



**A GUIDE FOR SECURING
L-1 AND O-1 VISAS AND GREEN CARDS
FOR MANAGERS AND EXECUTIVES**

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About Giselle Carson, Esq.



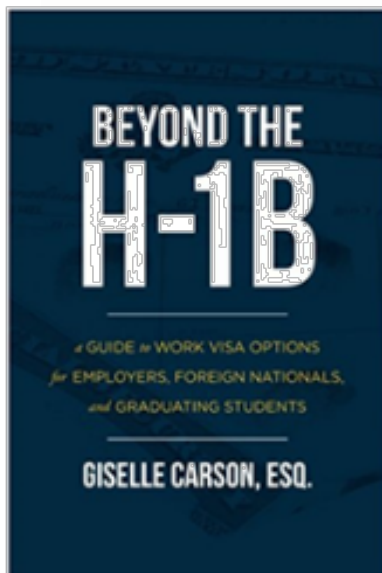
Immigration is not just one of my areas of practice - it is my *only* area of practice!

As a two-time immigrant, I have experienced the challenges and joy of immigration. My determination and passion are driven by my immigration experiences, an established practice and outstanding clients, and the satisfaction and benefits we all receive when petitions and applications are approved. Every approval is step closer to crossing the finish line!

For over ten years, I have successfully helped employers obtain work visas and green cards for foreign nationals and helped immigrants from over sixty countries achieve their immigration dreams.

I am a published author and recognized speaker on immigration matters. I am passionate about health and fitness and believe that a fit lawyer is also your best lawyer. I am a 4x Ironman finisher and 15x marathon finisher.

In business and in life, I have crossed many finishing lines. I look forward to helping you cross your finish line.





With solid roots in Jacksonville, Marks Gray is one of Northeast Florida's leading and most established business law firms.

We are on our second century of service to our clients and community. Our team of client focused attorneys endeavor to work with clients during every step of the process to not only meet, but exceed expectations. We are committed to excellence by handling each matter with unparalleled customer service, efficiency, and professionalism.

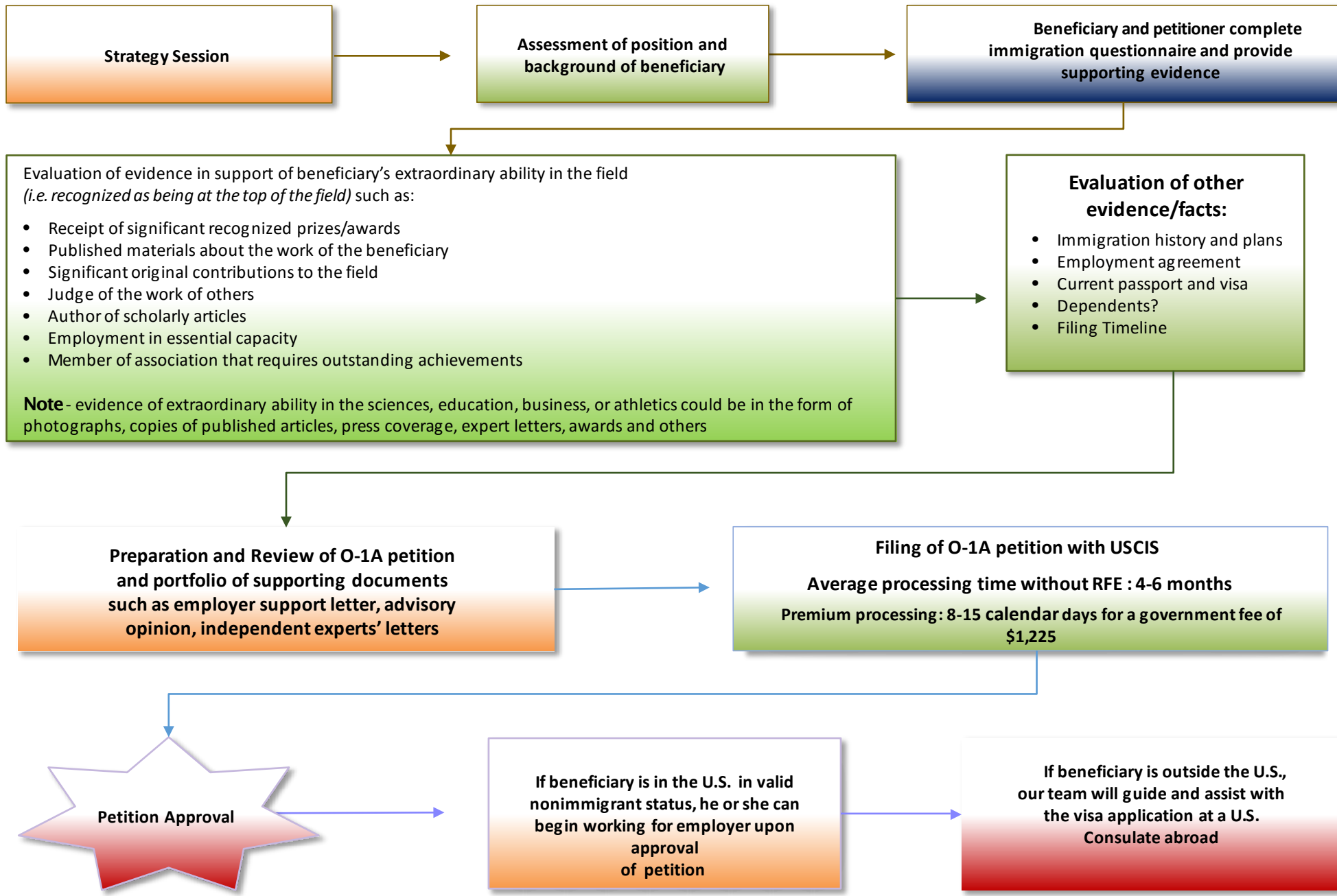
Our clients, community leaders, and legal peers value us because they trust in our ability to serve a diverse set of clients with a unique set of business needs. Marks Gray is able to add value to a client's business by serving as a key partner while helping them navigate the myriad opportunities and varied challenges inherent in today's ever changing business landscape.

Our mission is to provide each client with the wealth of knowledge and experience our attorneys bring to Marks Gray.

We pride ourselves on providing comprehensive legal service to our clients and working across practice areas to meet their unique legal needs.

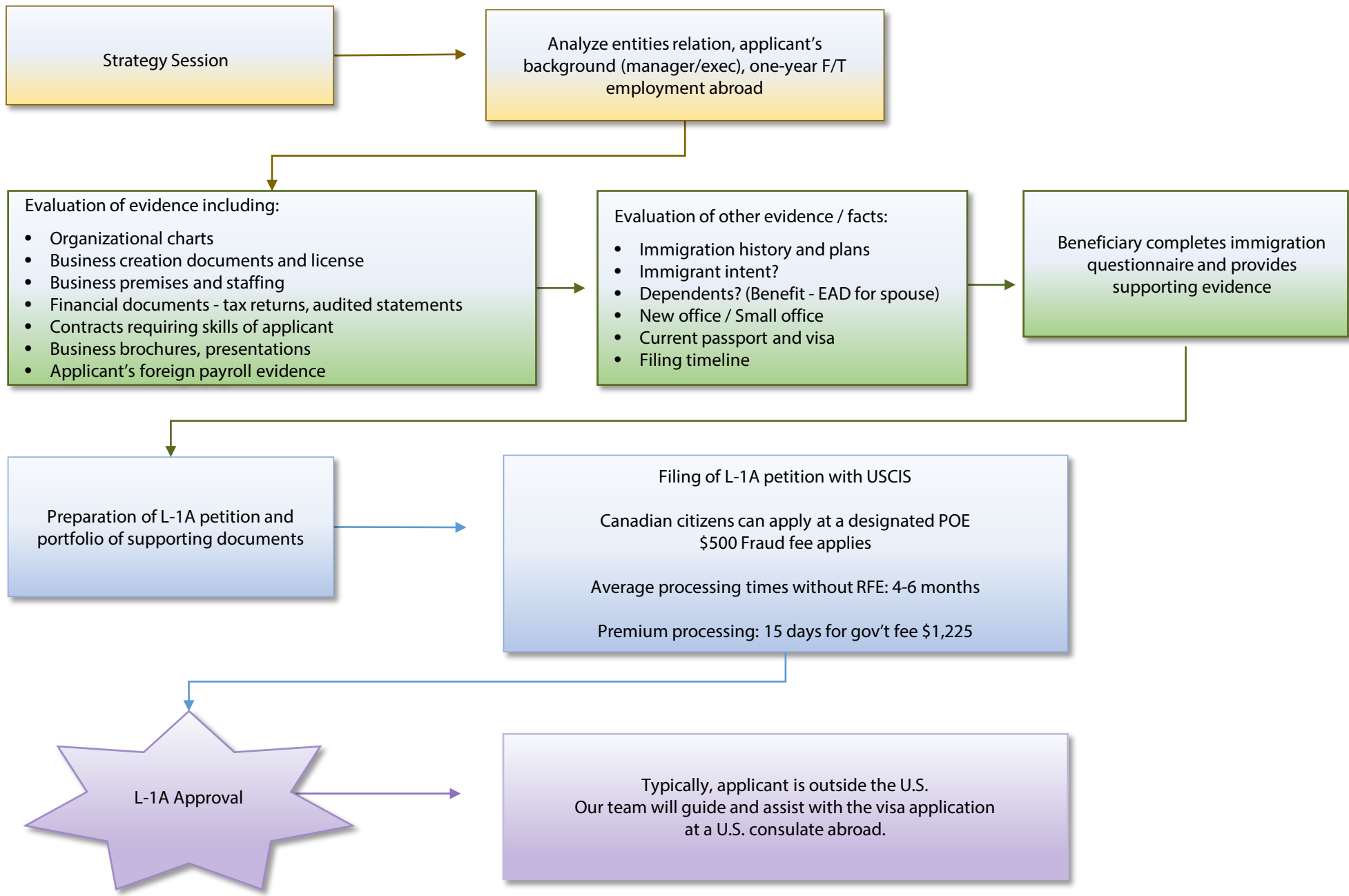
Summary of Visas most used for Managers and Executives

VISA	O-1A EXTRAORDINARY ABILITY INDIVIDUALS	L-1 INTRACOMPANY EXECUTIVE OR MANAGER TRANSFEREE
Description	Very valuable for those with a significant record of achievement in the sciences, education, business or athletics.	Great option for foreigners transferring from a qualifying entity abroad to work as executives or managers in the U.S.
Duration	Up to 3 years or duration of event. Unlimited one year extensions as long as fulfilling the requirements of the category.	Up to 3 years for initial petition for an established company. New office petition up to for 1 year with extensions. Two year renewals available for a maximum of 7 years.
Requirements	<p>Must have sponsoring employer.</p> <p>Must show recognition and renown through at least 3 of following:</p> <ul style="list-style-type: none"> • Employment in essential capacity; • Judge of work of others; • Contributions of significance to field; • Published material about applicant; • Prizes/awards; • Membership in prestigious organizations; and • Significant publications. <p>Advisory letter required</p>	<p>Must have sponsoring employer.</p> <p>U.S. employer must have qualifying relationship with employer abroad (affiliate, branch, subsidiary or parent).</p> <p>Both entities must continue to share common ownership and control and continue to operate.</p> <p>Must have been employed abroad full time as a manager or executive for qualifying employer for 1 of the least 3 years.</p> <p>New office must show secured commercial space to operate.</p>
Spouse	Spouse can apply for O-3 status but might not work in this status.	Spouse can apply for L-2 status and employment authorization.



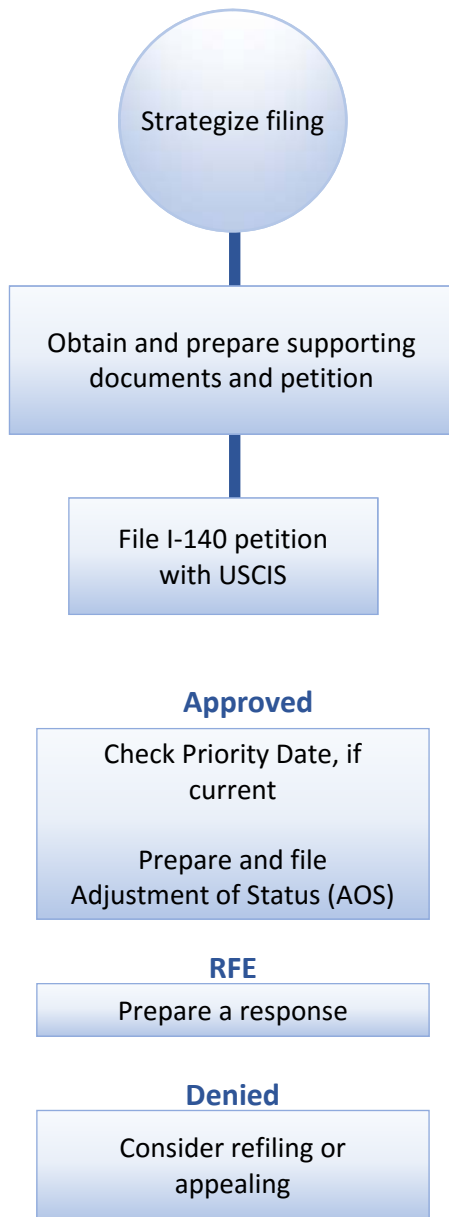
*This material is only a general overview of the O-1A process and is not intended to substitute as legal advice.

L-1A Flow Chart

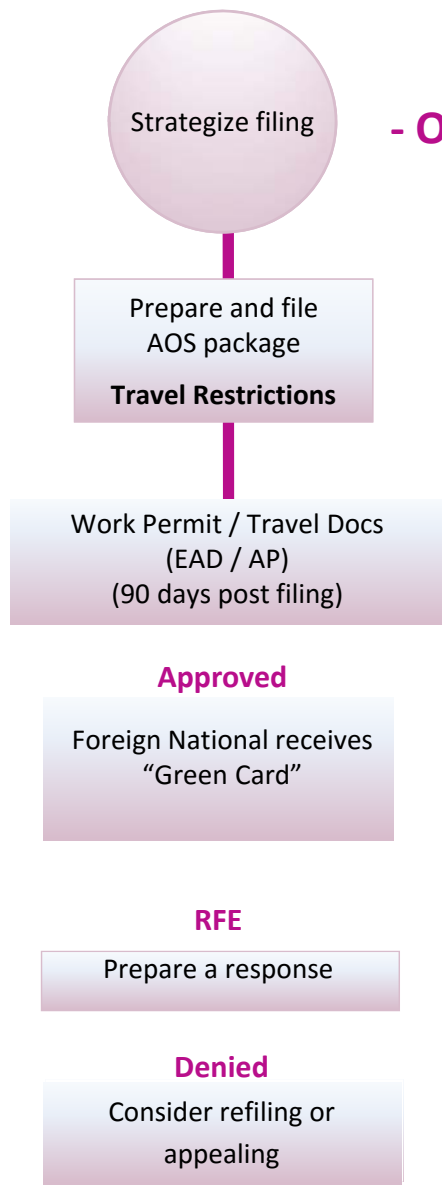


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Step 1
Immigrant Visa Petition (I-140)



Step 2
Adjustment of Status (AOS)
("Green Card") Application



- OR -

Consulate
Visa Processing



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When it comes to Managers and Executives into the U.S., we have two main options: the L-1 visa intracompany transferees and the O-1 visa for people with “extraordinary ability” in business and sports. Below, we answer some of the most FAQ about these categories.

Can the applicant come to the U.S. on a visitor visa while waiting for the L-1 or O-1 visa to be processed?

It is possible to come to the U.S. on a visitor's visa (B visa) while the petition is being processed. However, you are highly limited on what you can do in the U.S. on a visitor's visa. A violation of the terms of the B visa, can jeopardize the chances of getting a work visa approved.

Working under a B visa is not permitted. The B visa allows you primarily to: attend business meetings, conventions or conferences, negotiate contracts, participate in short-term training, and settle an estate. The best approach is to work diligently with your attorney to complete your work visa filing.

Can the applicant travel abroad while the L-1 or O-1 extension is pending?

Yes. However, if the L-1 or O-1 status or visa expires while the person is abroad, they must remain abroad until the petition is approved and/or they have obtained a new visa. This is why it is important to begin the extension process six-months prior to the expiration of the current status. If travel abroad is needed, we recommend premium processing the extension filing.

How can those in L-1 or O-1 status apply for a green card?

L-1A and O-1A visa holders can utilize the EB-1 category to apply for a green card. This category was specifically developed for managers and executives and talented personnel.

To apply, the L-1A holder must have been a manager or executive abroad for at least one year in the three years prior to admission to the U.S.; the petitioning company must conduct regular business in the U.S. and another country; and the company must have been in active continues business in the U.S. for at least one year.

To apply, the O-1A holder must show that they have risen to the top of their field in the sciences, education, business or athletics. The petition must also demonstrate that the applicant will substantially benefit the U.S. prospectively because of his/her unique abilities enhance our country.

The EB-1 process avoids the lengthy and challenging PERM labor certification process. However, the standard of proof is also higher.

Why Us?

Success Stories from our Clients

Experienced, dedicated and efficient

"Giselle and her team successfully helped me get a L1-B visa in 2015. Two weeks ago, they did it again by having my L1-B upgraded to a L1-A which will create a strong path to get my green card. Giselle and her team were always there for us during and after the whole process. There is no way I can describe the feeling I had when my approval notice came in the mail.

Looking forward to work with the team in the near future. Thanks for all you do."

From a grateful immigrant

"From day one [...] there was always a structured format/process to follow but very simple at the same time [...] that would not impose a heavy load of tasks on my side or that would affect my work or other activities.

Effective and clear communications, reasonable expectations of the success of the process, but always with the comfort [...] that we were in the right hands.

Thank you very much for your professional, supportive and sincere efforts that have made the privilege of obtaining an employment green card possible for me and my family!"

I-140 Immigration Petition followed by a successful Green Card

Atty. Carson and her Immigration Team made us feel comfortable and welcome the very first minute we came to their office. [...] Her legal team is very organized, highly efficient, and truly dedicated in their work to get us our immigration documents processed and approved the fastest way possible. [...] Atty. Giselle and her team are a great blessing to us indeed. They are not only the best at what they do, but also -- and most importantly -- they treated us as family.

We put in the hard work so you can focus on the success of your business!
Contact us at: immigrationteam@marksgray.com

Why Us?

Experience.

Our team has more than 20 years of combined legal experience solely focusing on immigration matters. Our firm, Marks Gray, is in its second century of service. Founded in 1899, we deliver engaging, proactive and innovative legal solutions.

Determination.

We focus our resources toward a select number of clients that we know we can help with determination and partnership. We are selective about who we represent. We feel it is important to find the right fit between the client and their immigration lawyer.

Results Oriented.

Our team is committed to and driven by positive results. We consider the facts specific to your situation and design tailored solutions to help you achieve your goals. In immigration matters, there are often multiple ways to achieve a result. We value creativity and thinking outside the box to achieve your goals more efficiently.

Community Involvement.



We put in the hard work so you can focus on the success of your business!
Contact us at: immigrationteam@marksgray.com