral character means you have not been arrested for a serious crime. You have to have a English and civics test. All the portions are online. You can study to know we are Congressman is, who your senator is, how many pages of the U.S. government are. You study those questions and you would put -- you would be asked questions and put the answers out for the government officer which would serve as your English language test. The reason to become U.S. citizen is you can boat, you get a U.S. passport. Not so much right now but generally the U.S. passport is fairly strong. If you have -- if you are in a country that doesn't have as much access to the rest of the world having a U.S. passport can be helpful. You have no risk of deportation as long as you were honest on your immigration filings up to the point of naturalization and you can run for office or served on a jury. You are a full member of America. That's the benefits of becoming a U.S. citizen. This is slide 25 you want to plan ahead. Figure out what it is you need to do. What will make most sense for you. Set your priorities. If you need to be the U.S. or are you someone that doesn't matter and you want to get great expense in New York City and happy to go wherever it is. You want to protect yourself. Make sure everything online is honest. Make sure you know that visa category you are in and what it allows you to do and does it allow you to do. Remember immigration is tricky and it can be difficult. You bring a lot to the table. Just because it may seem daunting to get an employee -- employer to hire, everybody comes with their own opportunities and pluses and minuses as a candidate. You bring a cultural diversity that others may not. You may have language skills others do not. You come from a great institution. Don't let and get discouraging with the challenges. People navigate this system every day and you can do the same. With that, we don't have much time for questions because we are at the outward. Thanks so much for all of you for coming out today. My contact information is with your international student service office. I give a discount to students were looking for consultation. I charge \$400 for a consultation but for students I take \$50 off and sometimes we can get a special half hour rate. For now, thank you all for coming out. I hope to see you in person in the coming months. Thank you.

[ Event Concluded ]