



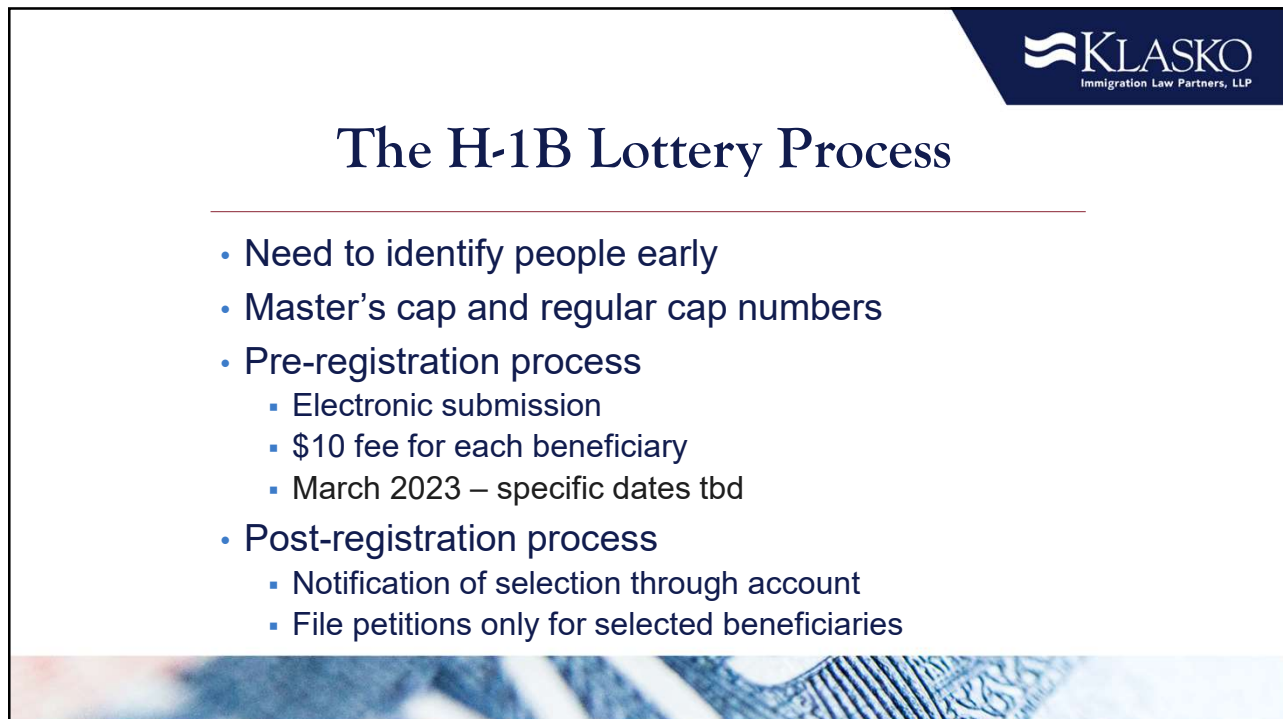
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Immigration Law Partners, LLP

2023 H-1B Lottery

William Stock • Maria Mihaylova • Carolina Regales

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The H-1B Lottery Process

- Need to identify people early
- Master's cap and regular cap numbers
- Pre-registration process
 - Electronic submission
 - \$10 fee for each beneficiary
 - March 2023 – specific dates tbd
- Post-registration process
 - Notification of selection through account
 - File petitions only for selected beneficiaries

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Lessons From 2022

- Importance of account creation and approval by employers
- Multiple registration problems
- Notification timing
- Premium processing of cap and other H's
- Only one selection round

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POLL

**How many registrations do
you anticipate making in
2023?**

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What You Need to Do Now

- Register or update company's account
- Registration with Department of Labor for LCA
- Preparing for issues before registration
 - Occupational classification
 - Prevailing wage
 - U.S. Master's or regular cap
 - Status maintenance until October 1

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Anticipating Issues for 2023 Filings

- Specialty occupations
- Alternative wage surveys being questioned
- Problem occupations
- Offsite work, travel, and itineraries
- Remote work (local vs. national)
- Prior periods of CPT, OPT and maintenance of status
- Workforce planning & reductions in force

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Identifying 2023 Cap Cases

- Need to identify/prepare cases early
 - Consider multiple filings from other employers
- OPT
- L-1A and L-1B
- TN
- Overseas employees
- H-4 EAD
- DACA/TPS/Other

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Strategic Advice

- Requesting more information upfront
- Anticipating RFEs
- Set expectations with managers
 - Timing (cap gap limitations)
 - RFEs
- Consider backup plans

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H-1B Alternatives

- Continue F-1 work authorization (CPT, STEM, OPT)
- H-3 training for non-STEM fields
- Employment abroad and L-1 eligibility
- Consider spousal status
- O-1 or EB-1 / NIW
- Labor certification / direct to green card

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Questions?



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For Further Information



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SCHEDULE A CONSULTATION:


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REQUEST: Bill, Maria, or Carolina




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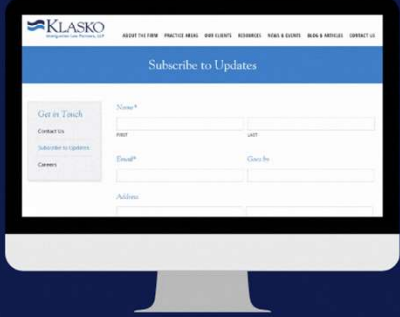
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William A. Stock
Partner

Bill Stock is a founding partner of Klasko Immigration Law Partners and has been providing immigration assistance and solutions to leading multinational corporations, universities, research institutions, hospitals, and individuals for over 25 years.

He is a past President of the American Immigration Lawyers Association (AILA). He is a member of the Board of Directors of the American Immigration Council, a national foundation working to strengthen America by honoring our immigrant history and shaping how America thinks about and acts towards immigrants and immigration.

A graduate of the University of Minnesota Law School, Bill is featured in The Best Lawyers in America, The Chambers Global Guide, Human Resources Executive magazine, Pennsylvania Super Lawyers, Who's Who in America, and other guides to prominent lawyers. In 2017, he was elected a Fellow of the American Bar Foundation.



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Maria M. Mihaylova
Senior Associate

Maria Mihaylova works closely with both corporate and individual clients on a wide range of business and family-based immigration matters.


An immigrant herself, Maria is well-attuned to the needs of foreign nationals who are evaluating and planning out their immigration options in the United States. Her extensive and versatile experience advising and representing start-ups as well as small, mid-sized, and large businesses has enabled her to develop a thorough understanding of employers' needs and concerns and has largely defined her client-centric approach to addressing and resolving immigration issues.

Maria has considerable experience obtaining employment-based non-immigrant visas for professionals. She has successfully worked with multinational executives and managers, professors and researchers, and people of extraordinary and exceptional abilities alike to obtain their green cards. She possesses a comprehensive knowledge of the PERM Alien Labor Certification process.

Maria received her Juris Doctor (J.D.) degree from Seton Hall University School of Law in 2012 and is fluent in Bulgarian.



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Carolina Regales is a senior associate with nearly 15 years of immigration law experience.

She assists corporate clients from a variety of industries including finance, fintech, healthcare, logistics, real estate, higher education, hospitality, and mining.

As an immigrant herself, Carolina was drawn to immigration law to help others navigate the complex system and stressors that arise as they pursue their education, career, life, and dreams in the United States.

She has successfully obtained a wide range of nonimmigrant business visas as well as successful experience with immigrant processes including PERM, EB-1A, EB-1B, EB-1C, and NIWs through both adjustments of status (AOS) or consular processing.

Carolina graduated as valedictorian from the Universidad Católica Santa María La Antigua, Republic of Panama with an LL.B. She earned her LL.M. in International Law (magna cum laude) from Stetson University's College of Law. She is admitted in the District of Columbia and New York. Carolina speaks English and Spanish.

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