



1

## Immigration Policy Benefits and Considerations

**KLASKO**  
Immigration Law Partners, LLP

- Supports company objectives
- Optimizes Talent Recruitment
- How much will process cost
- How quickly can we onboard/start the process

2

## Big Policy Decisions

- Formalized vs. Ad-Hoc Policy
- Different Policies at Different Sizes - Flexibility vs. Consistency
- Employee's Desires vs. the Company's Needs
- Considering Business Need (US Worker Availability)

3

## Drafting the Corporate Immigration Policy

- Hiring strategy
  - What visas and processes is the organization willing to support
- ID stakeholders
  - Who will have responsibility over process/decision making authority
- When to request immigration assistance
- Risks

4

# Drafting the Corporate Immigration Policy

*Cont'd*

- Timing
  - Initiations
    - Current immigration status, visa appointments, etc.
  - NIV extensions
    - How far in advance to initiate
    - Regular or premium processing
  - When to start green card process

5

# Drafting the Corporate Immigration Policy

*Cont'd*

- Costs
  - Who pays for what?
  - Clawback provisions if people leave before an agreed upon date
- Contractor liability in third party placement scenarios

6

# Disclaimer/Copyright

The materials contained in this PowerPoint do not constitute direct legal advice and is for informational purposes only. An attorney-client relationship is not presumed or intended by receipt or review of this presentation. The information provided should never replace informed counsel when specific immigration-related guidance is needed.

Copyright © 2022 Klasko Immigration Law Partners, LLP.  
All rights reserved.