

SOLVING THE L-1 PUZZLE

Core Issue: Candidate must have worked abroad for a qualifying employer in a qualifying capacity for at least one year out of the last three years before the transferee's application for admission in L-1 status.

L-1 REQUIREMENTS

The two companies engaged in the transfer of the employee must have a "qualifying" relationship

1. Same employer or branch offices
2. Parent - Subsidiary relationship
3. Affiliates

Special Situation: Large multinational companies are generally eligible to file for a Blanket L approval which will allow the company to apply for L-1s directly at the US Embassies.

The individual must be employed in a qualifying capacity at the foreign employer

1. Executive
2. Manager
3. Specialized Knowledge

Special Situation: Canadian citizens: Eligible to file directly at Class A POE or PFI for the L-1 classification.

The individual must be offered employment in a qualifying capacity at the U.S. employer

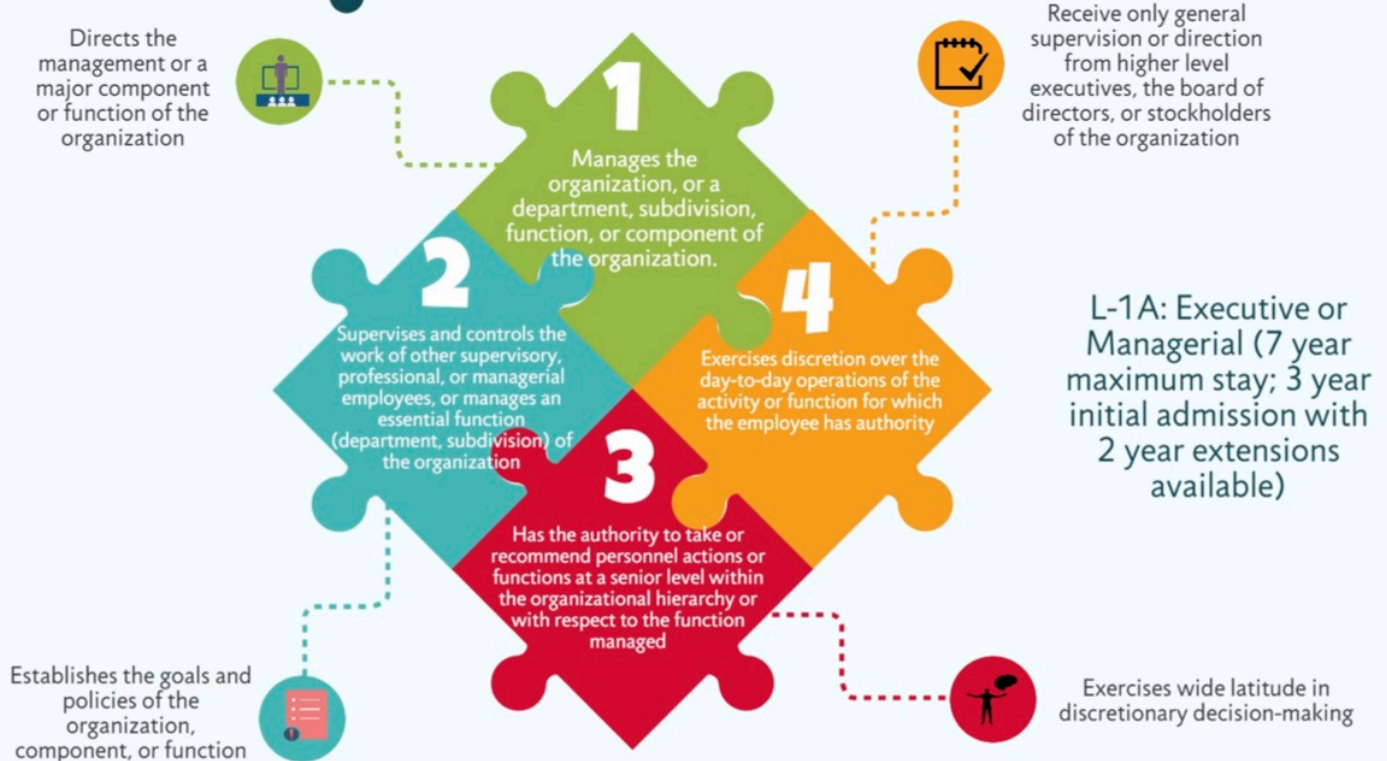
1. Executive
2. Manager
3. Specialized Knowledge

Special Situation: New Office: initial admission will only be valid for 1 year and documentation is the key (must demonstrate ability to sustain business and must demonstrate "start-up" activities including business lease, wire transfers, etc.).

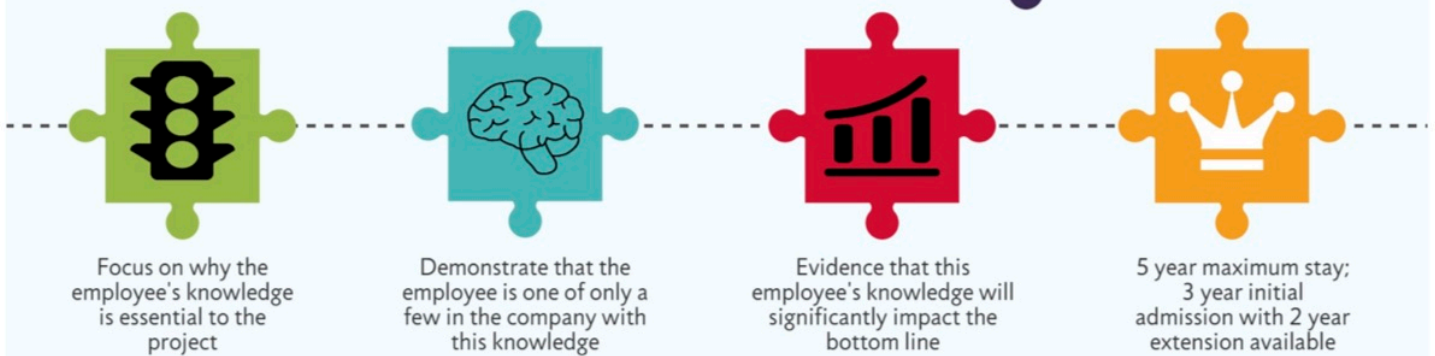
EXECUTIVES AND MANAGERS

Standing Outside the Puzzle to Direct

Managing the puzzle from within



SPECIALIZED KNOWLEDGE TRANSFEREES



A Note to Remember:

★ Special knowledge of the company's products, services, research, equipment, techniques, management, or other interests and their application in international markets or an advanced level of knowledge of processes and procedures of the company.