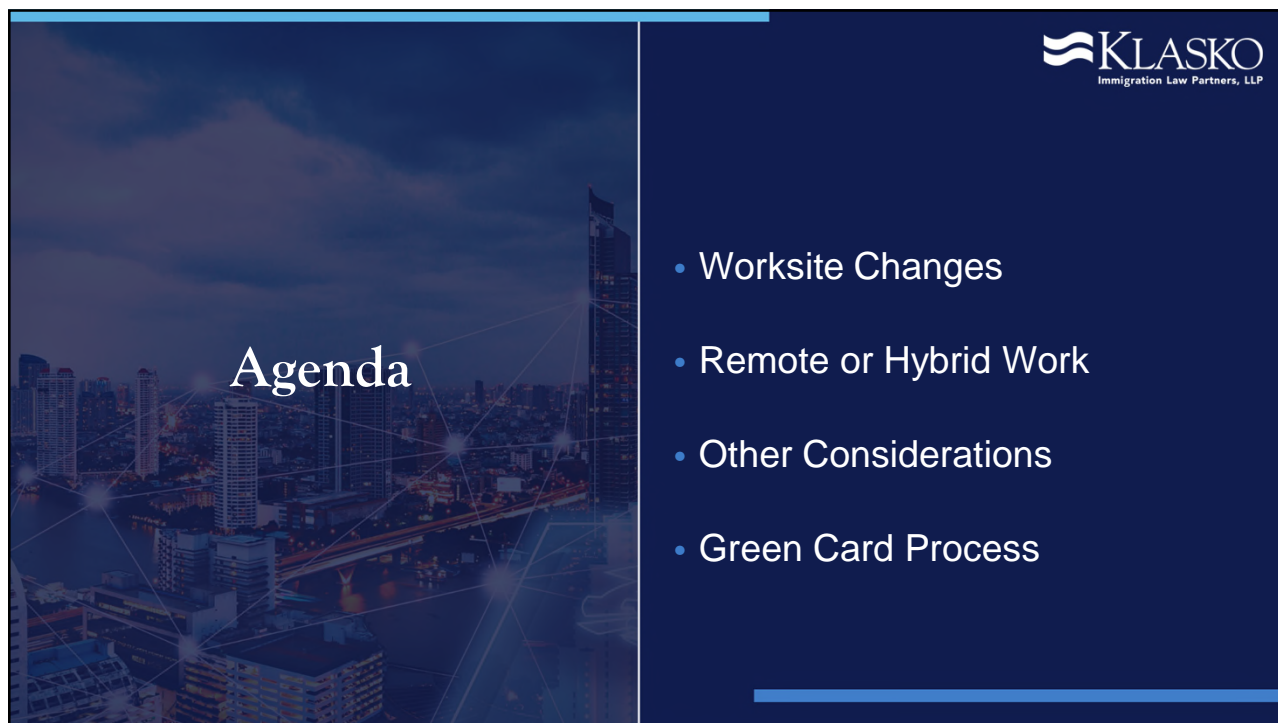




1



2

What happens if my sponsored employee changes their worksite?

LCA required:

- H-1B
- E-3
- H-1B1

No LCA required:

- L-1
- E-1/E-2
- TN
- O-1
- EAD (H-4/L-2/OPT)

3

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

4

Other Considerations

- Employment and tax law implications when hiring out of state workers
- Unemployment insurance
- Tax withholdings
- Workers compensation

5

Green Card Process

- PERM-based vs. Non-PERM-based
- Pre-PERM filing considerations
- Post-PERM filing considerations

6

Questions?



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