



NO AMERICANS NEED APPLY: 100 WANT ADS EXCLUDE AMERICANS FROM US- BASED HIGH-TECH JOBS

By Donna Conroy, Director
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BRIGHT FUTURE JOBS

www.brightfuturejobs.com

155 West Juneway Terrace, Chicago, IL 60626

773-764-5865

donnaconroy@brightfuturejobs.com

“NO AMERICANS NEED APPLY”

Hidden from college job placement offices, from the American public, and even from U.S. media—are help wanted ads excluding Americans from high-paying jobs in the tech sector. Despite being a well-kept secret, staffing agencies and recruiters are well aware they can avoid hiring Americans—and do so brazenly on Internet job portals.

Figure 1 is such a job ad that excludes Americans¹. AET Solutions, a high-tech staffing company founded in 2000 outside Detroit with annual revenues of \$6M², is recruiting foreign students who are about to graduate and have received Optional Practical Training (OPT) and Curricular Practical Training (CPT) work permits from their school.

The ad title states, “Looking for fresh OPT’s for training and placement in USA.” The ad explains “we have various ENTRY LEVEL POSITIONS,” further stating, “We are looking for... recent MS or BS graduates ...possessing from American universities a valid work permit like OPT/CPT.” The ad only contains US Citizenship and Immigration Services (USCIS) abbreviations for visa workers but *not one* common Information Technology (IT) term.

Americans about to graduate with the same technical degrees would likely never find this ad. Or, if they stumbled upon it, they would be confused¹ by the unfamiliar abbreviations and not apply.

On its web site, AET Solutions counts State Farm, Kmart, Citigroup, Verizon, and Indian outsourcing giants Wipro and Tata as clients.³

SENATE BILL WILL PROHIBIT EXCLUDING AMERICANS IN JOB ADS

Help Wanted ads excluding Americans have appeared on Internet job portals as far back as 2000. In 2006, the Programmers Guild collected 300 Help Wanted ads excluding Americans.⁴ These ads persist today.

Senator Dick Durbin (D-IL) and Chuck Grassley (R-IA) will re-introduce legislation later this year to prohibit such exclusionary advertising for the purpose of recruiting foreign nationals using the H1-B program. On May 8, 2007 Durbin first spoke on the Senate floor introducing the *H1-B & L-1 Reform Act*:

“Some companies that abuse the H -1B visa program are so brazen, they say ‘no Americans need apply’ in their job advertisements. Hundreds of such ads have been posted online. They say things such as ‘H -1B visa holders only’ or ‘we require candidates for H -1B from India.’ Is that what we have in mind, to create this perverse discrimination against American workers? That isn't the way it was explained to me. Our H -1B reform bill would prohibit this blatant discriminatory practice.”



Fig 1. Screenshot Of Actual Job Ad Excluding Americans

According to a *60 Minutes* report from 1993, “the Clinton administration...asked Congress to change the law so that US companies would be forced to look for Americans first before hiring from overseas. Congress is now considering those proposals.”³

¹ The term American is used throughout this report to mean both native born and naturalized US citizens, along with legal permanent residents.

² According to D&B Million Dollar Directory (MDDI). All revenue estimates in this report come from this directory. Clients could not be independently verified.

³ North of the Border”, Oct. 3, 1993. CBS News, 60 Minutes [Television broadcast]. New York, NY: CBS Transcript. Web. <<http://www.zazona.com/shameh1b/library/archives/60minutes.htm>>

⁴ Programmers Guild. “Programmers Guild Files 300 Discrimination Complaints Against H-1B Employers.” PRWeb. June 19, 2006. Web. <<http://www.prweb.com/releases/2006/06/prweb400619.htm>>

The H1-B & L-1 Reform Act would also require companies to post the job opening, with salary offered and contact information, on the Department of Labor (DOL) web site for 30 days so US applicants can apply. This bill is the latest attempt in the last 19 years to reform the H1-B program so that companies seek American talent first.

THE PRIMER: ANATOMY OF A “NO AMERICANS NEED APPLY” JOB AD

Job ads that exclude Americans are distinguished by the inclusion of USCIS abbreviations and terminology for non-immigrant visa workers in both the title and skills sections of the ads in order to attract foreign nationals holding these work visas or permits. This signals to both foreign nationals and Americans the company will give preference to foreign nationals in the hiring process.

Contrary to media reports, none of the visa categories or programs designated in these 100 Help Wanted ads requires employers to seek American talent first for their US job openings.⁵

In Figure 2, Bright Future Jobs used these USCIS abbreviations and terminology as search criteria and found hundreds of such job ads on Dice.com, Bullhornreach.com and Benchfolks.com during January 10 through March 28, 2012. This report has compiled only 100 of these ads containing USCIS terms for non-immigrant visa workers from Dice.com, a prominent US technology job portal.

All 100 ‘No Americans Need Apply’ job ads contained at least one USCIS term for visa workers. The average number of visa terms listed in the ads was 3.27.

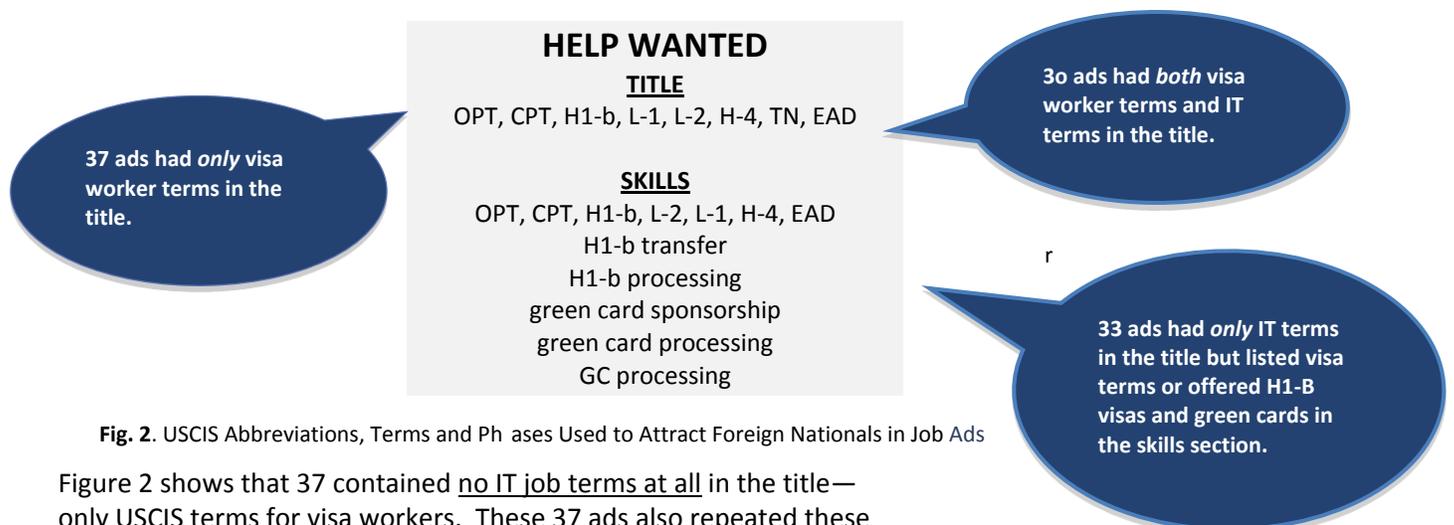


Fig. 2. USCIS Abbreviations, Terms and Phrases Used to Attract Foreign Nationals in Job Ads

Figure 2 shows that 37 contained no IT job terms at all in the title—only USCIS terms for visa workers. These 37 ads also repeated these USCIS terms in the skills section.

Thirty ads mixed both USCIS terms for visa workers and common Information Technology (IT) terms in ad titles. These were also repeated in the skills sections.

The last 33 ads contained only IT job terms in the title. But in the skills section USCIS abbreviations and terminology for visa workers are displayed, H1-B visa processing is advertised, and green cards are offered.

For example, Microturn, located in Parsippany, NJ with annual revenues over \$5M, placed one of the 37 ads that contained only USCIS terms for visa workers (see fig. 3). The title of their job ad is “Hiring OPT/CPT/L2 EAD/TN/h1 candidates for Full Time.”

Below is a description of the people Microturn is attracting with these visa terms:

⁵ Only H1-B dependent employers (companies with 15% of their workforce on H1-Bs, without an advanced degree and paid less than \$60,000) must attest to that they sought US talent if the H1-B worker they want to hire is paid less than \$60,000 and doesn’t hold an advanced degree. These workers are termed “exempt H1-B nonimmigrant”. “What is a Dependent Employer?” Zhang & Attorneys, L.P. Web. <http://www.hooyou.com/h-1b/dependent/h1-b_depend_emplr.htm>

- Foreign students about to graduate (**OPT**) or still in school (**CPT**)
- Spouses and children of foreign employees of multi-national companies who've been temporarily transferred to the US (**L-2**)
- Those above who have also received documents proving they can work temporarily (**EAD**)
- Canadians or Mexicans working in the US with NAFTA work visas (**TN**)
- Foreign nationals who are already working in the US under the corporate H1-B program (**h1**).

TITLE
Hiring OPT/CPT/L2
EAD/TN/h1 candidates
for Full Time
microturn.com

Fig. 3. Ad Title That Contains Only Visa Terms In the Title of the Job Ad.

GREEN CARD OFFERS: THE STRONGEST INDICATION THAT "AMERICANS NEED NOT APPLY"

A particularly detestable practice in the IT industry is the widespread posting of disingenuous want ads from companies as the first step to awarding a permanent residency in the US, commonly called a green card. This technique of "gaming the system" erupted into a media firestorm when Cohen & Grisby, a prominent immigration law firm, was caught on tape training HR professionals to post these want ads and then find legal ways to eliminate qualified Americans who apply. In the video, Partner Lawrence Lebowitz states emphatically, "**Our goal is clearly not to find a qualified and interested U.S. worker.**"⁶

More than one BFI member has confided to me that they had the repugnant task of examining résumés of qualified Americans in order to disqualify them for the position, as one of the lawyers advises in the video.⁷

Fifty-seven of the reviewed ads offered green cards on Dice.com.

Offers of permanent residency in the job ads are the strongest indicator that these employers prefer to hire foreign nationals and are willing to supply immigration services as part of their company benefits package, as Shivam Infotech has advertised in this ad for a job in Boston, MA (see fig. 4).

Shiva Infotech, a certified women and minority high-tech staffing agency, is headquartered in Kendall Park, NJ with offices in New Dehli, India. They displayed an impressive list of clients both in a current job ad⁸ and on a previous page of their web site, including EMC, AT&T, Pfizer, Disney, Verizon, NY Dept. of Education and the State of Massachusetts.⁹

GAR Technologies, a high-tech staffing firm with offices in Iselin NJ, Houston TX, and Hyderabad, India also offered green cards in their ad stating:

"We do H1/H-1B Transfer/Green Card processing with Murthy Law firm. Green Card Processing will start on first day of work."

Clients listed on their web site include EMC, Kforce, KPMG, Port of Houston, Chevron Texaco and Washoe County, Nevada.

Futures Group IT, a prominent recruiter for the financial industry with offices worldwide, also posted three ads offering green cards on Dice.com. One, for a Senior Enterprise Technology Architect - Financial Services states:

Windows Admin with Veritas Cluster
Boston, MA
Immigration Sponsorship: We provide assistance to employees and their families for Green Card processing and have sponsorship programs for H1-B candidates.
Shivamusa.com

Fig. 4. Job Ad Offering Green Cards (Permanent Residency)

⁶ Programmers Guild. "PERM Fake Job Ads defraud Americans to secure green cards." YouTube. June 16, 2007. Web. < <http://www.youtube.com/watch?v=TCbFEgFajGU> >

⁷ Anya Sostek. "City law firm's immigration video sparks an Internet firestorm." Pittsburgh Post-Gazette. June 21, 2007. Web. < <http://www.post-gazette.com/stories/business/news/city-law-firms-immigration-video-sparks-an-internet-firestorm-490485/> >

⁸ Shiva Infotech current job ad. Youreferral. Web. < <http://youferral.com/jobpost/show/3196318-it-consultant-kendall-park-nj> >

⁹ Shivamusa.com: Clients. Google Cache. Web. < <http://webcache.googleusercontent.com/search?q=cache:Rk-12YAukAYJ:www.shivamusa.com/clients.html+&cd=1&hl=en&ct=clnk&gl=us&client=firefox-a> >

“The client is also in a fortunate position to guarantee bonuses for 2012!!! Full relocation and H1B Transfers (3 yrs remaining)/Green Card processing will be made available to those who qualify.”

H1-B VISA OFFERS: “PLAN AHEAD AND GRAB AN H1-B VISA” FOR JOBS STARTING IN 2013

In the first three months of 2012, companies were placing ads that excluded Americans on Dice.com in order to offer new H1-B visas for jobs that wouldn't start for 8 to 18 months. In Figure 5, DS Softech placed such an ad urging foreign students and H-4 visa holders¹⁰ to “**Plan ahead and Grab an H1-B Visa**” by applying now for this job in Fremont, CA that will be starting some time between October 1, 2012 and September 30, 2013. DS Softech is also offering “**Immediate Green Card Processing.**”

Sixty-eight percent (68%) of the reviewed ads offered H1-B visas. Fifty-five of these ads were for jobs starting in Fiscal Year 2013 (October 1, 2012 through September 30, 2013). Only 13 ads offered H1-B transfers, meaning they want to hire current H1-B workers immediately.

ISL Technology Solutions, a small staffing agency in New Jersey listing JP Morgan Chase, Verizon, Cognizant and IBM as clients on their web site, placed an ad on Dice.com precisely to find foreign nationals to fill their future jobs stating, “**We have started Collecting the Resumes for H1B for 2012- 2013 Year Quota.**”

In Figure 6, Y-Axis, headquartered in West Windsor, NJ with offices in Bangalore, India, is offering both new H1-B visas with the phrase, “**H1 Filing for eligible candidates**” and visa transfers implied with the phrase, “**Immediate H1-B sponsorship.**” In their ad, Y-Axis is targeting foreign students, green card holders, spouses and children of L-1 visa holders, US citizens and Canadian citizens. They are also offering green cards.

The ad also offers benefits unknown to Americans such as “**free accommodation and food,**” along with “**Excellent Training / Marketing staff that guide you every step of the process. On the job support.**”

Including US citizens and green card holders in a targeted list of visa holders, combined with offers of H1-B visas and green cards, is a thinly disguised attempt to appear inclusive and protect the company from any charges of discrimination based on national origin.

Clients listed on their web site include the New York Times, AIG, AT&T, JP Morgan, Viacom, ING, Pfizer, HSBC, Subaru, Citibank, BMW, and Dish Network.

OPT CPT JOBS
Fremont, CA
Plan ahead and Grab a H1B with a trusted Company. Great opportunity for OPT/ CPT. Immediate Green Card Processing.
DS SOFTTECH , is offering:
Transfer of H1 visas.H1B sponsorship for persons with F1/ CPT/ OPT/ H4 visa status.
dsssofttech.com

Fig. 5. Ad Seeking Foreign Nationals for Jobs Starting between Oct 2012 through Sept 2013

Business Analyst/QA Analyst
(Entry Level OPT Candidates)
West Windsor, NJ
Recent Graduates who are currently on F1/OPT/CPT/GC/L2/USCitizens with good analytical skills. We sponsor TN visa for Canadian Citizens. Green Card / Citizen with MS / BS Degree H1 Filing for eligible candidates / Green Card Processing. We provide on the job training. We provide free accommodation and Food for student. Immediate H1B sponsorship.
Y-axisinc.com

Fig. 6. Ad Offering H1-B Visas, Green Cards For An Entry-Level Job.

¹⁰ H-4 visa holders are not allowed to work.

BENEFITS: ENTRY-LEVEL JOBS WITH FREE TRAINING—BUT NOT FOR AMERICANS

Of the 100 ads compiled by Bright Future Jobs:

- Fifty-one (51) advertised entry-level jobs.
- Thirty-one (31) of the entry-level ads or 60.7% contained only USCIS terms for foreign nationals in the title.
- Eighty-two percent of entry-level job ads (42 ads) excluding Americans also offered free training (see fig. 7).
- More than half (53%) of these entry-level job ads (27) also offered free accommodation.
- Twenty (20) of the want ads did not have jobs but offered placement or help to “get the job.”

Offers of future placement is a confusing feature to Americans. While there is no job currently available, the company will hire and immediately furlough the foreign national while looking for a temporary job for them.¹¹

Résumé services and mock interviews are also promoted as a company benefit in these ads.

E-Verify, while on its face is not considered a benefit, is a signal to foreign students with STEM degrees that they can extend their work permit for an additional 17 months if their employer uses this system to check that employees are authorized to work in the US.

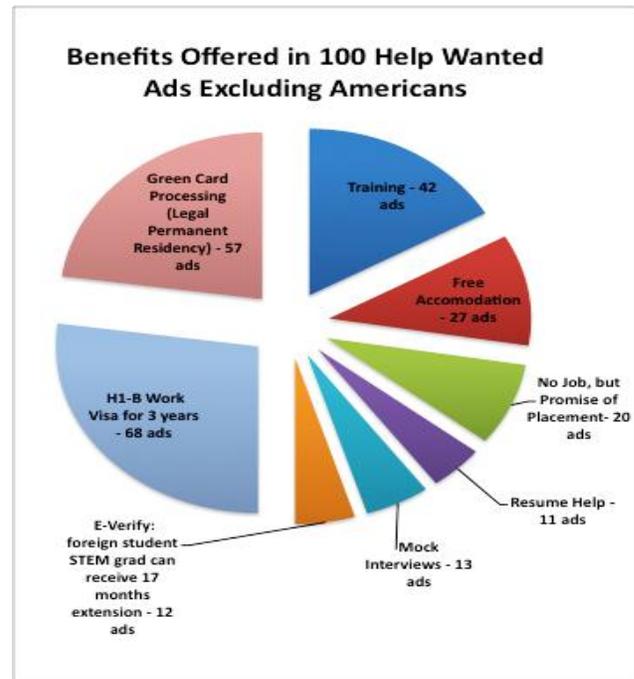


Fig. 7. Category of Advertised Benefits

H1-B PROGRAM GIVES BIRTH TO BODY SHOPS

The passage of the H1-B program in 1989 gave birth to a new temporary staffing model called “body shops”.¹²

Relying on the legal ability to bypass Americans, these body shops instead hire and immediately furlough foreign nationals on work visas, then “market” them to major corporations to fill short-term assignments from three months to one year. As Leslie Stahl said in “North of the Border,” a 60 Minutes exposé of body shops in 1993, “It’s the body shops that pick the programmers, then get them their visas and assign them to the American companies where they’ll work.”

Stahl had the first and second steps right. But body shops can’t assign them to American corporations. Hiring managers at American companies make the final decision after reviewing résumés, then narrowing the pool to those candidates who’ve passed their interviews and tests. Only then will they make their final selection. That’s why résumé help—including mock interviews—are featured in their benefits package, along with the usual medical coverage and relocation expenses.

These US staffing firms, many but not all founded by immigrant entrepreneurs, have grown and expanded in the intervening 22 years. Some body shops have even received awards for being a fast-growth company in the US. They are now such an integral part of the US temporary staffing industry that TechServe Alliance, an Alexandria, Va. based

¹¹ These furloughs are called “benching” in the IT industry.

¹² Steve Hamm and Moira Herbst. “America’s High Tech Sweatshops.” Businessweek. Oct 1, 2009. Web. <
http://www.businessweek.com/magazine/content/09_41/b4150034732629.htm?chan=magazine+channel_top+stories>

IT services industry association, even codes these body shops as “H1-B Supplier” in their searchable database of members.¹³

For example, Renee Systems in Brecksville, OH is a temporary staffing firm fitting the body shop profile. The company has received permits from the DOL to fill 84 job openings with foreign nationals under the H1-B program since 2000. In 2011, Renee Systems filled 12 jobs, with an average salary of \$54,691, with foreign nationals under the H1-B program. In the same year, they requested 5 green cards to fill 5 job openings with an average salary of \$78,500.¹⁴

Renee Systems placed one of the 100 ads excluding Americans, with the title, “Jobs for OPT Consultants” to attract foreign students who’ve just graduated from American colleges. It offers free training, free accommodation, résumé guidance, mock interviews, an H-1b visa and a green card. In the entire 270-word job description, the company *never* mentions any high-tech skills nor any IT applications they will train the foreign national to do (see fig. 8).

ADS SUGGEST VIOLATION OF FEDERAL PROTECTIONS AGAINST NATIONAL ORIGIN DISCRIMINATION

“If the employer’s actual practices are consistent with what’s suggested by this job ad, then there may be multiple legal violations,” says attorney Michael F. Brown, who represents both U.S. citizen and visa workers in employment disputes.

Mr. Brown goes on to say, “First, the job ad seeks workers with ‘Skills’ that include ‘Valid F1/OPT/CPT/H1 or valid work status (EAD, GC).’ These ‘skills’ are immigration-law statuses that by definition involve visa-workers or non-U.S. workers. If the employer in fact does not hire U.S. citizens as a matter of practice, this could potentially involve the violation of discrimination law for a U.S. citizen job applicant who is bypassed based on his or her national origin,” said Brown.

**Jobs for OPT Consultants
Brecksville, OH**

Skills: Valid F1/OPT/CPT/H1 or valid work status (EAD, GC).

Benefits * FREE Training and FREE Accommodation for interested candidates.

- * **Free Relocation and first week accommodation** for first project.
- * Free Training to upgrade your skills anytime for our employees.
- * 100% success rate for motivated and hard-working trainees.
- * More than 8 Direct Clients.
- * **Marketing team will assist you with Resume guidance and mock-interviews**, before we actually start marketing.
- * **Free H1B sponsorship and Free GC for qualified employees.**

PLACEMENT FEATURES: Best Salary with excellent billing in the Industry

- * **100% Salary on Bench for Top Performers**
- * Free Skills Upgrade on Bench
- * More than 8 Direct Clients, so you are in project most of the time
- * 100% Placements till date.

Reneesystems.com
(Partial ad displayed)

Fig. 8. High Tech Job Ad Without High-Tech Terms

BIG PICTURE: STAFFING BODY SHOPS ACT AS SUB-CONTRACTORS IN OFFSHORING OF US JOBS

Renee Systems is advertising that they have direct clients as a feature because some of these staffing agencies act only as sub-contractors or sub-sub-contractors to Indian outsourcing giants or body shops that have gained status in US companies as preferred vendors.¹⁵

¹³ TechServe Alliance. Member Directory Search: Find a Firm “Other IT Services Offered.” TechServealliance.org. Web. < <https://netforum.avectra.com/eweb/DynamicPage.aspx?Site=TSA&WebCode=OrgSearch> >

¹⁴ “Average Salary, H1B Visa, Green Card Perm report for RENEE SYSTEMS INC.” Visasquare.com. Web. < <http://www.visasquare.com/visa-greencard/report/renee-systems-inc-175222.html> >

¹⁵ According to Xiang Biao, anthropologist and author of “Global Body Shopping”, *An Indian Labor System in the Information Technology Industry*, Figure 2, The “Indian Triangle” in the Global IT Industry, pg. 113.

System Guru, headquartered in NJ with \$7 M in annual revenues posted this ad for a job in Charlotte, NC, stating, “**Exposure to offshore-onshore delivery model**” (see fig. 9). Since System Guru doesn’t advertise an offshore development center, It is likely they are acting as a sub-contractor in Charlotte to offshore jobs and need someone to fill the position immediately. Using the H1-B program to fill this position would take at least 2-4 weeks and result in extra fees paid to the government (see Appendix A: Independent Visa Holders Labor Rights and Protections).

The ad states they are considering only “**independent visa holders.**” This means System Guru is looking for visa workers who have the same mobility as US citizens and green card holders such as foreign student graduates (OPT) and foreign nationals who are family members (L-2) of foreign nationals who’ve been temporarily transferred (L-1) here by their multi-national employer.

StanSource, Inc, is also looking for such a tech worker in this ad they placed recruiting, “**consultants who are in USA only with L-1/L-2 visa status**” (see fig. 10) Since outsourcing companies use the L-1 program extensively, it is likely that StanSource is also looking for someone who has experience in offshoring jobs. They are offering H1-B visas, periodic training, lodging at their guest house, free résumé preparation, interview tips and a green card.

Stansource is an American job creator—in India. They recently posted a want ad on an Indian job portal to fill two recruiter positions in their offices in Hyderabad, stating, “We are currently looking for Core Recruiters and Bench Sales Recruiters.”¹⁶

Headquartered in Dulles, VA, with \$3.2M annually in revenues, the Commonwealth of Virginia has certified StanSource as a minority and women owned, small disadvantaged business. Their downloadable brochure states they are, “**Actively pursuing entry into the GSA Schedule.**” Corporate clients include Oracle, HSBC, Verizon, Kraft Foods, Addeco, and ADP.

Yascho Systems, hearded in 2009 as the 8th fastest growing company in India routinely posts all their ads on Dice.com with the phrase “H1-B transfer Available” in the title of the ads. Two ads Yascho Systems posted also included the phrase “OPT/CPT Welcome”, as the following two job ad titles show:

- **SQL Server Developer/DBA (H1B Transfer Available, OPT/CPT Welcome)**
- **Oracle DBA/Developer (H1B Transfer Available, OPT/CPT Welcome)**

Both of these positions were located in Columbus, OH where their headquarters are located. On their web site, Yascho, a minority and women owned company with annual revenues of at least \$1.7M, boasts one Indian outsourcing giant, Tata, on their web site as a client. Other clients include JP Morgan, ConAgra, Honeywell, Bayer, BMW, and National Semiconductor. Yascho Systems has received multiple accolades, including the number one “**Best Place to work in Ohio**” in the small companies category.

Help Wanted
ETL Lead in Needed ASAP for
Permanent Job- EAD/L2/OPT Can
APPLY!!!
Charlotte, NC

Visa Status: ONLY Independent Visa
Holder. **Exposure to offshore-onshore
delivery model**
Systemguru.com

Fig. 9. Job Ad Recruiting Independent Visa Holders to Offshore Jobs

L1B to H1B filing and Green card
Process
Sterling, VA

We are looking for consultants who are
in USA only with L1/L2 visa status.
Free-Periodic Training. Guesthouse
Facility
Free Resume preparation and
Interview Tips. Percentage 80/20.
Payments are released every 15 days.
We shall help you in getting Higher
Billing Projects, H1B transfer, H1B
Extension, Green card processing, etc.
If you are interested to file H1B or H1
Extension or looking for Green card

Fig. 10. Job Ad Recruiting Only L-1 and L-2 Visa Holders

¹⁶ Stansource job ad. Indeed. Web. < <http://www.indeed.co.in/Stansource-jobs-in-Hyderabad,-Andhra-Pradesh> >

HCL Global Systems, headquartered in Farmington, Michigan with annual revenues of \$32M sub-contracts to Indian outsourcing giants Cognizant and HCL Technologies, according to their web site. They placed this Help Wanted ad with the title, “**Hiring OPT/CPT students**” (see fig. 11). The entire ad, with only 19 words in the skills section states, “**Looking for entry level developers in different areas of IT technologies. OPT/CPT students who have technical experience can apply.**”

HCL Global Systems also counts Kforce, Volt, Fujitsu, Toshiba, and the states of Michigan, Pennsylvania, Arkansas, and Virginia as clients.



Fig. 11. High Tech Job Ad Only 19 Words Long

ADS SUGGEST COMPANIES FREQUENTLY VIOLATE FEDERAL LAW REQUIRING FULL PAY FOR H1-B WORKERS ON FURLOUGH

The vast majority of Americans are unaware that H1-B workers are the only workers in the US who have a federal guarantee that they will receive their full salary despite being furloughed.¹⁷ These furlough periods are called ‘**benching**’, especially among Indian tech workers.

Referring to Figure 8, attorney Michael F. Brown commented, “Renee Systems’ ad implies the employer may employ some H-1B visa workers as temporary-staff workers, employed to third-party work assignments, and not pay the workers their full legally required wages. The statement ‘**100% Salary on Bench for Top Performers**’ likely refers to the common H-1B employer practice of keeping H-1B workers employed while they are in-between available work projects, i.e. while they are ‘benched.’ The ad implies that only ‘top’ H-1B workers get paid wages during benched time. But the law requires that all H-1B workers be paid 100% of their wages while benched. H-1B employers cannot withhold required wages to benched H-1B workers on basis the workers are not ‘top performers’ in the employers’ assessment.”

Six of the 100 reviewed ads referred to the practice of benching. For instance, Stellent Solutions Inc, with offices in Mt. Laurel and Hyderabad, India also posted an ad with the phrase, “**100% Salary on Bench for Top Performers.**” The title of the ad is “**Jobs for OPT consultants.**” In the skills section, they offer H1-B visas, green cards, free training and accommodation. Stellent is likely referring to H1-Bs since an employer is not required to pay OPTs or Americans when they have been benched.

Sarayu Consultants in Schaumburg, IL posted this ad offering H1-B visas, green cards and “**Free Accommodation during bench period,**” which suggests that they won’t receive full pay during furlough periods but the employer will likely put them up in a company-owned guest house (see fig. 12).

In another ad, Prosoft Technology Group, Inc., located in Downers Grove, IL with annual revenues of \$35M, advertised they *would* pay during furlough periods. The title of the ad is for “**2 Excellent Full Time Job Opportunities for WebSphere Portal Developers & Administrators at IL.**” In the skills section, Prosoft states, “**Pay on bench.**” Prosoft is also offering a green card in the skills section with the promise, “**GC processing would be initiated in completion of 6 months. Opportunity to work with 500 Fortune Companies.**”



Fig. 12. Job Ad Suggests Benching of Foreign National

¹⁷ Employers are obligated to pay the required wage when an H1-B is placed in a non-productive status by the employer (i.e., furlough, benching or temporary layoff). Electronic Code of Federal Regulations, 20 CFR 655.731(c)(7)(i) and (ii) "Wage obligation(s) for H-1B nonimmigrant in nonproductive status". May 31, 2012.

DECEPTIVE ADVERTISING: 20% OF ADS EXCLUDING AMERICANS SEEK CANDIDATES FOR NON-EXISTENT JOBS

Another strong indication that “No Americans Need Apply” is the offering of a non-existent job, but promising to help the foreign national get a temporary job at a US corporation.

Twenty of the 100 ads excluding Americans clearly offered no jobs but promises with phrases such as, “Will help you in getting job”, “We arrange N number of interviews until U get the job”, “We will give 100% support to find the jobs”, “We will provide job assistance”, and “best mentoring for job placement.”

While American companies are refusing to consider the unemployed, body shops and even Indian outsourcing giants like Infosys embrace furloughed workers as part of their corporate strategy.¹⁸

NextGen Technologies, located in Houston, TX, is offering “**Excellent placement assistance with dynamic marketing team,**” résumé preparation and interview support, “**exclusively for OPT/CPT students**”, but not a job in this ad (see fig. 13). However, NextGen is also offering an “**internship with free accommodation and living expenses with stipend of \$1000 per month,**” in addition to training, visas and green cards.

Hiring for OPT/CPT students
Houston, TX

Exclusively for OPT/CPT students. Here is a great opportunity for OPT, CPT, who like to pursue well paid professional jobs in information technology industry. Benefits of internship include free training, free accommodation and living expenses with stipend of \$1000 per month. Full assistance in resume preparation and end to end Interview support. Excellent placement assistance with dynamic marketing team. Reputed clients nationwide. On the job complete technical support and general direction. All categories of visa sponsorship. Accelerated Green Card processing.

Ntsus.com

Fig. 13. Job Ad Only Offering Assistance to Get a Job

AN UNEMPLOYED, JUST-IN-TIME POOL OF IT WORKERS

Since the staffing agencies, and even the outsourcing giants are in the business of just-in-time labor, a reserve army of unemployed tech workers has become one of the advantages that these companies offer. According to Oxford based anthropologist Xiang Biao, and author of *Global "Body Shopping": An Indian Labor System in the Information Technology Industry*, “Unemployment and underemployment, overt and hidden, in India as well as in the US, are integral parts of the body shopping story. It is precisely because labor is devalued that employment relations are casualized. In this condition, short-term unemployment may become the norm instead of the exception.”

In *Global "Body Shopping": An Indian Labor System in the Information Technology Industry*, author Xiang Biao explains the practice of hiring for a non-existent job, commonly called “benching,” in the following way:

“As an Indian H1-B holder in California was quoted as saying, the body-shopping operation could be likened to the way airlines overbook seats on flights—to always have workers left over in case they could not be sold. Venkate interpreted the origins of the body shopping practice in this way: ‘The [IT] companies need a big reserve of workers.’ In sum, body-shopping operations ... created a labor pool from which IT and other commercial corporations could select and dispose of skilled workers anytime...The costs, of course, were picked up by the workers themselves.”¹⁹

¹⁸“The Americans, meanwhile, are just left to sit on the bench...” Don Tennant. “Former Infosys Manager from India Cites Discrimination Against Americans.” IT Business Edge. May 1, 2012. Web. < <http://www.itbusinessedge.com/cm/blogs/tennant/former-infosys-manager-from-india-cites-discrimination-against-americans/?cs=50333> >

¹⁹ Xiang Biao. *Global "Body Shopping": An Indian Labor System in the Information Technology Industry*, Agent Chains and Benching, Chapter 5. Princeton: Princeton University Press, 2007.

FREE ACCOMMODATION: WAREHOUSING FURLOUGHED WORKERS

Hiring for non-existent jobs and benching foreign nationals awaiting placement requires body shops to offer free accommodation. A visa fraud charge brought by federal prosecutors illustrates the connection between offers of placement, benching without full pay, and free accommodation. According to an article originally posted on delawareonline.com in 2011:

“Dozens of highly educated immigrants, most from India, were brought to Delaware over the past five years after being promised high-paying computer consulting jobs, only to find themselves warehoused at an apartment in Newark with little work and no pay for months and sometimes years.”²⁰

Businessman Srinivas Doppalapudi, the owner of five body shops recently pled guilty to visa fraud, admitting to submitting 33 fraudulent H-1B visa applications. Most of the foreign nationals were on student visas that were about to expire.²¹

Twenty-seven ads excluding Americans are including free accommodation. Often this benefit is called a “guest house” in job ads, as Gemini IT Labs with headquarters in Herndon, VA has done in an ad they placed with offers of training, placement, H1-B visas and green cards. The actual title of the job ad is “**Candidates Required (OPT/H1B/EAD/GC/Citizens/TN Etc.)**” (see fig. 14).

While the visa fraud case against Doppalapudi has received little attention, in 2009, reporters Steve Hamm and Moira Herbst alluded to the practice of warehousing furloughed visa workers in their investigation, *America’s High Tech Sweatshops* which appeared on the front cover of Businessweek. They interviewed an H1-B worker who “took a job with a body shop in New Jersey that promised to sponsor his visa application, train him, and place him in an IT position in a corporation...The company put him up in a two-bedroom apartment in West Windsor that he shared with half a dozen other trainees. It was so cramped he slept in the closet, with his feet sticking out the door.”²²

Candidates Required
(OPT/H1B/EAD/GC/Citizens/TN Etc.)
Herndon, VA
CPT, OPT, H1B, EAD, GC.Citizen, TN Visa
Holders are welcome who are
interested in work on our w2 employee.
We have excellent record of placing our
w2 consultants and has excellent
relationship with the client. Guest
House Facility. H1 and Green Card
Sponsorship.
geminiitlabs.com

Fig. 14. Job Ad featuring Guest House Benefit

RÉSUMÉ FRAUD DISGUISED AS RÉSUMÉ HELP

Eleven of the Help Wanted ads offered “résumé help” as another way to attract foreign nationals. It may also be another way to force them to doctor their résumé. Since high-tech staffing firms compete to place their employees temporarily at major corporations, company assistance in this regard helps generate company revenues along with landing jobs for their workers.

Found on LinkedIn, Recruiting OPTS

“We will provide you the sample resumes with which you need to prepare blueprint of your resume with 5-8yrs of exp, as per current market needs to compete with others.”

Hamm and Herbst reported résumé fabrication by body shops in *America’s High Tech Sweatshops* stating, “At the office, he studied hard in his training courses but was taken aback when the managers instructed him to write up a résumé full of false claims about his skills and work experience.”²³

²⁰ “Del. Man Accused of Abusing Visa Program, Misleading Immigrants.” July 8, 2011. Reposted by Y-Axis Visas Blog. July 11, 2011. Web. < <http://visasblog.y-axis.com/?p=306> >

²¹ Andrew Koch. “Indian National Pleads Guilty on Visa Fraud, Money Laundering.” News Radio WGMD 92.7. June 16, 2012. Web. < <http://www.wgmd.com/?p=60424> >

²² Steve Hamm and Moira Herbst. “America’s High Tech Sweatshops.” Businessweek. October 1, 2009. Web. < http://www.businessweek.com/magazine/content/09_41/b4150034732629_page_3.htm >

²³ *Ibid.*

This is not the only instance of company-directed résumé fraud.

A recruiter for iTech US in Vermont with 1200 employees worldwide, is currently looking for OPTs with a Master's degree and 0-2 years experience on LinkedIn. However, their preparation explains, "**We will provide you the sample resumes with which you need to prepare blueprint of your resume with 5-8yrs of exp, as per current market needs to compete with others.**" Their promotion on mock interviews concludes with the phrase, "**we will ensure that we will do our best to help you out till you get a job.**" (The entire post is reprinted in Appendix B.)

In 2009, an Indian H1-B holder came to Bright Future Jobs as he was recouping the legally-required salary he was owed when his Indian bodyshop furloughed him. He reported to BFJ that he was forced to falsely claim he had eight years experience on his résumé, despite just graduating and receiving an OPT work visa. He was placed on CNA Insurance's worksite as an unpaid intern (permissible under the OPT program). However, the body shop was charging CNA for a worker with eight years experience.

Body shops are now using foreign student graduates on OPT, coupled with résumé fraud, to displace experienced H1-bs, according to Indian IT visa workers who have contacted BFJ. Foreign graduates willing to participate in these schemes are offered a salary of \$60,000 annually instead of the higher salary of \$80,000-\$100,000 commanded by experienced H1-bs. If the body shop is successful, they pocket the difference.

MOCK INTERVIEWS: INSIDE TRACK ELIMINATES THE NEED TO COMPETE

Thirteen ads excluding Americans also offered "mock interviews." Anagh Technologies, located in Piscataway, NJ posted a brief ad for 10 Junior Java programmers assuring candidates that they have, "**100% Shot sure" to get the job.** They back up their claim by announcing in the ad that one of their workers can give them an inside track on acing the interview, since he is "**working for client.**" Their "**Technical Lead will prepare [the 10 candidates] for the interview.**"

Anagh Technologies lists New York City's Department of Education, Pfizer, Verizon, Deloitte, Fannie May, JP Morgan, Capitol One, eBay, and Circuit City on their web site.

ADS EXCLUDING AMERICANS OFFER FREE TRAINING, EVEN FOR THOSE WITH MASTER'S DEGREES

Forty-two ads excluding Americans are offering free training. In Figure 15, Aries is offering to train only Masters degreed "**OPT Candidates**" for "**2-3 months**" before placing this individual at a US corporation or possibly a government agency to fill a temporary job.

Aries, a high-tech staffing company with less than \$1M in annual revenues, is attracting foreign student graduates by advertising their federal contract, "**No. GS-35-F0080R,**" in this ad excluding Americans. Clients listed on their web site include AT&T, Goldman Sachs, Dow Jones, and Citigroup.

Another minority owned company, Engage Information placed an ad offering training in Reston, VA with the title, "**OPT candidate required for JAVA training.**" In the skills section they explain, "**We also offer paid training (monthly Stipend during training) to candidates.**"

Engage Information is a wholly owned subsidiary of Optimos Inc. Engage listed Accenture, Capitol One, National Science Foundation, AOL, Fannie Mae, DC government and Washington Area Transit Authority as clients on their web site. They also advertise a development center in Pune, India.

Junior Java, MySQL Programmer/MS OPT
Candidates
South Plainfield, NJ

Aries is currently seeking Recent MS graduates, OPT candidates. Qualified candidates will be give practical training for 2-3 months before project engagement. SBA 8 (a) Certified MBE/WBE GSA Contract No. GS-35-F0080R.
aries-inc.com

Fig. 15. Ad Offering Training Only to Foreign Nationals with Masters' Degree

BODY SHOPS GAME E-VERIFY TO AVOID HIRING AMERICAN STEM GRADUATES FOR 29 MONTHS

Incredibly, employers signaling “E-Verify” in these ads is another indicator to foreign students that these employers would prefer to hire them over equally qualified American STEM graduates. Under the OPT Extension program they can—but only if they are using E-Verify.

According to the requirement of the OPT work program, foreign student graduates can work in the US after graduation for 12 months—if they can find a job in their field or degree. But when a company participates in the USCIS on-line worker verification system called E-VERIFY, the company can employ a foreign student STEM graduate for 29 months instead of just one year. Foreign nationals apply for the OPT extension.²⁴

The Department of Homeland Security (DHS) has a list of over 400 STEM majors²⁵ which will allow foreign student graduates who’ve studied these majors to qualify for a 17 month extension on their OPT work permit. Degrees and fields included in this STEM list are Archeology, Developmental and Child Psychology, Social Psychology, Urban Forestry, Environmental Studies, Web/Multimedia Management and Webmaster, Food Science, Livestock Management, Animation, Interactive Technology, Video Graphics and Special Effects, Military Applied Sciences, Joint Command/Task Force (C3, C4I) Systems, Military Systems and Maintenance Technology, and Cyber/Computer Forensics and Counterterrorism.

Twelve job ads excluding Americans advertised E-Verify.

PeopleCorp America, a high-tech staffing agency established in 2005 in Mclean, VA with less than \$1M in annual revenues, advertised **“We are an E-Verified Company”** in the ad they posted seeking foreign students and green card holders (see fig. 16).

In the entire 180-word ad, not one single IT term is listed. However, PeopleCorp is suggesting that they have the ability to provide a **“decreased bench period”** i.e., a shorter furlough period as compared to their competitors. Although PeopleCorp seems to be considering Americans who have green cards (GC in the ad), further in the ad they state to be eligible one must be a foreign student (F-1), with either a Bachelors or Master’s degree.

“We are currently sponsoring H1b visas for candidates who are on L1/L2/B1/H4” means PeopleCorp will process H1-B visas for these groups:

- foreign nationals transferred by their multi-national employer (L-1)
- children & spouses of the above foreign nationals (L-2)
- foreign nationals with a business visa who can’t legally work on this visa(B-1)
- spouses of H-1b visa holders who can’t legally work on their visa (H-4).

Hiring OPT / CPT / GC for multiple Technologies

PeopleCorp is a technology services, consulting and outsourcing company. Please check us out at <http://www.peoplecorp.com> for more information. We invite you to contact us today to discover how you can be a part of PeopleCorp. Learn and Grow with PeopleCorp.

PeopleCorp is an Equal Opportunity Employer.

We are an E-Verified Company.

PeopleCorp is hiring OPT, CPT, GC and H1 Transfers for multiple Technologies.

Benefits:

We are providing FREE Training and FREE Accommodation for interested and qualified candidates.

Our trainers have 7-8 years of industry experience and the training is focused extensively on their Real time projects.

We have great marketing support which guarantees lowest bench period.

We do have many Direct Clients and Tier One Vendor Relationship which benefits you in various ways including increase your compensation and decreased bench period.

We provide best salaries packages with excellent billing in the Industry.

Also we do provide Percentage Based Salary packages.

We provide Free H1B sponsorship and Free Green Card for qualified employees.

Eligibility:

Master's/Bachelor's Degree.

Valid OPT/CPT/F-1 or a valid work status

Excellent Communication skills

We are currently sponsoring H1B visas for candidates who are currently on L1 / L2 / B1 / H4 / OPT / F1.

Fig. 16. Company Advertising E-Verify to Attract Foreign Nationals Qualifying for OPT Extension

²⁴ USCIS. “Extension of Optional Practical Training Program for Qualified Students.” USCIS.GOV April 25, 2012. Web. <<http://www.uscis.gov/portal/site/uscis/menuitem.5af9bb95919f35e66f614176543f6d1a/?vgnnextoid=9a3d3dd87aa19110VgnVCM1000004718190aRCRD&vgnnextchannel=68439c7755cb9010VgnVCM10000045f3d6a1RCRD> >

²⁵ DHS. “DHS Announces Expanded List of STEM Degree Programs.” DHS.GOV. May 11, 2012. Web. <<http://www.dhs.gov/ynews/releases/20120511-expanded-stem-degree-programs.shtm> >

An ad they placed on an Indian job portal suggests PeopleCorp America's "**great marketing support which guarantees lowest bench period**" *may actually be provided from their offices in India.*"²⁶ They are also offering training, accommodation, and green cards for free.

OPT RECRUITER JOBS ARE CREATED IN INDIA-TO POST "NO AMERICANS NEED APPLY" JOB ADS IN US

Want ads on Dice recruiting foreign nationals on OPT/CPT now outnumber want ads recruiting H1-B visa holders. In fact, this targeted recruitment has spawned a new job, in both the US and India, called OPT Recruiter.

For instance, in the US, Technomax, located in Princeton, NJ, placed 2 ads on January 4, 2012 for a Technical Recruiter and a Student Recruiter specifically to "**Identify MS students (CS Majors) that are about to graduate and attain the OPT status.**" Technomax states in both ads, "**Must be familiar with Student VISA process, CPT and OPT processes and H1 VISA, GC etc. Must have excellent rapport with various student bodies such as International Student Organizations etc.**"

In India, Sysmind, a US federal contractor (GS-35F- 0103W) and a minority and woman owned company headquartered in Princeton Junction, NJ with annual revenues of \$9.8M has created at least three **OPT/CPT/IT Recruiters (US shift)** in their Indian offices in the state of Uttar Pradesh since January 2012.

One of these recruiters may possibly have placed this ad for a Jr. Developer (see fig.17). The entire ad has only 26 words in the skills section. They are seeking, "**OPT extension**" which means they are seeking a foreign student graduate who has majored in one of the 400 programs that the Department of Homeland Security has certified to work 17 months longer than other foreign student graduates. They are also seeking any foreign nationals looking for corporate sponsorship with the phrase "**H1-B seeking candidates most welcome.**"

While Sysmind is only considering college graduates for their US job openings, Sysmind is not doing so for their **OPT/CPT/IT Recruiters (US shift)** in India. According to their job ad on an Indian job portal they state: "**Education: Any Graduate - Any Specialization, Graduation Not Required.**" However, they are requiring these candidates to have "**Have at least 6 months to 3 years strong experience with OPT requirements in the US Recruitment area (IT & NON IT)**" and "**Have experience in using US based Recruitment portals (Monster, Dice etc).**"²⁷

Sysmind has been recognized by Inc. 500 as one of the fastest growing companies in the US. Their federal contract is valid until November 2014 with three additional 5-year extensions possible.

For example, between just two American companies, Vensai and Skillbell, seven positions have been created for OPT Recruiters in India and both are recruiting on Indian job sites to fill them. Vensai, located in Cummins, GA is currently looking to fill 3 positions in Hyderabad, India with this ad Title [OPT Recruiter](#). Skillbell, located in Fremont, CA is also looking to fill four positions for [OPT Recruiter](#) in Hyderabad, India. Both require the OPT Recruiter to recruit "**OPT/F1/CPT candidates from universities and network**", and "**working knowledge of Dice, LinkedIn, Facebook, and Twitter.**" (BFJ did not find any exclusionary ads on Dice.com from either of these companies during the collection period.)

Reliant Global Corporation, located in Bangalore, India, *has ten open positions* for a [US IT Recruiter](#) who has "**experience working with multiple recruiting sources such as Dice.com, Monster, Hot jobs, Washington Posts,**

²⁶ "H1-B sales" is the term used among body shops to market their benched H1- b employees, as this job ad indicates from PeopleCorp America for a Recruiter and Trainer "who have previously worked in H1 Sales and US Corp to Corp". The job is located in their offices in the Indian state of Tamil Nadu. Naukri. Jan. 9 [2012]. Web. < <http://jobsearch.naukri.com/job-listings-----to--years-090110000015> >

²⁷ Sysmind Job Ad for OPT/CPT/IT Recruiters (US shift). Naukri. January 1 [2012]. Web. < <http://jobsearch.naukri.com/job-listings-OPT-CPT-IT-Recruiter-US-shift--Sysmind-LLC-Noida-1-to-3-years-010112000011> >

Jr Java, BA, .Net
Princeton Junction, NJ
One of Sysmind's direct client
looking for Jr Developers in
Java, .Net, BA. M.S Degree
preferred
(ComputerSc/Electrical/MIS)O
PT extension, H1 sponsor
seeking candidates most
welcome.
sysmind.com
[entire ad - editor]

Fig. 17. Ad Targeting Only Foreign Citizens from a Federal Contractor, with OPT Recruiters in India

Career Builder.” They are also requiring experience with “**OPT, CPT.**” They do not show offices in the US on their web site.

ADS EXCLUDING AMERICANS SEEK INDEPENDENT VISA HOLDERS MORE THAN H1-Bs

A total of 327 USCIS terms were found in the 100 ads, as shown in Figure 18. Many sought three or more visa holders in each ad.²⁸ The average number of USCIS non-immigrant terms in each was 3.27.

From the employer’s point of view, foreign students (OPT/CPT) and family members of foreign nationals temporarily transferred here (L-2) can be considered “independent visa holders” since the company needn’t seek federal assistance in hiring these visa holders. In the 100 ads reviewed excluding Americans, OPT was referenced 75 times and CPT was referenced 50 times. L-2s were sought 25 times. In contrast, ads referenced H1-B only 44 times.

Green card holders were referenced in 33 ads, just over 10% of occurrences. Only 23 of these ads included US citizens within the list of visa holders sought, which is 7% of total occurrences. All of the ads referencing US citizens offered both H1-B visas and green cards.

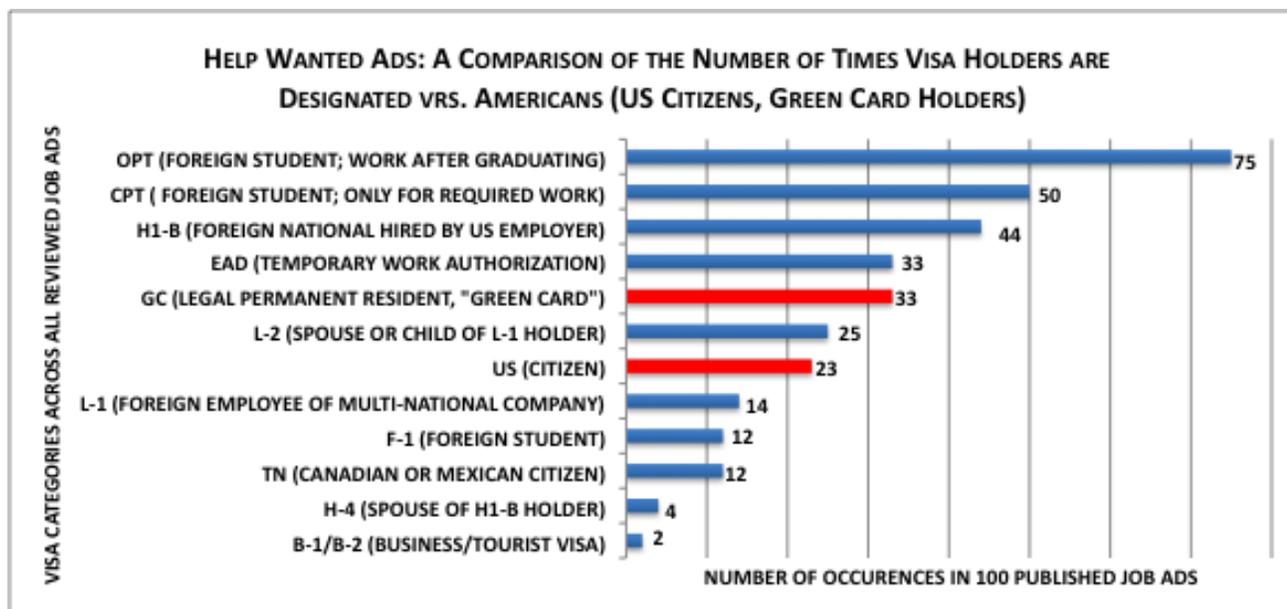


Fig. 18. Analysis of USCIS Terms Used in Exclusionary Ads to Seek Workers (offers of visas and green cards not included)

GREATER FEDERAL SCRUTINY ON BODY SHOPS DRIVES RECRUITMENT OF OPTS

In 2010, the USCIS tightened requirements for companies that request a visa for a new hire under the H1-B program, known as the Neufeld Memo. One of the most contentious—and detrimental to body shops—is the requirement to prove a bona fide employer-employee relationship during the entire 3-year period.²⁹ TechServe Alliance, along with three of its member staffing companies, filed a lawsuit against the Neufeld memo. According to Computerworld, “the lawsuit says the USCIS actions could cost the IT staffing industry some \$100M in business annually.” The suit failed.

²⁸ EAD, Employment Authorization Document is not a visa, but a document presented to US employers to prove non-immigrants can legally work.

²⁹ Companies hiring H1-B visa holders, referred to as “H1-B transfers” in the exclusionary ads, are exempted from this requirement.

These stiffer rules may be another reason that body shops are gravitating to foreign student graduates as another way to avoid hiring Americans, as these many of these ads indicate.³⁰ In fact, two of the staffing agencies that filed the suit, Broadgate and Logic Planet, are now recruiting foreign student graduates on OPT work permits.

Broadgate advertises on their web site, **“Attention graduate students: Training and placement services for OPT candidates.”** Logic Planet, another plaintiff in the lawsuit, has this [static ad](#) running to recruit foreign student graduates (OPT/CPT) with a Master’s degree or foreign nationals on H1-B visas (see fig. 19). Advertising that they have workers in the US and recruiters in India, they are also offer training and placement. In addition, they state they will file for a green card **“3 months from the day they start the project with us.”**

TechServe Alliance continued to mount pressure against the Neufeld memo and in April of this year, the USCIS relaxed requirements.

These minimal requirements will allow body shops more latitude to use the H1-B program to fill their clients’ temporary staffing needs. This may reduce the trend of recruiting independent visa holders such as OPTs and L-2s.³¹

Fig. 19. Plaintiff in Failed Suit Against USCIS Neufeld Memo Now Recruiting OPTS

INDUSTRY ANALYSTS URGE PRIVATE SECTOR TO HIRE AMERICANS

Industry experts, such as Stephanie Moore, a Vice President and Principal Analyst at Forrester Research recently addressed the bypass of American IT talent in Forbes urging, “Forrester clients should act now to help solve this problem. Encourage your vendors to hire local for local positions and invest in training those locals. This will solve your context and requirements problems, your visa problems and the improvement in productivity will make up for any price increase related to local labor.”³²

According to Computerworld’s Patrick Thibodeau, “David Rutchik, a partner at the outsourcing advisory firm PaceHarmon, said he sees a systemic issue in the outsourcing industry that goes beyond Infosys and includes any firm that relies heavily on visa-holding workers to deliver services.” Thibodeau writes that Rutchik recommends, “Customers need to see the résumés of the offshore workers, and even their visa applications. They also need warranties and audit rights in contracts.”³³

³⁰ According to U.S. Citizenship and Immigration Service (USCIS), the number of F-1 visa holders who are engaged in OPT was 92,465 in FY2010. Ruth Ellen Wasem. “Immigration of Foreign Nationals with Science, Technology, Engineering, and Mathematics (STEM) Degrees.” Congressional Research Service. May 11, 2012. Reposted by the Federation of American Scientists. Web. < www.fas.org/sgp/crs/misc/R42530.pdf >

³¹ “New H1-B Guidance Is Boost for Staffing Firms, Buyers.” Staffing Industry Analysts. April 4, 2012. Web. < <http://www.staffingindustry.com/eng/Research-Publications/Publications/CWS-3.0/April-4-2012/H1-B-Guidance> >

³² Stephanie Moore. “True Global Outsourcing Should End The Visa Debate.” Forbes. May 12, 2012. Web. < <http://www.forbes.com/sites/forrester/2012/04/10/true-global-outsourcing-should-end-the-visa-debate> >

³³ “Infosys’ Legal Problems Prompt Analysts’ Concerns.” Computerworld. May 9, 2012. Web. < http://www.computerworld.com/s/article/9227035/Infosys_legal_problems_prompt_analysts_concerns?taxonomyId=72&pageNumber=2 >

CONCLUSION

New H1-B visas for Fiscal Year 2013 are now in short supply. Media reports conclude this shortage reflects a shortage of US talent. However, as the ads illustrate, it actually reflects a shortage of companies that seek American talent first and follow EEO recruiting and hiring guidelines to fill their US job openings.

Publicity surrounding these visa programs is meant to hide this discriminatory hiring. The public is led to believe that companies can't find Americans to fill high-tech jobs when, in fact, they are not searching for Americans. This closely guarded industry secret has been damaging America's technological promise, especially in Silicon Valley. According to *"Blacks, Latinos and women lose ground at Silicon Valley tech companies"* the San Jose Mercury News, Silicon Valley in 2008 had fewer Black, Hispanic and female IT professionals than in 2000.

Efforts to hide this secret were exposed when the San Jose Mercury News set out to obtain race and gender data on the valley's 15 largest companies in 2008. According to Mercury News reporter Mike Swift, "Apple, Google, Yahoo, Oracle and Applied Materials waged an 18-month Freedom of Information battle with the Mercury News, convincing federal regulators who collect the data that its release would cause 'commercial harm'. Google, the company that wants to make the world's information accessible, says the race and gender of its work force is a trade secret that cannot be released."³⁵

CNN Money, in 2011, was also stonewalled when it filed a Freedom of Information request seeking EEO-1 data from 20 Silicon Valley companies. According to Julianne Pepitone at CNN Money Tech, "The EEOC denied the request in full, saying it is legally prohibited from releasing that information."³⁶

We now have an overabundance of experienced, highly-skilled American IT professionals and new science and technology grads whom we've paid dearly to educate – yet companies are discriminating against them—as these ads show. Using these visa programs and work permits, these body shops can even displace Americans working at American corporations with the foreign citizens they have recruited exclusively with these ads.

Talented American students, who enrich the nation by working in science and technology jobs and fueling innovation in their chosen fields here in the United States must have the freedom to compete for job openings across the nation, and right in their own home towns.

Congress must take steps to amend applicable laws to stop the publishing of these ads. The EEOC must not be barred from releasing EEO-1 data for any company in the US. Finally, federal authorities must be able to investigate when there is a suspicion that foreign citizens are languishing in company guest houses, unemployed. Our nation cannot rely on the extraordinary foreign citizen who musters the courage to "rat" on their employer.

In a GAO report released in January 2011, the Department of Justice, Civil Rights Division, Office of Special Counsel for Immigration-Related Unfair Employment Practices, recommended "before seeking to hire an H1-B visa holder, all employers should be required to "test" the labor market to determine whether qualified US workers are available and to hire any equally or better qualified US workers who apply."³⁷

Now is the time to implement this recommendation and impose this same requirement on all visa programs and work permits that employers have been using in these ads to exclude Americans.

³⁵ "Five Silicon Valley Companies Fought Release of Employment Data and Won." San Jose Mercury News. February 14, 2012. Web. < http://www.mercurynews.com/ci_14382477 >

³⁶ "Silicon Valley fights to keep its diversity data secret." CNN Money. November 9, 2011. Web. < http://money.cnn.com/2011/11/09/technology/diversity_silicon_valley/index.htm >

³⁷ General Accountability Office, Report to Congressional Committees. "H-1B VISA PROGRAM: Reforms Are Needed to Minimize the Risks and Costs of Current Program", (GAO-11-26). January, 2011. GAO.GOV. Web. < <http://www.gao.gov/new.items/d1126.pdf> >

AMERICA WILL NEVER BE COMPETITIVE UNTIL AMERICANS CAN COMPETE FOR JOB OPENINGS IN OUR OWN COUNTRY

Discriminatory hiring is harming American competitiveness and withering America's technology sector. For over 10 years now a bridge built between the US and abroad is off shoring jobs; without the support beam of segregated recruiting and hiring in the US, this bridge would collapse. Silicon Valley's empty office space now fills more than 20 Empire State buildings. In the Valley alone, 75,000 highly skilled professionals have lost their cutting-edge jobs since 2008.³⁸

The fear of outsourcing is palpable in Congress. IT industry lobbyists, in another scheme to guard the secret of legal discrimination intimidate Congressmen with the threat that *if they don't expand visa programs—we'll just offshore more jobs!* Meanwhile, American and Indian companies, feeling the pressure of greater federal scrutiny over both H1-b and L-1 visa programs, now post "B-1 visa holder" want ads in India to fill their US job openings.³⁹

Employers posting these ads are turning their backs on the very American ingenuity, talent and dedication needed to keep America competitive in this new century. Maintaining employment barriers to the "best and brightest" American minds will never ensure economic prosperity. Simply put, we cannot discriminate our way out of this recession.

Until legislation to address these ads excluding Americans is corrected, our nation will never put Americans back to work and never be able to stop the outsourcing of our "jobs of the future."

Our nation's promise—that we would make a better life by working hard and playing by the rules—has been broken for this first generation of IT professionals. As these "No Americans Need Apply" ads indicate, this promise is now being broken for the second generation of American innovators.

Allowing companies to exclude Americans for jobs in high-tech creates unearned, unfair and insulting stereotypes concerning the most innovative American generation to date. Publicity used to hide this widespread discrimination actually invalidates the proven accomplishments these ingenious Americans willingly gave to our country.

Americans seem unable to perceive the homegrown talent that now surrounds them, unable to recognize those who single-handedly created the Digital Age and transformed our nation. Tragically, the myth that Americans can't cut it in science and technology has worn away America's belief in the technical talent that was "born in the USA" and making Americans question whether our nation's "can do" spirit still exists.

³⁸ Help Wanted!—Not Here (January 24, 2011). Dan Rather Reports [Television broadcast]. New York, NY: HDNet

³⁹ Malia Politzer & Surabhi Agarwal. "B-1 visa holders in demand on job portals." Livemint. June 23, 2011. Web. < <http://www.livemint.com/2011/06/23034859/B1-visa-holders-in-demand-on.html?type=tp> >

Appendix A: Independent Visa Holders Labor Rights and Protections

Foreign students working in the US and L-2 visa holders have similar protections that Americans enjoy.

Minimum wage laws protect OPTs. However, OPTs and their employers don't pay into Social Security, Medicare and federal unemployment funds.⁴⁰ Unlike their American graduate counterparts who can work in any job outside of their field or degree, OPTs can only take jobs in the degree they have earned. However, OPTs, like American grads, can take an unpaid internship.⁴¹ They can only be unemployed for approximately 25% of the work permit's period.

L-2 visa workers have the same labor rights as Americans.⁴² They are protected by minimum wage laws and have full mobility to compete for any job opening. Like Americans, they can take an unpaid internship.

Both of these non-immigrants must pay any federal or state income taxes, as do corporate visa holders, US citizens and green card holders.

Worker	Pay for visa fees	Pay prevailing wage or higher	Pay full salary during furloughs	Pay Social Security, Medicare, & Federal Unemployment Funds	Seek certified LCA from the DOL when worker changes job location or a decrease in wages	Pay for passage home when worker is let go
<i>US Workers</i>						
Citizen	No	No	No	Yes	No	No
GC	No	No	No	Yes	No	No
<i>Independent Visa Holders</i>						
L-2	No	No	No	Yes	No	No
OPT	No	No	No	No	No	No
CPT	No	No	No	No	No	No
<i>Corporate Visa Holders</i>						
L-1	Yes	No	No	Yes	No	No
H1-B	Yes	Yes	Yes	Yes	Yes	Yes

⁴⁰ "International Students: What Employers Should Know." Whittier College, Whittier, CA. Web. < <http://www.whittier.edu/Students/InternationalStudents/WhatEmployersShouldKnow.aspx> >

⁴¹ "International Student Services: Optional Practical Training." Southern Illinois University, Edwardsville. Web. < <http://www.siu.edu/iss/opt/> >

⁴² The USCIS refers to this as 'open market' employment authorization. Visa Pro. Web. < <http://faq.visapro.com/L2-Visa-FAQ4.asp> >

APPENDIX B: AD ON LINKEDIN OFFERING COMPANY-DIRECTED RESUME FRAUD

iTech US (headquarters in Burlington, VT)

Great opportunity in NJ! Check it out and send me referrals!⁴³

E-verified & 1200+ Employees Globally

Job Description: We are hiring **students** who have strong academic credentials and good communication skills, someone who has the zeal to work hard and learn to create a rewarding career for him / her. We are seeking for graduates with a **Master's Degree in Computer Science or equivalent, Students who come under the STEM,** with good technical background, excellent analytical and strong communication skills

Full Time and Contract Positions open for the following technology areas: DWH/BI (Informatica , Cognos and AbInitio), JAVA / J2EE | FLEX, Middleware (Web Sphere), Database Administrator (platforms -Oracle, SQL server, Sybase and PeopleSoft, ColdFusion,Net, Remedy, PHP, QA /BA

ELIGIBILITY CRITERIA: **Minimum 0-2 yrs. experience with Bachelor's/Master's degree in Computer Science or equivalent with valid status.** Recent graduates with no experience are also welcome to apply for the above positions. Should have understanding of programming or database concepts. Should have knowledge of any programming language or databases. Willing to relocate nationwide in the US for projects, Training is going to be on line OR in Edison NJ/Sterling VA/Dallas TX, if required

Online Training & Placement: iPhone | Android | .Net | Java | BO | BA | SQL DBA / BI | QA
ColdFusion |Remedy | Flex | Informatica

• Online Training • Free Accommodation • Daily Training (Daily 2 to 3 hours) • Dummy Project After completion of Training • Resume Preparation and Mock Interviews • Excellent Lab Manuals and E-Books, Online Doubts Clarification • **Free H1B / GC Process** • Certified Trainers

We help you out in 4 phases/steps which takes anywhere between 3 – 4 DAYS on average depending on your performance.

1. Tech Screening: You will be having a technical screening on the course you have pursued. We will analyze your technical skills, Comm. skills & confidence level here. Once you get qualified with this, we will move on to the next phase.

2. Resume Preparation: We will provide you the sample resumes with which you need to prepare blueprint of your resume with **5-8yrs of exp, as per current market needs to compete with others and we will assist you further in all aspects while finalizing your resume.**

3. Marketing Overview: You will be having a special session on the marketing strategies of your resume, how it goes into the market, how you need to answer the calls, differences between Client & vendor and so on..... will be explained to you in detail.

Mock Interviews: This is the final stage where your resume will get forwarded to our recruiters for marketing. They will take Mock interviews & give you some interview tips.

We need your cooperation all the way and we will ensure that we will do our best to help you out till you get a job to a see a SUCCESS SMILE in your face

Marketing Process: Let us explain the marketing structure that our company follows, “We will give you Excellent training and we will expect you to practice every day and should ensure that you get maximum benefit out of it. You must do this apart from regular practice you do after class and we will be giving you the **100% job assurance to you where we can place you** with in given time. We are open to hire candidates with a valid OPT/CPT status and also for candidates willing for H1 Transfers.

Send your resumes to brkumar@iTechUS.net

Thanks & Regards, Rakesh Kumar

(w: 802.383.1500 ext 175 | Direct: 802-681-4067

⁴³ Rakesh Kumar, iTechUS Recruiter. Posted in [Jobs for OPT || CPT || H1b](#) Group. LinkedIn. June 1, 2012 Web.

< http://www.linkedin.com/groups/Great-opportunity-in-NJ-Check-3930162.S.119939633?view=&gid=3930162&item=ANET%3A%3A119939633&goback=.gde_58764_member_119939549.gmp_3930162&trk=NUS_RITM-title

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Job State	Job City	Job Title	Exclusionary Skills Description	TR	Guest House	Offer of future placement	Resume help	Mock Interviews	e-Verify company	H1-B	GC	Company	Company URL	Company HQ & Offices
CA	Fremont	<u>Hiring OPT Students for Full time positions</u>	Training on technologies as per the project requirement. Full time salary, medical benefits and H1B sponsorship . E-Verify company.	1		We only work with DIRECT clients and have ongoing projects with our clients.			1	1		Adroit Resources	adroitresources.com	Fremont, CA
CA	Fremont	<u>OPT CPT JOBS</u>	Plan ahead and Grab a H1B with a trusted Company. Great opportunity for OPT/ CPT . Immediate Green Card Processing. DSSOFTTECH , is offering: -> Transfer of H1 visas -> H1B sponsorship for persons with F1/ CPT/ OPT/ H4 visa status .	1	1	Free Placement; Excellent marketing	1			1	1	Ds Soft Tech Inc	dssofttech.com	Fremont, CA
CA	Fremont	<u>H1B Sponsoring for L1/ L2 / B1 / B2 / H4 / OPT / F1 / F2 / CPT</u>	We are currently sponsoring H1B visas for candidates who are currently on L1/ L2 / B1 / H4 / OPT / F1. L1/B1 & H4 to H1. Candidates who are right now in L-1 / L-2/ B1/ L1 or H4 and want to transform their status to H1 are welcome as we have an experienced and impressive marketing Team which can land you up in good high paying. Immediate Green Card Processing. DSSOFTTECH , is offering: -> Transfer of H1 visas -> H1B sponsorship for persons with F1/ CPT/ OPT/ H4 visa status .	1	1	Free Placement; Excellent marketing. Dedicated Placement Services	1			1	1	Ds Soft Tech Inc	dssofttech.com	Fremont, CA
CA	Los Angeles	<u>SAP MM</u>	Immediate H1B application/ H1B transfer. Immediate Green Card processing with PERM.							1	1	Quantum Integrators LLC	quantumintegrators.com	Princeton, NJ
CA	Newport Beach	<u>OPT or MS Graduates - SAP</u>	We are seeking MS graduates for SAP functional training and placement. We offer consulting services in SAP (american based company participating in E-verify program) and will sponsor work visas and employment based green cards for eligible candidates. OPT candidates are encouraged to apply.	1	1				1	1	1	Denken Solutions	denkensolutions.com	Newport Beach, CA
CA	Sacramento	<u>Mobile Apps Development- OPT Candidates</u>	Hello, We are looking for OPT candidates who are interested in Learning and training on Mobile Application Development. Interested candidates please send in your resumes. [entire ad - editor]	1								LogicTree IT Solutions Inc	logictreeit.com	Citrus Heights, CA
CA	San Francisco	<u>java developers(OPTs)</u>	We are looking for OPTs who are looking for jobs in Java.									Profcon Inc.	profconinc.com	Tustin, CA
CA	San Jose	<u>Hiring Interwoven/OBIEE/Informatica/JAVA/.NET - OPT/CPT/EAD</u>	Dear Students, We are currently providing free training and good remuneration to qualified Graduates (Under Graduates/ Post Graduates) with valid work permit (CPT/OPT). Benefits:H1B, EAD, CPT, OPT, TN, Green Card Sponsorship. Free Accommodations will be provided in MD, until get placed on client project.	1	1	Free Accommodations will be provided in MD, until get placed on client project.			1	1	1	Splendtek, Inc	splendtek.com	Baltimore, MD
CA	Santa Ana, CA	<u>Junior Candidates - OPT welcome</u>	We are looking to hire several Junior Candidates. OPT candidates are welcome. Please include the following info with resume: 1. Full Name 2. Current Location 3. Availability to Start 4. Contact info 5. OPT information (valid dates) [entire ad - editor]									Emprise Consulting	empriseconsulting.com	Santa Ana, CA
CA	Santa Clara	<u>Oracle-OPT consultants</u>	We have a requirement for one of our direct client. Oracle technical and functional consultants. Trained and OPT consultants are fine. Please send me your updated resume with the following information: Rate, Location:, Contact no, E-mail, Employer E-mail, Employer Contact no, Ready to relocate, Work Status [entire ad - editor]									B & B Solutions	bandb-solutions.com	Edison, NJ

Job State	Job City	Job Title	Exclusionary Skills Description	TR	Guest House	Offer of future placement	Resume help	Mock Interviews	e-Verify company	H1-B	GC	Company	Company URL	Company HQ & Offices
CA	Sunnyvale	<u>OPT, L1,L2 hiring</u>	We have a requirement for one of our direct client. Training in SAP BO, SAP ABAP and SAP HR functional, Testing. Please send me your updated resume with the following information: Rate, Location:, Contact no, E-mail, Employer E-mail, Employer Contact no, Ready to relocate, Work Status [entire ad - editor]									B & B Solutions	bandb-solutions.com	Edison, NJ
CT	Hartford	<u>Business Objects ADMIN / BO Developer Full Time with Fortune 500 Client</u>	H1B Visa transfer and GREEN CARD. Full Name = Visa status in USA = If on H1, validity of H1= Are you ready to transfer your H1 = Present location city and state = Present Salary (Yearly) = Do you have recent 2 pay stubs with you (Yes/No)=							1		Computers Guru Inc	computersguruinc.com	Shrewsbury, MA
DC	Washington	<u>Junior Developer</u>	Valid work status including F1 / OPT / CPT / H1B / GC / US CITIZEN . We give a perfect career start and provide intensive training through experienced trainer. We offer attractive compensation and other benefits like relocation, insurance, 401K etc. H1 B filing for deserving graduates (OPT / F1) and subsequently Green Card processing for deserving candidates. We are e-verified company, so you can use your extended OPT & get a perfect job to start your dream career.	1		Aggressive marketing for quick guaranteed placements			1	1	1	Dimension Consulting	dimcon.com	Ashburn, VA & San Diego, CA
DC	Washington	<u>GIS Gentrant Developer</u>	H1/OPT/CPT/L1/L2/EAD/TN Candidates are welcome for fulltime. H1 Transfer and Green Card processing is available.							1	1	Grassroot Technologies Inc.	grtsol.com	Plymouth Meeting, PA
DE	Newark	<u>Free SOFTWARE/IT Training and Job placement for (OPT/CPT/F1/GC & USC</u>	respond to this mail with contact details and updated resume for training and job placement with H1B Sponsorship from our company. Preference to students who completed their MS/BS graduates who are on OPT status. The Candidates Who are in F1/CPT /OPT /(EAD extension) visa*s we providing Free Training/ Internship projects and Good Job Placement with H1B sponsorship. The candidates who are GC/USC holders we can provide free Training/ Internship projects and place you on a good job placement. Benefits: * Free Training and Free Accommodation with Monthly Grosseries. * Free Sponsorship of H1B visa filing for eligible candidates.	1	1	We will Provide Job Assistance and Offer them best salaries. We can provide project support to the junior level developers who recently completed training and got placed in a job.				1		Ascent Technologies, Inc	ascentinc.net	Newark , DE
GA	Alpharetta	<u>Hiring OPT Consultants for Training and Placements</u>	now recruiting IT professionals who are on OPT and CPT	1	1	We will give 100% support to find the jobs.						Orpine.com	orpine.com	Alpharetta, GA
GA	Atlanta	<u>SAP BASIS Consultant</u>	H1b, TN, GC EAD, GC, USC. We can offer H1 transfer and GC processing as well.							1	1	OPEL Systems, Inc.	opelsystems.com	Troy, MI Atlanta, GA
GA	Atlanta	<u>OPT Candidates - Java and .Net Developer</u>	Visa: OPT / CPT Candidates									Paramount Software Solutions, Inc	paramountsoft.net	Cumming, GA
GA	Peachtree City	<u>Embedded Developers</u>	We are open to H1 Transfers sponsorships & Green Card processing . Send your profiles with Rates, Work Authorization Status & Availability .							1	1	Datamatics Consultants, Inc.	datamatics.us	Duluth, GA
IA	Des Moines	<u>Java/j2ee--H1-B Transfers provided</u>	Minimum of 5+years of experience. Experience in managing and mentoring other developers in the team. MUST be willing to work Overtime (min 50 to 60 hours a week billing , 2plus years project).							1		Supreme Tech Solutions LLC	supreme-techsolutions.com	Vienna, VA Sugarland, TX
IL	Aurora	<u>Senior DataStage Developer</u>	We work with the following employment statuses: Green Card, H1B, and EAD. We also offer Green Card processing within 3 months.								1	PR3 Systems	pr3systems.com	Aurora, IL
IL	Chicago	<u>Software Developer(OPT/CPT /I2/GC)</u>	Visa : OPT/CPT/L2/GC. FREE H1 SPONSORSHIP							1		Egen Solutions Inc.	egeni.com	Naperville, IL

Job State	Job City	Job Title	Exclusionary Skills Description	TR	Guest House	Offer of future placement	Resume help	Mock Interviews	e-Verify company	H1-B	GC	Company	Company URL	Company HQ & Offices
IL	Chicago	<u>SAP XI/PI Programmer</u>	H1/OPT/CPT/L1/L2/EAD/TN Candidates are welcome for fulltime. H1 Transfer and Green Card processing is available.							1	1	Grassroot Technologies Inc.	grtsol.com	Plymouth Meeting, PA
IL	Downers Grove	<u>Excellent Full Time Job Opportunity for Sr. webMethods Consultants at IL (H-1B,EAD,GC)</u>	Pay on bench. GC processing would be initiated in completion of 6 months. Opportunity to work with 500 fortune Companies								1	Prosoft Technology Group, Inc.	prosoftgroup.com	Downers Grove, IL Dallas, San Francisco & White Plains, NY
IL	Downers Grove	<u>2 Excellent Full Time Job Opportunities for WebSphere Portal Developers & Administrators at IL</u>	Visa Status: (H-1B / EAD/ GC / US Citizen). Pay on bench. GC processing would be initiated in completion of 6 months. Opportunity to work with 500 fortune Companies								1	Prosoft Technology Group, Inc.	prosoftgroup.com	Downers Grove, IL Dallas, San Francisco & White Plains, NY
IL	Hoffman Estates	<u>Permanent job for Java Developer Hoffman Estates- Permanent job- EAD/L2/OPT Can APPLY!!!</u>	EAD/L2/ OPT. Our client is looking to Hire Java Developers/ Lead in Hoffman Estates, IL.									SystemGuru	systemguru.com	Woodbridge, NJ
IL	Schaumburg	<u>H1B Transfer/New H1B Applicants</u>	Sarayu Consultants Inc (E-Verified) is now hiring MS graduating students from any engineering background and from any US university. No prior experience is necessary. Sarayu Consultants Inc is welcoming OPT/CPT/L1/H1/GC/ Citizens. Free Training and quick Placements Free Accommodation Free Accommodation during bench period Free H1B, H1-B Trasnfers and Green Card processing	1	1	Selected candidates would be enrolled into a mentoring program taught by expertly trained staff emphasizing on practical applications, technical know-how to prepare for a competent and high performance career.			1	1	1	Sarayu Consultants Inc	sarayucounselantsinc.com	Palatine, IL
MA	Boston	<u>Oracle Clinical Programmer/Developer</u>	H1/OPT/CPT/L1/L2/EAD/TN VISA Candidates are welcome. H1 Transfer and Green Card processing is available.							1	1	Grassroot Technologies Inc.	grtsol.com	Plymouth Meeting, PA
MA	Boston	<u>Senior .NET Developer</u>	Our benefits include 401K, Green Card Processing , FSA, paid vacation, relocation expenses. Horizon International can process Green Cards without any waiting period including EB3 to EB2 porting for eligible candidates.								1	Horizon International	horizonboston.com	Belmont, MA
MA	Boston	<u>Windows Admin with Veritas Cluster</u>	Immigration Sponsorship: We provide assistance to employees and their families for Green Card processing and have sponsorship programs for H1-B candidates.							1	1	Shivam Infotech	shivamusa.com	Kendall Park NJ
MD	Baltimore	<u>Entry level positions in .NET/JAVA/ETL/BA/QA - OPT,CPT,TN,E3</u>	(Citizens, GC, EAD, OPT, CTP). (OPT/CPT/MS/BS/MIS Graduates/ L2 EAD) . Free Accommodations will be provided in MD, until get placed on client project.	1	1	Free Accommodations will be provided in MD, until get placed on client project		1	1			Splendtek, Inc	splendtek.com	Baltimore, MD
MI	Auburn Hills	<u>Entry level/Mid Level Java Programmers:</u>	Be on a valid work visa. OPT and CPT candidates are welcome to apply.	1								N2 Services Inc.	n2services.net/	Wixom, MI, Jacksonville, FL
MI	Farmington Hills	<u>Hiring OPT/CPT students</u>	Looking for entry level developers in different areas of IT technologies. OPT /CPT students who have technical expertise can apply. [entire ad-Editor]									HCL Global Systems	hclglobal.com	Farmington Hills, MI Boston, San Jose & Englewood, CO
MI	Livonia	<u>Database Developers(OPT,CPT /EAD/TN/GC)</u>	Competitive salary starts with \$60k PA - H1B visa sponsorship for OPT/CPT -Competitive Benefits. Our employees work with prestigious clients like Johnson Control, GAP, JP Morgan, Ebay, Chase bank, Fannie Mae, General Motors, Ford Motors, Chrysler, Pegasus.	1		Be willing to relocate nationwide in the US for projects.				1		Addon Technologies Inc.	addonusa.com	Livonia, MI

Job State	Job City	Job Title	Exclusionary Skills Description	TR	Guest House	Offer of future placement	Resume help	Mock Interviews	e-Verify company	H1-B	GC	Company	Company URL	Company HQ & Offices
MI	Livonia	<u>H1B visa sponsorship and job opportunity for F1(OPT,CPT,EAD)</u>	Competitive salary starts with \$60k PA - Entry level and experienced candidates. Our employees work with prestigious clients like Johnson Control, GAP, JP Morgan, Ebay, Chase bank, Fannie Mae, General Motors, Ford Motors, Chrysler, Pegasus. H1B visa sponsorship for OPT,CPT,EAD. GC process after completion of 1 year employment with the company.			Be willing to relocate nationwide in the US for projects.				1	1	Addon Technologies Inc.	addonusa.com	Livonia, MI
MI	Livonia	<u>IT opportunity for OPT,CPT,TN,GC,EAD</u>	Willing to learn OR upgrade skills. Our Direct Client list includes several Fortune 500 companies like JP Morgan Ebay Chase bank Fannie Mae General Motors Ford Motors and Chrysler Automotive.	1								Addon Technologies Inc.	addonusa.com	Livonia, MI
MI	Northville	<u>Candidates Need H1-b Sponsors... job in Northville, MI (10/13 ...)</u>	We are looking for candidates with L1 or OPT or H1-B who is looking for H1-B sponsorship. If you are interested and belongs to the above mentioned category then please send me your latest word format resume along with your visa status for qualification. H1-B expenses will be incurred by the company, we do process Green Card. Please forward the information to the person you know is/are looking for new H1. [entire ad - editor]							1	1	Reliable Software Resources	rsrit.com	Northville, MI
MI	Sterling Heights	<u>Looking for fresh OPT's for training and placement in USA</u>	We are looking for OPT Students in USA. Possessing from American Universities with a valid work permit like OPT/CPT etc. We have various entry level positions.	1	1	Recruitment/Placement starts immediately as you graduate from University.						AET Solutions	aetsolutions.com	Sterling Heights , MI
MI	Temperance	<u>Java Developer</u>	We are looking for US Citizen, OPT, CPT, GC, EAD, L2-EAD, TN Visa, H1B (Who are willing to transfer visa to our board). We can do H1B Filing, Green Card processing, H1B Transfer with our own expenses.							1	1	Reliable Software Resources	rsrit.com	Northville, MI
MI	Troy	<u>H-1B Sponsorship available for Candidates with L1/L2 / H4 / OPT</u>	We are currently sponsoring H-1B visas for candidates who are currently on L1/ L2 / H4 / OPT / CPT status. Interested candidates can send their updated resume along with contact details, current visa status, location and other details. Cross training in niche technologies / tools (if needed). We are an e-Verified Company.	1					1	1		Resource Point LLC	resourcepoint.net/	Troy, MI
MO	Saint Louis	<u>Training For OPT's</u>	We are looking for OPT's Training programme. Interested candidates are welcome and send me your details asap. FULL NAME, EMAIL, CONTACT, VISA TYPE,OPT Expiry Date: DOB, LOCATION,RE-LOCATION, AVAILABILITY	1								Sovereign Technologies	sovereigntec.com	St. Louis, MO
NC	Charlotte	<u>ETL Lead in Needed ASAP for Permanent Job- EAD/L2/OPT Can APPLY!!!</u>	Visa Status: ONLY Independent Visa Holder. Exposure to offshore-onshore delivery model									SystemGuru	systemguru.com	Woodbridge, NJ
NE	Lincoln	<u>SAP APO Sr. Analyst</u>	I have a Fortune 500 end client looking for full-time SAP APO Sr. Analyst resources for immediate hire. This is an excellent non-travel opportunity in Lincoln, Nebraska. US Citizens, Green Card/ EAD holders, and H1B visa holders are encouraged to apply (GC processing is available).								1	JTR Consulting	linkedin.com/in/jtrule	Lynchburg, VA
NJ	Edison	<u>Hiring Entry/Senior Level positions for OPT/CPT,H-1b transfer/filing</u>	Eligibility: OPT / H1B / Green Card/ EAD (Employment Authorization Document) / US Citizen. Sponsorship: We provide H1B/GC processing for eligible consultants. (We do H1B transfers also)	1	1	Provide training on various software/Technology tools before putting on our projects				1	1	Adroit Professional Service	adroitps.com	Edison, NJ

Job State	Job City	Job Title	Exclusionary Skills Description	TR	Guest House	Offer of future placement	Resume help	Mock Interviews	e-Verify company	H1-B	GC	Company	Company URL	Company HQ & Offices
NJ	Edison	Jr. Java Developer	Looking for Entry Level and Experienced candidates in JAVA for multiple locations. Any Bachelors or Masters Degree Should have valid work authorization (Citizenship/GC/EAD/L2, etc). H1-B processing when required. GC Processing for eligible candidates. Free guesthouse		1					1	1	Baanyan Software Services, Inc.	baanyan.com	Edison, NJ
NJ	Edison	OPT/CPT	We welcome applications / resumes from graduates with in the USA, CPTs, OPTs, H-1B transfers, EAD, Citizens and Green Card holders. Visa (H1-B) and Green Card Sponsorships.							1	1	Proser Corp	prosercorp.com	Edison, NJ
NJ	Edison	OPT/EAD/MS with Computers	Looking for OPT/EAD/Green Card EAD/Entry level College Graduates with Masters in Computer Science or Masters with any other field. Please refer to your friends who are on OPT/EAD/Entry Level College Graduates and looking for Training in IT	1		looking for Project...will market and try to get position. Will help you in getting job.						Reliant Tech, Inc.	relianttech.com	Holmdel, NJ
NJ	Franklin Park	H-1B Transfer / L2, EAD Holders & OPT/CPT Students with F1 Status with EAD are Welcome to Apply	We have started Collecting the Resumes for H1B For 2012- 2013 Year Quota.							1		ISL Techsolutions Inc	isltechsolutions.com	Franklin Park
NJ	Iselin	Java Developer New H1	About H1/Green Card Processing: We do H1/H-1B Transfer/Green Card processing with Murthy Law firm. We have best in class marketing team, Human Resources and Legal teams. Green Card Processing will start on first day of work.							1	1	GAR Technologies	gartechnologies.com	Iselin, New Jersey Houston, TX
NJ	Iselin	H1/L2/OPT/CPT/Green Card/Citizens- Java Developer	About H1/Green Card Processing: We do H1/H-1B Transfer/Green Card processing with Murthy Law firm. We have best in class marketing team, Human Resources and Legal teams.* All the Billing information is completely transparent. Green Card Processing will start on first day of work.							1	1	GAR Technologies	gartechnologies.com	Iselin, New Jersey Houston, TX
NJ	Jersey City	PHP Developer - OPT / CPT- H1 transfer	We are hiring OPT/CPT people right now and providing Advance level training. We will place at our clients between two to four weeks after completing successful training with us. We need 10 to 12 consultants immediately in two weeks. This is exclusive contract with us. We provide H1 sponsorship for our consultants. Anagh Technologies have 100% H1B success approval ratio. We also file Green Card for our employees.	1	1					1	1	Anagh Technologies Inc.	anaghtech.com	Piscataway, NJ & South Souix City, NE
NJ	Jersey City	Exclusively for OPT/CPT students	FREE Accommodation and Living Expenses. FREE H1B sponsorship. FREE Green card processing for Eligible candidates. Guaranteed 6 Digit salary within 3-5 years. Free H1 processing for F1/OPT candidates.	1	1	FREE Support for resume preparation and mock interviews. Interview guidance from experienced professionals. FREE Technical support while on the projects	1	1		1	1	Corp2Corp	corp2corpinc.com	Jersey City, NJ
NJ	Jersey City	!!! entry level jobs available !!!	Are you looking for Job-Oriented Software Training in IT Industry? Welcoming OPT/ CPT/ GC/ EAD'S /Citizens (Fresher's and experienced professionals). Exclusively for OPT/CPT / EAD /Green Card: FREE Accommodation and Living Expenses. FREE H1B sponsorship. FREE Green card processing for Eligible candidates. Guaranteed 6 Digit salary within 3-5 years. Free H1 processing for F1/OPT candidates.	1	1	FREE Support for resume preparation and mock interviews. Interview guidance from experienced professionals. FREE Technical support while on the projects	1	1		1	1	Corp2Corp	corp2corpinc.com	Jersey City, NJ

Job State	Job City	Job Title	Exclusionary Skills Description	TR	Guest House	Offer of future placement	Resume help	Mock Interviews	e-Verify company	H1-B	GC	Company	Company URL	Company HQ & Offices
NJ	Kendall Park	<u>Entry Level professionals (OPT/CPT) for our Projects</u>	Company has pioneered in the field of IT and outsourcing services. On-job Technical support. Provided accommodation with multiple benefits. Weekend and weekday training schedules.	1	1	Aggressive sales & marketing. Placement is assured for hard working candidates. On-job Technical support.			1			Precision Technologies Corp	precisiontechcorp.com	Kendall Park NJ
NJ	Monmouth Junction	<u>Hiring H1/CPT/OPT/GC/US candidates for marketing - EMC/NETAPP/VMWARE --Hurry Up!!!</u>	We are looking for Bachelors / Master degree, OPT candidates . Minimum Requirements: Bachelors / Masters Degree or Candidates with or without OPT. H1 and Green Card filing . Live In-house training provided by Architects who have abundant industry experience. Benefits: *H1 and Green Card filing for eligible candidates	1	1	Excellent guidance will be provided in resume preparation. In-depth training on Interview preparation. Mock interviews sessions. Excellent Placement assistance as soon as the training is finished.	1	1		1	1	AKS Infotech Inc	aksinfotech.net	Plainsboro, NJ
NJ	Mount Laurel, NJ	<u>Jobs for OPT consultants</u>	Free Training and Accommodation . Free H1B sponsorship and Free GC . 100% Salary on Bench for Top Performers.	1	1	Assistance in Interview process. 100% Placements till date.		1		1	1	Stellent Solutions Inc	stellentsolutions.com	Mt. Laurel, NJ
NJ	North Brunswick	<u>Entry/Mid Level Positions for CPT/OPT/ L-2 EAD , H-1b Transfer</u>	We are Hiring OPT & CPT consultants. We offer the H1B sponsorship and Green card sponsorship for the right candidate & H1 transfers are also welcome. IMMIGRATION ASSISTANCE.			Free support for resume building and interview preparation. Best mentoring for job placement. Successful placement.	1	1		1	1	Horizon Computer Services, Inc.	horizoncs.net/	North Brunswick, NJ
NJ	North Brunswick	L1 Visa Holders to H1B	If you are on L1 visa and interested to move to H1b visa							1		PK Global	pkglobal.com	North Brunswick, NJ
NJ	Parsippany	<u>Hiring OPT/CPT/L2 EAD/TN/h1 candidates for Full Time</u>	Job: 100% job guaranteed (We sponsor h1-b visa and GC) Job Training Program: Java , .Net. Start Date: 30th April 2012 Fee Structure: \$500 for in-house training (For Each Skill Set) \$1000 for remote training (For Each Skill Set) Fees will be waived as soon as you join with our client. We sponsor for NEW H1-B and for Green Card also			We arrange 'N' Number of Interviews until 'U' get the Job. Hands on experience in real time projects. Resume preparation and mock up interviews Special focus on Interview Questions.				1	1	Microturn Systems Inc	microturn.com	Parsippany, NJ
NJ	Parsippany	<u>Training: Part Time and Full Time OBIEE, Informatica</u>	Job: 100% job guaranteed (We sponsor h1-b visa and GC) Job Training Program: Java , .Net. Start Date: 30th April 2012 Fee Structure: \$500 for in-house training (For Each Skill Set)	1		We arrange 'N' Number of Interviews until 'U' get the Job. Hands on experience in real time projects. Resume preparation and mock up interviews Special focus on Interview Questions.				1	1	Microturn Systems Inc	microturn.com	Parsippany, NJ
NJ	Piscataway	<u>Hiring Entry Level OPT Candidates</u>	We are looking for highly motivated fresh graduates seeking a career in IT. OPT/H1/GC/ CPT Candidates can apply.									3A Soft Inc	3asoftinc.com	Piscataway, NJ
NJ	Piscataway	<u>Junior Web/Javascript Developer (10 Positions)</u>	OPT, CPT, H1B, L2, Green Card, US Citizen. We are sponsoring H1B visa. We are also filing Green Card under EB2 Category. 100% Shot sure. Our Technical Lead will prepare for the interview who is working for client.					1		1	1	Anagh Technologies Inc.	anaghtech.com	Piscataway, NJ & South Souix City, NE

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NJ	Plainsboro	<u>Hiring Entry Level professionals (OPT/CPT) for our Project/Consulting</u>	We are currently hiring students with OPT/CPT for our Training and Project Placement . Who can apply? MS/BS in any discipline. Should be authorized to work in the US (OPT/CPT/TN1). H1B filing for qualified candidates upon successful completion of training	1	1	Programs for this summer (starting July 1st 2012)				1		MCSGLOBAL	mcsglobal.com	Plainsboro, NJ McLean, VA
NJ	Princeton	<u>OPT Candidates Invited to APPLY - Multiple Positions Open !! URGENT...</u>	An E-Verify compliant employer is hiring skilled graduates with Entry Level OPT eligibility . Contact us to check if you can be eligible for STEM OPT extension for 17 additional months. We offer: -- Competitive Salary - H1B, TN, Green Card Sponsorship , E-verified company (17 month STEM OPT extension) OPTSTEM@itbtalent.com . Subject line should be " OPT Applicant – (Candidate name) – (Technical Skill)"						1	1	1	ITBrainiac Inc	itbrainiac.com	Princeton, NJ
NJ	Princeton Junction	<u>Jr Java, BA, .Net</u>	One of Sysmind's direct client looking for Jr Developers in Java, .Net, BA. M.S Degree preferred(Computer Sc/Electrical/MIS). OPT extension , H1 sponsor seeking candidates most welcome. [entire ad - editor]							1		Sysmind, LLC	sysmind.com	Princeton Junction, NJ Los Angeles
NJ	South Plainfield	<u>Junior Java, MySQL Programmer/MS OPT Candidates</u>	Aries is currently seeking Recent MS graduates, OPT candidates . Qualified candidates will be give practical training for 2-3 months before project engagement. SBA 8 (a) Certified MBE/WBE GSA Contract No. GS-35-F0080R.	1								Aries Computer Systems, Inc.	aries-inc.com	Manalapan, NJ
NJ	South Plainfield	<u>H1B Transfers/ New filings, L1,L2 OPT, GC, US citizens are welcome</u>	We Sponsor the H1 and Green card. facilitates F-1, F-1/OPT, H-1, L-1 or L-2 transfer to H-1 Visas and subsequent Green Card processing							1	1	Reliance Global Services, Inc	relianceglobal.com	South Plainfield, N
NJ	West Windsor	<u>Business Analyst/QA Analyst (Entry Level OPT Candidates)</u>	Recent Graduates who are currently on F1/OPT/CPT/GC/L2/USCitizens with good analytical skills. We sponsor TN visa for Canadian Citizens. Green Card / Citizen with MS / BS Degree H1 Filing for eligible candidates / Green Card Processing . We provide on the job training. We provide Free accommodation and Food for student . Immediate H1B sponsorship	1	1	Excellent Training / Marketing staff that guide you every step of the process. 100% success rate. On the job support.				1	1	Y-Axis Inc	y-axisinc.com	West Windsor, NJ
NJ	Whippany	<u>Senior Java Developer - HFT Risk Platform</u>	Note - H1-B Transfers (minimum 3 years remaining) and Green Card sponsorship will also provided for those who qualify.							1	1	Futures Group IT LLC.	futuresgroupit.com	New York, NY
NM	Albuquerque	<u>Java Developer -OPT</u>	Looking for OPT									Symphony Enterprises	symphonyenterprises.com	Pittsburgh, PA
NY	New York	<u>OPT - .net candidates</u>	We are in need of OPT candidates with working experience or candidates who have already taken training and have sound knowledge on .net technologies. [entire ad - editor]									Dataformix	dataformix.com	Somerset, NJ
NY	New York	<u>Senior Web Security Engineer</u>	The client is also in a fortunate position to guarantee bonuses for 2012!!! Full relocation and H1B Transfers (3 yrs remaining)/Green Card processing will be made available to those who qualify.							1	1	Futures Group IT LLC.	futuresgroupit.com	New York, NY
NY	New York	<u>Senior Enterprise Technology Architect - Financial Services</u>	The client is also in a fortunate position to guarantee bonuses for 2012!!! Full relocation and H1B Transfers (3 yrs remaining)/Green Card processing will be made available to those who qualify.							1	1	Futures Group IT LLC.	futuresgroupit.com	New York, NY
NY	New York	<u>Senior WAN Engineer/Architect - (hands-on)</u>	Full relocation and H1B Transfers (3 yrs remaining)/Green Card processing will be made available to those who qualify. The client is also in a fortunate position to guarantee bonuses for 2012!							1	1	Futures Group IT LLC.	futuresgroupit.com	New York, NY

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NY	New York	<u>EDI Gentrant/ Sterling Integrator developers</u>	This job is open for multiple locations: NY, NJ, CA, PA, MA, VA, MI, TX, NC, KS, CA, CO, MN, IL, SC, AZ. H1/OPT/CPT/L1/L2/EAD/TN Candidates are welcome for fulltime. Freshers/Entry level/Junior candidates are also welcome. H1 Transfer and Green Card processing is available.							1	1	Grassroot Technologies Inc.	grtsol.com	Plymouth Meeting, PA
NY	Plainview	OPT consultants	OPT required.									i3 Software	i3-soft.com	Iselin, NJ
OH	Brecksville	<u>Jobs for OPT consultants</u>	We are looking for: Valid F1/OPT/CPT/H1 or valid work status (EAD, GC);100% Salary on Bench for Top Performers. FREE Training and FREE Accommodation for interested candidates. Guarantee lowest bench period. More than 8 Direct Clients.	1	1		1	1				Renee Systems	reneesystems.com	Brecksville, OH
OH	Columbus	<u>Cognos Full Time with Fortune 500 client</u>	THIS IS FOR OUR DIRECT FORTUNE 100 CLIENTS. 6) No lay off policy 7) No bench policy 8) FULLY PAID - H1B Visa transfer and GREEN CARD Processing							1	1	Computers Guru Inc	computersguruinc.com	Shrewsbury, MA
OH	Columbus	<u>Oracle DBA/Developer (H1B Transfer Available, OPT/CPT Welcome)</u>	H1B Transfer / OPT / CPT / US Citizen / GC / EAD Welcome. H1B Transfer Available							1		Yashco Systems	yashco.com	Hilliard, OH Saugus, Ca, Pittsburg, PA Kent, WA
OH	Columbus	<u>SQL Server Developer/DBA (H1B Transfer Available, OPT/CPT Welcome)</u>	H1B Transfer / OPT / CPT / US Citizen / GC / EAD Welcome. H1B Transfer Available							1		Yashco Systems	yashco.com	Hilliard, OH Saugus, Ca, Pittsburg, PA Kent, WA
PA	Collegeville	<u>Oracle DBA Needed in Collegeville, PA - Permanent Job- EAD/L2/OPT Can APPLY!!!</u>	Visa Status: ONLY Independent Visa Holder****									SystemGuru	systemguru.com	Woodbridge, NJ
PA	Downingtown	<u>Entry level / fresher Java Programmer (OPT / CPT)</u>	Entry level / fresher / OPT / L1 / L2/ TN. We will provide training on various software tools before putting on our projects. We provide H1B / OPT sponsorship.	1				1	1	1		AQUA Information Systems, Inc.	aquainsys.com	Exton, PA
PA	Pittsburgh	<u>Looking OPT/CPT/H1B Transfer/EAD/GC for C# .NET Developers</u>	Free Training in C# .NET/ASP.NET Developer. Eligibility: Master's/Bachelor's Degree OPT/CPT	1								Galax-Systems Corp	galaxesystems.com	Pittsburgh, PA North Brunswick, New Jersey New York, NY

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PA	Pittsburgh	Sponsoring H1B Visas for OPT/CPT/L2/H1B Transfer	We are currently sponsoring H1B visas for candidates who are currently on L1/ L2 / B1 / H4 / OPT / F1. Interested candidates can send your updated profile along with your contact details, Visa status , Location and other preferences to my email id – nivas@galaxsystems.com . For further info on the same please contact me on my number 732-790-2324. F1 or OPT students can contact me for the best options available in the market for their training and marketing and other bonuses we provide. Please forward this email to any of the Needy candidates across your network and circle if you are not comfortable with the offer. [entire ad-editor]	1					1	1		Galax-Esystems Corp	galaxsystems.com	Pittsburgh, PA North Brunswick, New Jersey New York, NY
PA	Springfield	<u>Computer Systems Validation Consultant</u>	Immediate H1B application/ H1B transfer. Immediate Green Card processing with PERM.							1	1	Quantum Integrators LLC	quantumintegrators.com	Princeton, NJ
TX	Austin	<u>Multiple Positions: ETL,SQL,Data Warehouse, Informatica, Cognos, BO</u>	Eligibility: Masters/Bachelors Degree in any faculty. Valid OPT/CPT/H1/EAD/Green Card/US Citizen. H1B/Green Card Sponsorship for eligible candidates	1		We help in resume preparation. We conduct Mock interviews.	1	1		1	1	Celer Systems, Inc	celersystems.com	No Address Listed
TX	Austin	<u>C# /SQL Server Developer</u>	We encourage both personal and professional growth. To that end, we are pleased to offer H1 transfer/processing, Green Card processing and a generous comprehensive compensation and benefit package.							1	1	Y & L Consulting Inc.	ylconsulting.com	Antonio, TX
TX	Houston	<u>Hiring for OPT/CPT students</u>	Exclusively for OPT/CPT students. Here is a great opportunity for OPT, CPT, who like to pursue well paid professional jobs in information technology industry. Benefits of internship include Free training, Free accommodation and living expenses with stipend of \$1000 per month. All categories of visa sponsorship. Accelerated Green Card processing.	1	1	Full assistance in resume preparation and end to end Interview support. Excellent placement assistance with dynamic marketing team. Reputed clients nationwide. On the job complete technical support and general direction.	1	1		1	1	Nextgen Technology Services LLC	ntsus.com	Houston, TX
TX	Houston	<u>Candidates Required (CPT/OPT/H1B/EAD/GC/Citizens/Etc..)</u>	CPT,OPT,H1B,EAD,GC.Citizen,TN Visa Holders are welcome who are interested on work on our w2 employee. We have excellent record of placing our w2 consultants and has excellent relationship with the client. Guest House Facility. H1 and Green Card Sponsorship. Fully Paid H1-B & OPT Candidates. ON TIME PAYROL	1	1	Dedicated HR persons & recruiting team assures you 100% placement with our clients.				1	1	Nextgen Technology Services LLC	ntsus.com	Houston, TX
TX	Houston	<u>SOFTWARE ENGINEER - OPT's Preferred</u>	Required: Minimum 1 – 2 years of experience in any Technology. Zeal to learn new technologies. Experience or good knowledge in any of the programming languages , database , OS. Job Type : FullTime Permanaent with Wise Men.									Wise Men Consultants	wisemen.net	Houston, TX
TX	Irving	<u>HIRING OPT / CPT / GC / H1bs / L2-EAD</u>	We are an E-Verified company and have been providing IT solutions to our clients for 15 years constantly meeting their expectations. We are looking for experienced consultants in various technologies (for our Direct and Tier 1 Clients) who are interested in H1B Sponsorship and Green Card Processing.						1	1	1	Navtech, LLC	navayugaglobal.com	Atlanta GA

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TX	Plano	<u>Oracle Apps for fresh MS Graduates (Salary \$75k) OPT & CPTs welcome</u>	Benefits you get: Free accommodation adjacent to the office with 24 hour access. Free Technical training & counseling.. The Best Salary package of \$70k for freshers H1B and Green Card Processing.	1	1	Immediate job placement after training. Help in resume writing & interview handling. Mock interviews by subject experts. On the job Technical counseling & mentoring	1	1		1	1	PropelSys Technologies LLC.	propelsys.com	Plano, TX Rockville, MD
TX	San Antonio	<u>Performance Engineer</u>	we are pleased to offer H1 transfer/processing, Green Card processing and a generous comprehensive compensation and benefit package.							1	1	Y & L Consulting Inc.	ylconsulting.com	Antonio, TX
VA	Blacksburg	<u>Sr.PHP Developer</u>	we are pleased to offer H1 transfer/processing, Green Card processing							1	1	Y & L Consulting Inc.	ylconsulting.com	Antonio, TX
VA	Chantilly	<u>Jr. Java Developers (EAD/OPT/CPT)</u>	Recent graduates with Master's degree in Computer Science or equivalent. H1-B Visa Sponsorship							1		Technical Strategies, Inc	techstratinc.com	Chantilly, VA
VA	Fairfax	<u>HIRING OPT/ CPT/ EAD/ GC/ ENTRY LEVEL GRADUATES FOR POSITIONS ON SAP ABAP</u>	Applicant MUST:OPT/ CPT /EAD/ GC.. etc with Masters or Bachelors degree in IT/CS.. etc. Entry level graduates with OPT/CPT/ EAD/ GC.. BENEFITS AT MILLENNIUMSOFT: * FREE Training and FREE Accommodation for interested candidates. -Competitive salary starts with \$60k PA -H1B visa sponsorship for OPT/CPT /EAD -GC process starts after 18months with the company. Please refer to your friends who are all on OPT/CPT /EAD/ GC.	1	1	* Marketing team will assist you with Resume guidance and mock-interviews, before we actually start marketing.	1	1		1	1	MillenniumSoft	millenniumsoft.com	Fairfax, VA
VA	Herndon	<u>Candidates Required(OPT/H1B/EAD/GC/Citizens/TN Etc..)</u>	CPT,OPT,H1B,EAD,GC.Citizen,TN Visa Holders are welcome who are interested on work on our w2 employee. We have excellent record of placing our w2 consultants and has excellent relationship with the client. Guest House Facility. H1 and Green Card Sponsorship.	1	1	Dedicated HR persons & recruiting team assures you 100% placement with our clients.				1	1	Gemini IT Labs Inc	geminiitlabs.com	Herndon, VA
VA	Reston	<u>OPT candidate required for JAVA training</u>	We also offer paid training (monthly Stipend during training) to candidates. Engage Information Inc, wholly owned subsidiary of Optimos Inc	1								Engage Information	engageinfo.com	Bridgewater, NJ
VA	Sterling	<u>L1B to H1B filing and Green card Process</u>	We are looking for consultants who are in USA only with L1/L2 visa status. Free-Periodic Training. Guest house Facility. Percentage 80/20. Payments are released every 15 days. We shall help you in getting Higher Billing Projects, H1B transfer, H1B Extension, Green card processing , etc. If you are interested to file H1B or H1 Extension or looking for Green card please reply back to me.	1	1	Free Resume preparation and Interview Tips				1	1	StanSource Inc.	stansource.com	Dulles, VA
VA	Vienna	<u>Quality Assurance/ Business Analysts</u>	Valid work status including F1 / OPT / CPT / H1B / GC / US CITIZENS. Free accommodation during training for selected candidates, H1 B filing for deserving graduates (OPT / F1) and subsequently Green Card processing for deserving candidates	1	1	Aggressive marketing for quick placements with Guaranteed Placement.				1	1	Xceltech Corporation	xceltech.com	Dunn Loring , VA
Totals				42	27		11	13	12	68	57			
					20 placement ads									