



LANDING AND KEEPING TECH TALENT

A Three-Part Series Devoted to Getting, Keeping and Making the Most of Technology Talent in Your Company

The demand for technology savvy workers has never been greater, and neither has the competition to find and retain them. Increasingly, businesses are searching for the right people both domestically *and* abroad, and realize that immigration is key to any comprehensive strategy for securing talent.

This **free series** is intended to help companies navigate the immigration, employment law and intellectual property landscape, to meet the need for these highly skilled individuals. It is presented by **Pabian Law**, which provides comprehensive immigration services, and **Gesmer Updegrove LLP**, which has a long history of serving the high tech community.

We invite you to visit our registration page at gesmer.com/techtalent for more information about the presenters, their firms and the series.



Keith Pabian



Joe Laferrera

Door prizes: One randomly chosen attendee of the second session will win more than **\$500 in free software**, courtesy of the Microsoft Store. And one randomly chosen attendee of the third session who also attended one of the prior sessions will win a **Surface RT tablet**. Details at gesmer.com/techtalent.

Identifying and Acquiring Talent

Wednesday, January 8, 2014, 9:30 am - 11:00 am
40 Broad Street, 2nd Floor, Boston, MA

- Employment, inventions, and nondisclosure agreements
- Background checks, drug testing and interviews
- Managing visa process during onboarding
- Work visa petitions
- Tourist visas for business visitors
- Optional Practical Training and H-1B visa limitations

Retaining Talent

Wednesday, February 12, 2014, 5:00 pm - 6:30 pm
Microsoft Store, 1245 Worcester Street, Natick, MA

- Independent contractors versus employees
- Exemption status and other wage issues
- Green cards – when to apply and what is the cost?
- Tracking time spent on visas – watch for traps with green card applications!
- Change in employment – when are new petitions required?
- Extension and transferring of visas
- Family considerations for visa holders

The End of the Engagement

Wednesday, March 12, 2014, 9:30 am - 11:00 am
40 Broad Street, 2nd Floor, Boston, MA

- Non-competes, non-solicits and no-hires
- Severance agreements and issues
- Grace period for terminated visa holders
- Employer obligations upon termination
- Green cards – what now?

FREE registration at gesmer.com/techtalent.