A world without borders

Our Future

At Teleborder, we believe that international boundaries are becoming irrelevant and that the business world needs a way to promote the free flow of employees across borders. Businesses that want to keep pace in the global market need to hire the best employees available, regardless of citizenship. Our platform removes the limitations that once kept companies from hiring freely, empowering them to assemble the most skilled team possible.

Our ambition is to build a platform for every service associated with global mobility, from relocation, to tax, to corporate law. The Teleborder platform will empower our customers to access the best service providers anywhere in the world. Our technology will aggregate information from all operations using a complete set of business intelligence tools.

Meet our team

18 people, 7 languages, 3 continents, 1 mission: no borders.

James Richards   Cristina Bruce   Jordan Nemrow   Shayan Guha   Willa Cary   Sara Itucas

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Teleborder is the easiest way to manage international employees.

Teleborder is the easiest way to manage international employees.

Teleborder's new approach to work visas manages the process in the cloud, making everything convenient and accessible. Employees save time by completing tasks online. Managers get information with just a few clicks. Companies plan for the future with confidence.
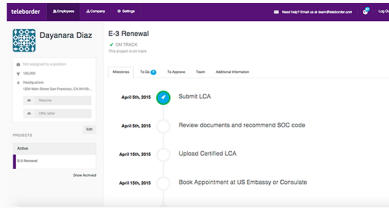
Hire the talent you need

The old way to hire international employees was a mess. Managers traded endless strings of emails with lawyers. Employees never knew if they were up to date on their tasks. Getting answers to questions could take weeks.
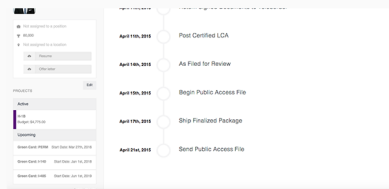
The new way changes everything. Users get information online whenever they want. Employees complete a simple list of tasks. Managers can see how long the process will take and how much it will cost.

Manage your international workforce

The old way to manage an international workforce made HR professionals feel overwhelmed. Managers scrambled to track renewal deadlines in spreadsheets and hoped nothing slipped through the cracks. Costs were difficult to predict. It was hard to tell if everything was on track.

The new way empowers HR professionals to excel. Deadlines are tracked automatically. Costs are clear so you can plan your growth with ease. And you can see the status of every visa all in one place.


Retain your best employees

The old way to keep an employee left everyone in the dark. Employees couldn't see their path to a green card. Companies couldn't predict the lifetime costs. Nobody had a good tool to plan for an employee's future..

The new way lets you create an online roadmap for your employee's career. Costs are easy to project and manage. Everyone can see each milestone years into the future.

Your visa experience

Getting a visa used to be a stressful distraction. Employees spent countless hours organizing paperwork and wondering if everything was on track. When they had a question, they often didn't even know who to ask.

Teleborder is quick and clear. You complete a simple to do list online. You upload documents to our platform. And you can see the status of your visa anytime.
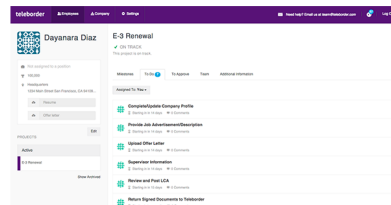
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7 H-1B Visa Filing Tips for Startups

Madhuri Nemali

Given the global nature of today's economy, start-ups recognize that international workers are avaluable addition. For companies sponsoring H-1B workers for the first time, though, the process can be daunting. Here are seven things you should know when looking to file H-1B visa applications with United States Citizenship and Immigration Services (USCIS).

1. **FEIN** – Register your federal employer identification number (FEIN) with the Department of Labor (DOL) by submitting to them any official document that clearly states both your FEIN and corporate identity.

2. **Salary** – Be sure you're paying the required minimum salary required by the DOL for your H-1B employee. This salary is determined by several factors: geographic area, job field, job title, employee's educational background, employee's work experience, and comparable salaries.

3. **LCA** – Prepare the Labor Condition Application (LCA). The LCA is your request to the DOL to hire this particular foreign worker under these particular conditions, and your promise that, should the request be approved, you will abide by the DOL's rules. One of those rules is that the LCA and the information contained within be made available to the entire company. You can do this by posting a copy of the LCA in two high-traffic locations at the address at which the H-1B worker will be based, or by emailing the LCA to the entire company once.

4. **Financial Documents** – Compile the financial documents necessary to prove to prove to USCIS that you have sufficient financial solvency to support your employee. While there are no specific numbers or formulas, a good rule of thumb is to show that the company has enough capital to pay the H-1B worker's required salary as well as rest of the company's operating expenses. That proof can come in the form of bank statements, tax returns if available, agreements with investors, and accounting reports such as balance sheets,profit/loss statements, and cash flow reports. Understandably, companies are hesitant to share such sensitive information. Your lawyer can work with you to redact information such as account numbers and any third-party names. Not proving your company's financials to the satisfaction of USCIS can invite increased scrutiny and may even lead to a denial of your application.

5. **Legitimacy of company** – Outside of their financials, startups also need to prove to USCIS the legitimacy of their company as a whole, which is done with incorporation documents, business plan, marketing materials, and the lease for and pictures of your office.

6. **I-129 Application** – Fill out the I-129. The I-129 form is your formal request to sponsor the H-1B visa of the person you hope to hire. That form is accompanied by all the documents discussed so far, as well as your future employee's supporting paperwork.

7. **Timeline** – Be sure you have enough lead-time. The many different components of the H-1B process mean that from the time you decide to hire an H-1B worker to the time they are able to start working at your company can take weeks, sometimes months. When transferring someone's existing H-1B visa to your company, the application takes three to five weeks to put together, and between two weeks and four months to get approved. Sometimes workers want the security of knowing the new H-1B application has been approved before leaving their current positions, in which case you have the option of requesting Premium Processing and getting an expedited decision in 2 weeks. When hiring someone who has never had an H-1B visa before, the application still takes three to five weeks to put together, but it can only be filed on April 1st, due to the way USCIS structures its fiscal year and allocation of new visas. If your application is selected for consideration in the H-1B lottery, then a decision will come over the summer, most likely in July. Your employee is then able to start working on the H-1B visa on October 1st.

H-1B applications can be tricky for start-ups, but an experienced business immigration attorney can help make the process considerably easier for you. Contact Teleborder if you have any questions about sponsoring H-1B employees for your company. Our experienced business attorneys are happy to help.

[DISCLAIMER: The content in this article should not be taken as legal advice for any individual case or situation. It is intended to be general and should not be relied upon for any specific situation. For legal advice, consult an experienced immigration attorney.]

Madhuri Nemali
Madhuri is a member of Teleborder's provider team. Read her bio here

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Teleborder's Comprehensive Visa Guide

👤 Graham Carlson

The path to a visa is often unclear. Between an arcane set of requirements, an overwhelming amount of misinformation masquerading as fact, and the ever-present possibility of bad advice from a less than reputable lawyer, there are plenty of ways to be led astray.

We're always looking for ways to help companies and individuals cut through the complications of the visa process, so we worked with our legal provider network to put together a no-nonsense guide to visa types. You can use this post to get the lay of the land and to help start a conversation about what visa fits your needs best. If you have any more questions, please email us at contact@teleborder.com and we'll put you in touch with an immigration expert, free of charge.

H-1B

An H-1B is a work-authorized classification that allows the recipient to work for their sponsoring employer for three years, with a possibility to renew for three more. Applicants must have a bachelor's degree (or equivalent work experience), be sponsored by an employer, and be paid the prevailing wage.

New H-1B applications are limited to 65,000 each fiscal year, with an additional 20,000 available for those with a US Master's degree or higher. Applications begin every year on April 1st, and in years when the number of applicants exceeds the visas available, applicants are subject to a lottery in order to advance in the H-1B process. For those whose applications are selected in the lottery and then approved, their H-1B status goes into effect on October 1st. Once an individual has obtained their H-1B, future transfers and extensions are not subject to the annual cap. H-1Bs for certain institutions of higher education and affiliated nonprofit organizations do not count against the cap.

The H-1B holder can also obtain H-4 classification for their spouse and any children under 21. On February 24, 2015, the Department of Homeland Security announced that certain individuals in the H-4 classification are eligible to apply for work authorization. This program goes into effect on May 26th, 2015.

TN

A TN is a work-authorized classification available to Canadian and Mexican citizens in certain professions. TN holders are initially granted work authorization for up to three years for a sponsoring employer. The TN can be renewed indefinitely in three-year increments.

In most TN-eligible professions, the applicant must have a bachelor's degree or professional license (if applicable). The TN holder can also obtain TD classification for their spouse and children under 21. The TD holders are not eligible to apply for work authorization.

E3

An E3 is a work-authorized classification available to Australian citizens. The E3 requires a bachelor's degree (or equivalent work experience), a sponsoring employer, and that the visa holder be paid the prevailing wage. The E3 lasts two years, and can be renewed indefinitely in two-year increments.

The E3 holder can also obtain the E3 classification for their spouse and children under 21. Spouses can apply for work authorization.

O-1

The O-1 is a work-authorized classification available to anyone with "extraordinary ability". It is granted for an initial period of up to three years, and can be renewed in one to three year increments at USCIS' discretion. The O-1 holder can also obtain O-3 classification for their spouse and children under 21. The O-3 holders are not eligible to apply for work authorization.

L-1

The L-1 is a work-authorized classification available to managers, executives or "employees with specialized knowledge". It is known as the "Intracompany Transferee" classification. The US-company sponsoring the applicant must have an appropriate affiliation with the foreign entity where the applicant has been employed for at least one year out of the last three. This classification can be used by a foreign entity to send a manager or executive to establish a US office. The L-1 holder can also obtain L-2 classification for their spouse and any children under 21. Spouses can apply for work authorization.

If you're establishing a new office, you're granted an initial period of one year. Other L-1 applicants are granted initial periods of stay of up to three years. Managers and Executives can extend in two-year increments for a maximum of seven years. Workers with "Specialized Knowledge" can extend for an additional two years, maxing out at five.

E1

The E1 is a work-authorized classification available to anyone facilitating substantial trade (defined as >50% of international trade with US) with US interests. The application must come from a country that has a current treaty with the US. E1s last two years, and are renewable in two-year increments as long as the trading continues. The E1 holder can also obtain E-1 classification for their spouse and children under 21. Spouses can apply for work authorization.

E2

The E2 is a work-authorized classification available to anyone with a significant investment (defined as an amount sufficient to establish a viable enterprise) in a business operating in the US. As with the E1, they must come from a country that has a current treaty with the US. E2s last two years, and are renewable in two-year increments as long as the business continues. The E2 holder can also obtain E-2 classification for their spouse and children under 21. Spouses can apply for work authorization.

J-1

The J-1 is a quasi-work-authorized classification available to interns (current full time students, or recent grads) and trainees (bachelor's degree and one year of work experience OR five years of related work-experience). The applicant must have a host company with a viable training plan, and a sponsoring agency that must approve the training plan and issue the visa documents.

J-1s last one year for interns and 18 months for trainees, with no possibility for renewal. Nationals of certain countries are subject to a two-year home residency requirement. The J-1 holder can also obtain J-2 visas for spouses and children under 21. Spouses can apply for work authorization, but the funds earned this way cannot be used to support the family.

B-1

The B-1 is a visitor's visa available to anyone with a foreign residency that they have no intention of abandoning. They must be coming to the US for a short period of time in order to conduct business – securing funding or property, for instance – and they must not receive any salary from a US source.

The B-1 holder can also obtain B-1 classification for their spouse and children under 21. For citizens of nations that participate in the visa waiver program, a B-1 may be unnecessary if the intended period of stay is less than 90 days. This list of participating nations is published by the US Department of State and can be found at http://travel.state.gov/content/visas/english/visit/visa-waiver-program.html

Glossary of Terms

Prevailing wage

The prevailing wage is the wage paid to those employed in similar positions in the area of employment, usually determined on a county-by-county level. It is set by the National Prevailing Wage Center to ensure that the hiring of a foreign employee does not impact the wages of US employees with similar positions. Certain nonimmigrant classifications must be paid the prevailing wage. These include H-1Bs, H-1B1s, and E-3s. Certain immigrant classifications must also be paid the prevailing wage. Different positions have a prevailing wage that must be adhered to by anyone sponsoring an employee's visa.

"Extraordinary ability"

An individual shows extraordinary ability by showing they are at the top of their field. They can do this by providing evidence that they received a major internationally recognized award, such as a Nobel Prize. They can also obtain this status by providing evidence that they received much more common awards for excellence, documentation of outstanding achievements in their field, published material relevant to their field, evidence of a high salary or comparably high remuneration for their services etc.

"Employees with specialized knowledge"

"Specialized knowledge" is defined as knowledge of a company product or of the processes and procedures of a company.

Appropriate affiliation

Appropriate affiliation demands evidence that a branch or office outside the US be attached in a significant way to the US branch, such as a document showing common ownership of the two offices.

USCIS

The United States Citizenship and Immigration Services is part of the Department of Homeland Security. They work with the Department of Labor and the Department of State to process visa applications.

Two-year home residency requirement

Some J-1 holders are required to return to their home country for a period of up to two years after completing the training program. Waivers are available in certain cases.

[DISCLAIMER: The content in this article should not be taken as legal advice for any individual case or situation. It is intended to be general and should not be relied upon for any specific situation. For legal advice, consult an experienced immigration attorney.]

👤 **Graham Carlson**
Graham is a member of the Teleborder growth team.

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USCIS Sets H-1B Premium Processing Date

Graham Carlson

H-1B application season has ended, but the process isn't over. USCIS just announced that any applicants who utilized premium processing will receive a receipt for their application by April 27th, and will receive a reply from USCIS by May 12th.

For those who did not use premium processing, the timeline is less clear. Their receipt could come any time between now and June, and the reply some time after.

Please don't hesitate to reach out to us at contact@teleborder.com if you have any questions!

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