

KLASKO
Immigration Law Partners, LLP

Working in the New World: *Remote and Hybrid Work*

Michele Madera • Karuna Simbeck • Candace Hill

April 7, 2022

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Michele Madera **Karuna Simbeck** **Candace Hill**

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Agenda

- Worksite Changes
- Remote or Hybrid Work
- Other Considerations
- Green Card Process

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What happens if my sponsored employee changes their worksite?

- E-2
- Ls
- TNs
- H-1Bs
- E-3s
- H-1B1s

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What to consider for a remote/hybrid sponsored employee?

- MSA
- Commuting distance
 - Real-life examples
 - Home/site visits
- Prevailing wage – especially for multiple worksites
- Short-term placement

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Consider employment or
tax implications.

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Green Card Process

- PERM not filed
 - Office FT
 - Hybrid
 - Fully remote
 - Posting flexibility
- I-140 filed
- Adjustment pending

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Questions?



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For Further Information



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Upcoming Webinars

Career Moves for a Future EB-1

- Date: Thursday, April 14
- Time: 11:00am

AMA: An Immigration Attorney

- Date: Thursday, May 5
- Time: 11:00 am

Green Card Priority Dates

- Date: Wednesday, April 20
- Time: 1:00pm

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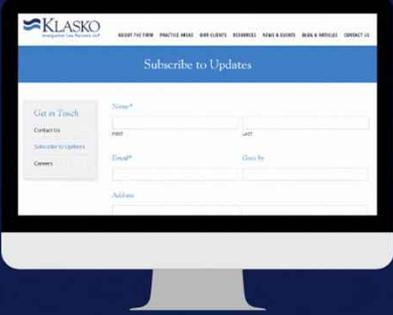


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Michele G. Madera
Partner

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Michele's practice is focused on employment-based non-immigrant and immigrant matter for large corporations with a high volume of immigration matters.

Michele has extensive experience advising clients throughout the labor certification process, including recruitment, filing the Form ETA 9089, and responding to Audit Requests by the Department of Labor.

She also has worked with clients to prepare B-1 Business Visitor applications, the following petitions: H-1B, E-3, H-3, L-1A, I-140s for EB-1, EB-2 and EB-3 classifications, adjustment of status applications, Re-entry Permit applications, and Motions to Reopen.

Michele has advised her clients and assisted in responses to Requests for Evidence. She works with employers in assessing new job opportunities for employees to determine the effect of the change on nonimmigrant and immigrant matters. Michele has represented clients before USCIS, U.S. Department of Labor, and U.S. Customs and Border Protection.

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Karuna C. Simbeck focuses her practice on employment and family-based immigration, partnering closely with her clients, both companies and foreign nationals, to provide custom immigration solutions. Karuna also manages the firm's individual case unit and is part of the firm's EB-1 and EB-5 teams.

Before joining the Firm, Karuna was an Associate at a global immigration law firm in New York City, where she gained extensive experience in business immigration for the firm's largest corporate client, a Management Consulting, Audit, Tax, and Financial Advisory firm. She focused on Permanent Residency and the PERM certification process. She also gained experience in preparing Audit responses and Motions for Reconsiderations, as well as the supervised recruitment process. In addition, she participated in counseling foreign nationals and employers regarding scope of H-1B and L-1B visas and filing requirements. Karuna also prepared foreign national employees for global assignments to member firms and provided insight on repatriation with respect to L-1A visa and potential EB-1 Green Cards processing.

Karuna received her Master's in Law Degree (LLM) from Temple University in Philadelphia, PA and her Bachelor's in Law (LLB) from Government Law College, Mumbai, India. Prior to migrating to the U.S., Karuna was a practicing attorney in India, with over 9 years of diverse experience.

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Karuna C. Simbeck
Partner

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Candace Hill is a Senior Associate at Klasko Immigration Law Partners with nearly 10 years of corporate immigration experience as both an attorney and a paralegal.

Much of her experience has been focused on advising clients in the IT sector on H-1B and L-1 visas. She has also counseled clients on F-1 change of status cap cases, maintenance of status, H-4/L-2 change of status cases, and more. She has deep experience with clients in the IT industry, particularly with clients that sponsor third-party worksite employees, multi-vendor contractual arrangements, and she is adept at resolving issues that commonly arise from those types of cases. She has also counseled and guided clients through the green card process and has ample experience in successfully responding to a wide range of RFEs.

Candace earned a degree of Bachelor of Science in Marketing with a minor in Economics from George Mason University in Fairfax, VA in 2007, and earned a Juris Doctorate from the University of Baltimore in Baltimore, MD in 2014. She is currently licensed to practice in Virginia.

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Candace Hill
Senior Associate

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