

US IT Recruitment Training Document.

1. Time Zone (PST, MST, CST,EST) (2 Islands (Hawaii, Alaska))

(a) Why we are using Time zone?

(b). Daylight saving

(c) Time differences between Time zones

(d) List of United States (50 States)

2. Hire Mode (Contract-to-Contract, Contract-to-Hire, Full time)

3. Tax Terms (Corp-to-Corp, W2, 1099)

4. Visa Types

(a) Dependent Visa:

(H1B, E3 visa, L1)

(b) Independent Visa:

(F1(Student Visa, CPT, OPT, Stem Extn), H4EAD, L2EAD, GCEAD, GC, USC, TN1, TN2 O-1 extraordinary ability, J1)

(c) Workable Visas:

H1B, E3 visa, F1(Student Visa, CPT, OPT, Stem Extn), H4EAD, L2EAD, TN1, TN2 GCEAD, GC, USC, O-1 extraordinary ability, J1

5 Sample Pictures of Passport, Passport stamping Copy, Driving License, I-94 copy, Travel History.

6. Recruitment Life cycle process

7. Resume sourcing

(a) Vendor calls,

(b) Candidate Search and Candidate Calls,

(c) Job posting,

(d) Job portal (Ceipal, Monster, Dice, career builder).

(e) LinkedIn (Start a post, Post a Job, LinkedIn Search).

8. Script

Vendor script

- (a) Requesting for profile's and basic requirements.
- (b) Rate negotiation

Candidate Script,

- (a) Ask questions about Skills and visa migration and basic requirements.

1. Time Zone



We are working for North America, It has 6 Time zone (Including 2 Islands (Hawaii, Alaska), PST, MST, CST, EST).

We are working for only 4 Time zones (PST, MST, CST,EST)



(a) Why we are using Time zone?

(a)Initially 1st 2hour’s we should know which Time zone we have to reach. (Through Skype Call).

(b)Convert the Interview Availability from Client time zone to Candidate Time Zone.

(b) Day light savings.

Daylight Saving Time begins at 2:00 a.m. local time on the second Sunday in March. On the first Sunday in November areas on Daylight Saving Time return to Standard Time at 2:00 a.m.

The names in each time zone change along with Daylight Saving Time. Eastern Standard Time (EST) becomes Eastern Daylight Time (EDT),

Arizona, Puerto Rico, Hawaii, U.S. Virgin Islands and American Samoa do not observe Daylight Saving Time

United States Daylight Saving Time Start and End Dates

Year	DST Begins at 2 a.m.	DST Ends at 2 a.m.
2022	March 13	November 6

2023	March 12	November 5
2024	March 10	November 3
2025	March 9	November 2
2026	March 8	November 1

Previous Years Start and End Dates

Year	DST Begins at 2 a.m.	DST Ends at 2 a.m.
2021	March 14	November 7
2020	March 8	November 1
2019	March 10	November 3
2018	March 11	November 4
2017	March 12	November 5

(c) Time differences between Time zones.

A one-hour difference in each time zone.

Example:

PST/PDT	MST/MDT	CST/CDT	EST/EDT
3.00 AM	4.00 AM	5.00 AM	6.00 AM
Monday	Monday	Monday	Monday

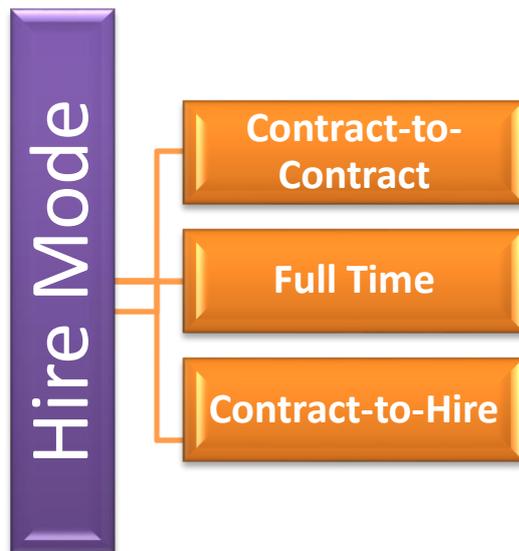
(c) List of United States (50 States)



LIST OF U.S. STATE ABBREVIATIONS

STATE	ABBREVIATION	STATE	ABBREVIATION
Alabama	AL	Montana	MT
Alaska	AK	Nebraska	NE
Arizona	AZ	Nevada	NV
Arkansas	AR	New Hampshire	NH
California	CA	New Jersey	NJ
Colorado	CO	New Mexico	NM
Connecticut	CT	New York	NY
Delaware	DE	North Carolina	NC
Florida	FL	North Dakota	ND
Georgia	GA	Ohio	OH
Hawaii	HI	Oklahoma	OK
Idaho	ID	Oregon	OR
Illinois	IL	Pennsylvania	PA
Indiana	IN	Rhode Island	RI
Iowa	IA	South Carolina	SC
Kansas	KS	South Dakota	SD
Kentucky	KY	Tennessee	TN
Louisiana	LA	Texas	TX
Maine	ME	Utah	UT
Maryland	MD	Vermont	VT
Massachusetts	MA	Virginia	VA
Michigan	MI	Washington	WA
Minnesota	MN	West Virginia	WV
Mississippi	MS	Wisconsin	WI
Missouri	MO	Wyoming	WY

2.Hire Mode:



- (a) Contract-to-Contract
- (b) Full Time
- (c) Contract-to-Hire

(A) Contract - to - Contract

- (a) A C2C contract is for a quite short period of time. A C2C consultant cannot work for more than one employer.
- (b) C2C is an agreement between two Corporations and under this Tax Term your company/corporation is responsible for your Taxes.

- Work flexible hours in most positions
- Work only for a specified length of time
- Work seasonally or only when a company has a need
- Receive one-time payment for services or hourly pay
- Do not receive training
- Work under adaptable procedures
- Do not earn company benefits
- Manage their own taxes
- Purchase their own equipment or tools to complete work
- Are usually paid when work is completed and approved by the client
- Work for competing businesses in some instances
- Work remotely or in their own facility in some positions

(B) Full Time:

A full-time employee completes consistent work on a daily basis. Full-time employees follow a set schedule and job function that guides their regular tasks.

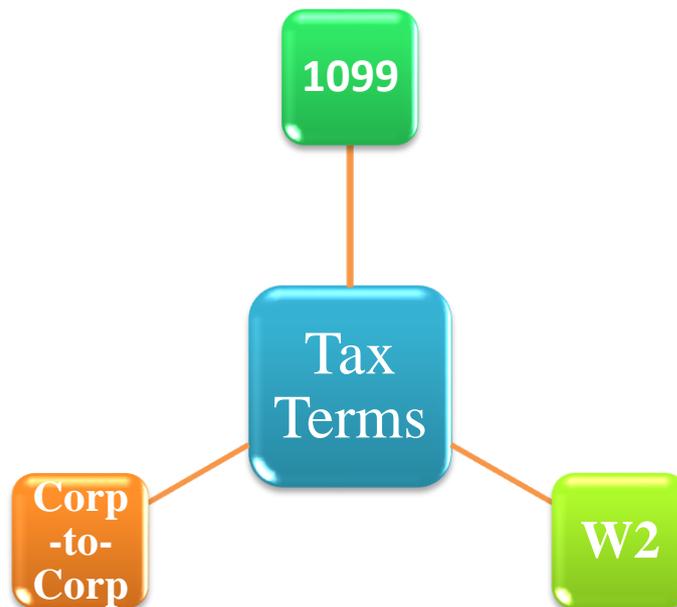
A full-time employee is an internal part of a company and may be able to make decisions that guide their work. Full-time employees are also compensated based on their prior experience and work history within the company.

- Work within set hours
- Work year-round guaranteed
- Receive regular pay (through hourly wage or a salary)
- Receive internal training
- Complete specific work procedures
- Earn company benefits
- Have taxes withheld and managed by the company
- Use equipment and tools provided by the company
- Receive payments on a regular schedule
- Do not work with competing companies

Contract - to - Hire

Contract-to-hire means the employee is placed in a short-term position for a set period of time, with the possibility of being hired full-time when the contract ends. The short contractual roles allow both employer and employee the opportunity of a trial period before committing to full-time employment.

3.Tax Terms: (Corp-to-Corp, W2, 1099)



Corp-to-Corp Tax Terms;

C2C is an agreement between two Customers/Corporations and under this Tax Term your company/corporation is responsible for your Taxes.

Again take your example, you are an employee of ABC or TCS Company (under TCS payroll) but you are working for XYZ company, so in that case, there will be a C2C agreement between TCS & XYZ and XYZ is not responsible for you taxes. Only your company (TCS) will pay all the taxes.

This Tax Term is only for Contract Jobs.

USC, GC, H1B, TN & EAD comes under this type of employment (same as W2).

W2 Tax Terms;

Under this Tax Term, if the N number candidates are working under any Company then that Company or Employer will pay all the Taxes of their employees to Internal Revenue Service (IRS).

Under this company will pay Federal & State Unemployment Tax, Social Security Taxes Medicare Taxes.

USC, GC, H1B, TN & EAD comes under this type of employment.

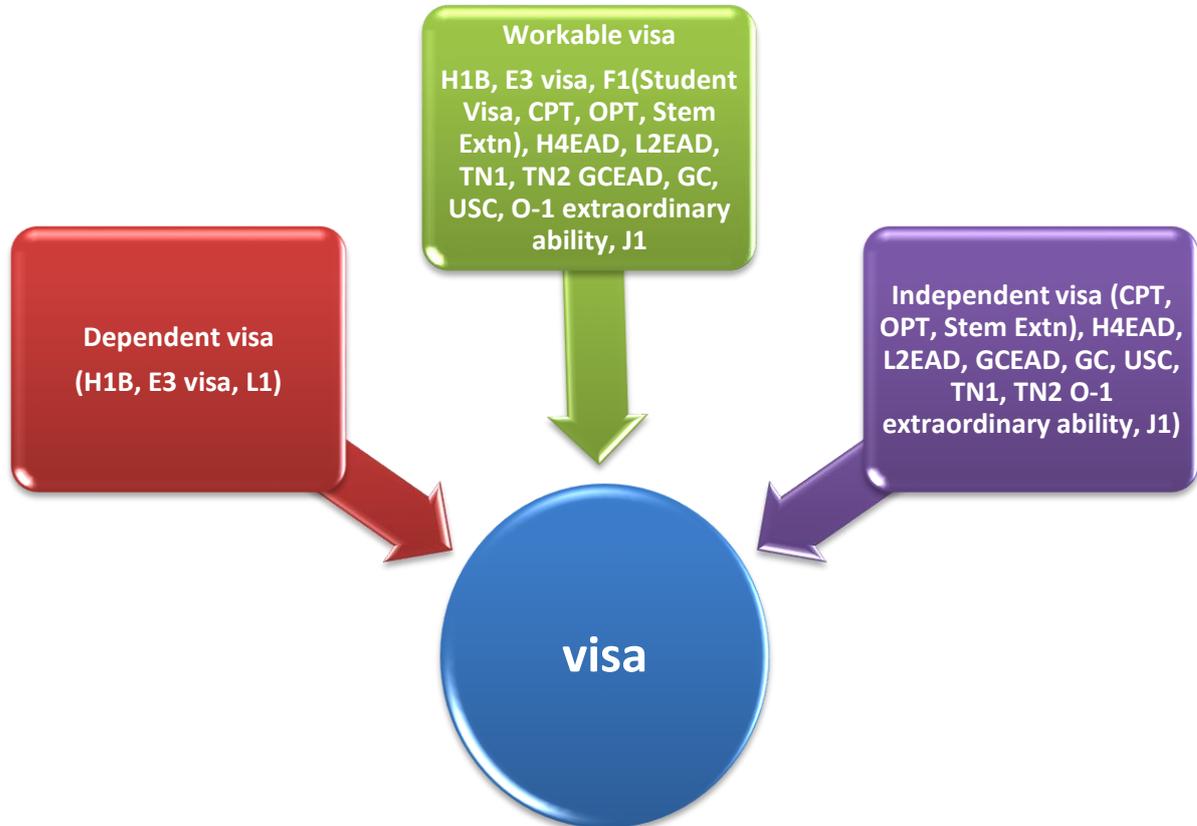
Take your example, you are working in ABC Company directly then your company will pay your all taxes.

1099 Tax Terms:

Under this Tax Term only candidate is responsible for their Taxes.

only USC and GC comes under this type of employment.

4. Visa Types.



(a). Dependent visa (H1B, E3 visa, L1 visa)

A Form I-797A is only issued to foreign nationals who are currently admitted to the U.S. and who are changing their status. For example, a foreign national may wish to change his or her status to an F-1 or H-1 visa. The “A” represents that the applicant’s change of status has been approved and that he or she is legally permitted to remain in and work in the U.S. For that reason, Form I797A will typically be issued with an original I-94 document attached to it to confirm the approval of the applicant’s status.

THE UNITED STATES OF AMERICA		
I-797A NOTICE OF ACTION		DEPARTMENT OF HOMELAND SECURITY U.S. CITIZENSHIP AND IMMIGRATION SERVICES
Receipt Number WAC2114450186		Case Type I129 - PETITION FOR A NONIMMIGRANT WORKER
Received Date 02/13/2021	Priority Date	Petitioner INTECA IT SOLUTIONS LLC,
Notice Date 04/26/2021	Page 1 of 2	Beneficiary KUNA, ROHITH GOUD
INTECA IT SOLUTIONS LLC c/o RAJESH REDDY 331 E MAIN ST ROCK HILL SC 29730		Notice Type: Approval Notice Class: H1B Valid from 04/26/2021 to 02/20/2024
The above petition and accompanying request for a change of status have been approved. The status of the named beneficiary(ies) in this classification is/are valid as indicated on the I-94 attached below. The beneficiary(ies) can work for the petitioner pursuant to this approval notice, but only as detailed in the petition and during the petition validity period indicated above, unless otherwise authorized by law. Changes in employment or training may require you to file a new Form I-129, Petition for a Nonimmigrant Worker.		

THE UNITED STATES OF AMERICA

I-797A | NOTICE OF ACTION | DEPARTMENT OF HOMELAND SECURITY
U.S. CITIZENSHIP AND IMMIGRATION SERVICES

Receipt Number WAC2114450186		Case Type I129 - PETITION FOR A NONIMMIGRANT WORKER
Received Date 02/13/2021	Priority Date	Petitioner INTECA IT SOLUTIONS LLC,
Notice Date 04/26/2021	Page 1 of 2	Beneficiary KUNA, ROHITH GOUD
INTECA IT SOLUTIONS LLC c/o RAJESH REDDY 331 E MAIN ST ROCK HILL SC 29730		Notice Type: Approval Notice Class: H1B Valid from 04/26/2021 to 02/20/2024

The above petition and accompanying request for a change of status have been approved. The status of the named beneficiary(ies) in this classification is valid as indicated on the I-94 attached below. The beneficiary(ies) can work for the petitioner pursuant to this approval notice, but only as detailed in the petition and during the petition validity period indicated above, unless otherwise authorized by law. Changes in employment or training may require you to file a new Form I-129, Petition for a Nonimmigrant Worker.

The dates in the I-94 attached below might not be for the same dates as the petition validity dates above because the I-94 below may contain a grace period of up to 10 days before and up to 10 days after the petition validity period for the following classifications: CW-1, E-1, E-2, E-3, H-1B, H-2B, H-3, L-1A, L-1B, O-1, O-2, P-1, P-3S, P-2, P-2S, P-3, P-3S, TN-1, and TN-2. An I-94 for H-2A nonimmigrants may contain a grace period of up to one week before and 30 days after the petition validity period. However, the beneficiary(ies) may not work during such grace periods, unless otherwise authorized by law. The decision to grant a grace period and the length of the granted grace period is discretionary, final, and cannot be contested on motion or appeal. Please contact the IRS with any questions about tax withholding.

The petitioner should keep the upper portion of this notice. The lower portion should be given to the beneficiary(ies). The beneficiary(ies) should keep the right part (the I-94 portion) with his or her other Forms I-94, Arrival-Departure Record. The I-94 portion should be given to the U.S. Customs and Border Protection when he or she leaves the United States. The left part is for his or her records. A person granted a change of status who leaves the U.S. and is not visa-exempt must normally obtain a visa in the new classification before returning. The left part can be used when applying for the new visa. If a visa is not required, he or she should present it, along with any other required documentation, when applying for reentry based on this approval notice at a port of entry or pre-flight inspection station. The petitioner may also file Form I-824, Application for Action on an Approved Application or Petition, to request that we notify a consulate, port of entry, or pre-flight inspection office of this approval.

The approval of this petition does not guarantee that the beneficiary(ies) will be found to be eligible for a visa, for admission to the United States (if traveling abroad and seeking re-admission), or for a subsequent extension of stay, change of status, or adjustment of status.

THIS FORM IS NOT A VISA AND MAY NOT BE USED IN PLACE OF A VISA.

Please see the additional information on the back. You will be notified separately about any other cases you filed.

California Service Center
 U. S. CITIZENSHIP & IMMIGRATION SVC
 P.O. Box 30111
 Laguna Niguel CA 92607-0111



USCIS Contact Center : www.uscis.gov/contactcenter

PLEASE TEAR OFF FORM AS PRINTED BELOW AND STAPLE TO ORIGINAL I-94 IF AVAILABLE

Detach This Half for Personal Records
Receipt# WAC2114450186
I-94# 646075284 A2
NAME KUNA, ROHITH GOUD
CLASS H1B
VALID FROM 04/26/2021 **UNTIL** 03/01/2024
PETITIONER
 INTECA IT SOLUTIONS LLC,
 331 E MAIN ST
 ROCK HILL SC 29730

646075284 A2
Receipt Number WAC2114450186
US Citizenship and Immigration Services

I94 Departure Record
Petitioner: INTECA IT SOLUTIONS LLC

14. Family Name KUNA	
15. First (Given) Name ROHITH GOUD	16. Date of Birth 04/30/1993
17. Country of Citizenship INDIA	

H1B (I-797 A) Change of status 2nd Page

UNITED STATES OF AMERICA

I-797A | NOTICE OF ACTION | DEPARTMENT OF HOMELAND SECURITY
U.S. CITIZENSHIP AND IMMIGRATION SERVICES

Receipt Number WAC213449186		Case Type I129 - PETITION FOR A NONIMMIGRANT WORKER
Received Date 03/15/2021	Priority Date	Petitioner INTICA IT SOLUTIONS LLC
Notice Date 04/26/2021	Page 2 of 2	Beneficiary KUNA, ROHITH GOUD

The Small Business Regulatory Enforcement and Fairness Act established the Office of the National Ombudsman (ONO) in the Small Business Administration. The ONO assists small businesses with issues related to federal regulations. If you are a small business with a comment or complaint about regulatory enforcement, you may contact the ONO at www.sba.gov/ombudsman or phone 202-205-2417 or fax 202-480-0719.

NOTICE: Although this application or petition has been approved, USCIS and the U.S. Department of Homeland Security reserve the right to verify this information before and/or after making a decision on your case or we can ensure that you have complied with applicable laws, rules, regulations, and other legal authorities. We may review public information and records, contact others by mail, the internet or phone, conduct site inspections of businesses and residences, or use other methods of verification. We will use the information obtained to determine whether you are eligible for the benefit you seek. If we find any discrepancy information, we will follow the law in determining whether to provide you (and the legal representative listed on your Form I-28, if you submitted one) an opportunity to address that information before we make a formal decision on your case or start proceedings.

Please see the additional information on the back. You will be notified separately about any other cases you file.

California Service Center
U.S. CITIZENSHIP & IMMIGRATION SVC
P.O. Box 30111
Laguna Niguel CA 92657-0111
Customer Service Telephone: 800-375-5283



PLEASE RETURN THIS FORM TO THE OFFICE OF THE NATIONAL OMBUDSMAN, SMALL BUSINESS ADMINISTRATION, 4000 GARDEN CITY BLVD., GAITHERSBURG, MD 20878

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US Citizenship and Immigration Services
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194 Departure Record
Petitioner:
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15. Family Name
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16. First (Given) Name | **16. Date of Birth**
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17. Country of Birth
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H1B (I-797 A) Extension of stay

The H-1B visa and status is initially valid for three years and can then be extended for another three years. At the expiration of the maximum period of stay, the foreign worker must either leave the U.S. or obtain a different status (such as an F-1 student or O-1 "extraordinary ability" worker)

In other words, in order to be able to extend the H1B status beyond the six-year limitation and thus lawfully remain in the United States beyond six years without leaving the country, the H1B worker must be on the way to an immigrant benefit or adjustment of his or her nonimmigrant status to a permanent resident status.

H1B (I-797 A) Extension of stay 1st page

UNITED STATES OF AMERICA		
I-797A NOTICE OF ACTION		DEPARTMENT OF HOMELAND SECURITY U.S. CITIZENSHIP AND IMMIGRATION SERVICES
Receipt Number LIN2027350772	Case Type I129 - PETITION FOR A NONIMMIGRANT WORKER	
Received Date 08/07/2020	Priority Date	Petitioner NETLINE TECHNOLOGIES LLC.
Notice Date 08/31/2020	Page 1 of 2	Beneficiary TIGULLA, GOPI KRISHNA
NETLINE TECHNOLOGIES LLC c/o JAICE JACOB ESQ LAW OFFICES THOMAS V ALLEN PLLC P O BOX 989 EDISON NJ 08818		Notice Type: Approval Notice Class: H1B Valid from 08/10/2020 to 06/21/2023
<p>The above petition and accompanying request for an extension of stay have been approved. The status of the named beneficiary(ies) in this classification is valid as indicated on the I-94 attached below. The beneficiary(ies) can work for the petitioner pursuant to this approval notice, but only as detailed in the petition and during the petition validity period indicated above, unless otherwise authorized by law. Changes in employment or training may require you to file a new Form I-129, Petition for a Nonimmigrant Worker.</p>		

THE UNITED STATES OF AMERICA

I-797A | NOTICE OF ACTION | DEPARTMENT OF HOMELAND SECURITY
U.S. CITIZENSHIP AND IMMIGRATION SERVICES



Receipt Number LIN2027350772		Case Type I129 - PETITION FOR A NONIMMIGRANT WORKER
Received Date 08/07/2023	Priority Date	Petitioner NETLINE TECHNOLOGIES LLC
Notice Date 08/31/2023	Page 1 of 2	Beneficiary TIGULLA, GOPI KRISHNA
NETLINE TECHNOLOGIES LLC c/o JAICE JACOB ESQ LAW OFFICES THOMAS V ALLEN PLLC P O BOX 989 EDISON NJ 08818		Notice Type: Approval Notice Class: H1B Valid from 08/10/2020 to 06/21/2023

The above petition and accompanying request for an extension of stay have been approved. The status of the named beneficiary(ies) in this classification is valid as indicated on the I-94 attached below. The beneficiary(ies) can work for the petitioner pursuant to this approval notice, but only as detailed in the petition and during the petition validity period indicated above, unless otherwise authorized by law. Changes in employment or training may require you to file a new Form I-129, Petition for a Nonimmigrant Worker.

The dates in the I-94 attached below might not be for the same dates as the petition validity dates above because the I-94 below may contain a grace period of up to 10 days before and up to 30 days after the petition validity period for the following classifications: CW-1, E-1, E-2, E-3, H-1B, H-2B, H-3, L-1A, L-1B, O-1, O-2, P-1, P-1S, P-2, P-2S, P-3, P-3S, TN-1, and TN-2. An I-94 for H-2A nonimmigrants may contain a grace period of up to one week before and 30 days after the petition validity period. However, the beneficiary(ies) may not work during such grace periods, unless otherwise authorized by law. The decision to grant a grace period and the length of the granted grace period is discretionary, final, and cannot be contested on motion or appeal. Please contact the IRS with any questions about tax withholding.

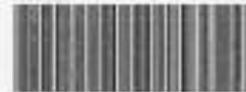
The petitioner should keep the upper portion of this notice. The lower portion should be given to the beneficiary(ies). The beneficiary(ies) should keep the right part (the I-94 portion) with his or her other Form I-94, Arrival-Departure Record. The I-94 portion should be given to the U.S. Customs and Border Protection when he or she leaves the United States. The left part is for his or her records. A person granted an extension of stay who leaves the U.S. and is not visa-exempt must normally obtain a new visa before returning. The left part can be used when applying for the new visa. If a visa is not required, he or she should present it, along with any other required documentation, when applying for reentry based on this approval notice at a port of entry or pre-flight inspection station. The petitioner may also file Form I-824, Application for Action on an Approved Application or Petition, to request that we notify a consulate, port of entry, or pre-flight inspection office of this approval.

The approval of this petition does not guarantee that the beneficiary(ies) will be found to be eligible for a visa, for admission to the United States (if traveling abroad and seeking re-admission), or for a subsequent extension of stay, change of status, or adjustment of status.

THIS FORM IS NOT A VISA AND MAY NOT BE USED IN PLACE OF A VISA.

Please see the additional information on the back. You will be notified separately about any other cases you filed.

Nebraska Service Center
U. S. CITIZENSHIP & IMMIGRATION SVC
P.O. Box 82521
Lincoln NE 68501-2521



USCIS Contact Center: www.uscis.gov/contactcenter

PLEASE RECYCLE THESE CALCULATED RECYCLED AND RECYCLED BY MATERIALS AVAILABLE

Detach This Half for Personal Records

Receipt# LIN2027350772
I-94# 339197587 A2
NAME TIGULLA, GOPI KRISHNA
CLASS H1B
VALID FROM 08/10/2020 **UNTIL** 07/01/2023

PETITIONER
 NETLINE TECHNOLOGIES LLC,
 1000 ROUTE 9 N STE 102
 WOODBRIDGE NJ 07095

339197587 A2
Receipt Number LIN2027350772
US Citizenship and Immigration Services

I94 Departure Record
Petitioner: NETLINE TECHNOLOGIES LLC

14. Family Name TIGULLA	
15. First (Given) Name GOPI KRISHNA	16. Date of Birth 11/20/1990
17. Country of Citizenship INDIA	

FORM I-797A (REV. 05/01/16)

H1B (I-797 A) Extension of stay 2nd page

THE UNITED STATES OF AMERICA

I-797A | NOTICE OF ACTION | DEPARTMENT OF HOMELAND SECURITY U.S. CITIZENSHIP AND IMMIGRATION SERVICES



Receipt Number LIN2007350772		Case Type I129 - PETITION FOR A NONIMMIGRANT WORKER
Received Date 08/07/2020	Priority Date	Petitioner NETLINE TECHNOLOGIES LLC.
Notice Date 08/31/2020	Page 2 of 2	Beneficiary TEJULLA, GOPI KRISHNA

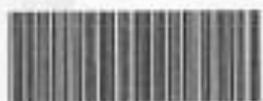
The Small Business Regulatory Enforcement and Fairness Act established the Office of the National Ombudsman (ONO) at the Small Business Administration. The ONO assists small businesses with issues related to federal regulations. If you are a small business with a comment or complaint about regulatory enforcement, you may contact the ONO at www.sba.gov/ombudsman or phone 202-305-2417 or fax 202-481-5709.

NOTICE: Although this application or petition has been approved, USCIS and the U.S. Department of Homeland Security reserve the right to verify this information before and/or after making a decision on your case so we can ensure that you have complied with applicable laws, rules, regulations, and other legal authorities. We may review public information and records, contact others by mail, the internet or phone, conduct site inspections of businesses and residences, or use other methods of verification. We will use the information obtained to determine whether you are eligible for the benefit you seek. If we find any derogatory information, we will follow the law in determining whether to provide you (and the legal representative listed on your Form G-28, if you submitted one) an opportunity to address that information before we make a final decision on your case or start proceedings.



Please see the additional information on the back. You will be notified separately about any other cases you filed.

Nebraska Service Center
U. S. CITIZENSHIP & IMMIGRATION SVC
P.O. Box 82523
Lincoln NE 68501-2521
Customer Service Telephone: 800-375-5283



PLEASE TEAR OFF THIS COPY BELOW AND STORE TO ORIGINAL CASE STORAGE

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US Citizenship and Immigration Services
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194 Departure Record
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Petitioner:

14. Foreign Birth
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15. First Arrival in US **16. Date of Birth**
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17. Country of Birth
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HIB (I-797 B)

A Form I797B is not usually issued with a Form I-94. If you are issued a Form I797B, the USCIS has usually already approved your petition, but your request for an Extension of Stay has not yet been approved. In such cases, you may be required to exit the U.S. and return to your country of residence to have your visa stamped at an American consulate in your prior home country.

You may have to attend an interview at the U.S. consulate in your home country and provide additional documentation to support your case to reside in the U.S. Once your visa is stamped and the supporting evidence has been approved, you will usually be allowed re-entry the U.S. The USCIS may also issue a Form I797B if you applied for an H-1B visa outside of the U.S.

With a Form I797B, you may usually remain in the U.S. until the end of your valid stay, which is typically found on your most recent Form I-94, as this date indicates when the permission you were granted to remain in the country expires.

THE UNITED STATES OF AMERICA

I-797B | NOTICE OF ACTION | DEPARTMENT OF HOMELAND SECURITY
U.S. CITIZENSHIP AND IMMIGRATION SERVICES



Receipt Number WAC2025850671		Case Type I129 - PETITION FOR A NONIMMIGRANT WORKER
Receipt Date 06/23/2020	Priority Date	Petitioner IMINDS TECHNOLOGY SYSTEMS INC
Notice Date 09/02/2020	Page 1 of 2	Beneficiary GORRE, PREETHI REDDY

IMINDS TECHNOLOGY SYSTEMS INC
c/o BHARATH JUTUR
ILBSG LLP
802 E WOODFIELD RD STE G400
SCHAUMBURG IL 60173

Notice Type: Approval Notice
Class: H1B
Valid from: 10/01/2020 to 09/30/2023
Consulate: HYDERABAD

The above petition has been approved, and notification has been sent to the listed consulate. You may also send the tear-off bottom part of this notice to the worker(s) to show the approval. Please contact the consulate with any questions about visa issuance. **THIS FORM IS NOT A VISA AND MAY NOT BE USED IN PLACE OF A VISA.**

Petition approval does not authorize employment or training. When the workers are granted status upon admission to the United States, they can then work for the petitioner, but only as detailed in the petition and for the period authorized. When seeking admission to the United States, the following classifications may be eligible for a grace period of up to 10 days before, and up to 10 days after the petition validity period: CW-1, E-1, E-2, E-3, H-1B, H-2B, H-3, L-1A, L-1B, O-1, O-2, P-1, P-2, P-3, TN-1, and TN-2. H-2A nonimmigrants may be eligible for a grace period of up to one week before and 30 days after the petition validity period. If provided at admission, this grace period will be annotated on the beneficiary's I-94 by Customs and Border Protection (CBP). The grace period is a period of authorized stay but does not provide the beneficiary authorization to work beyond the petition validity period. Please contact the IRS with any questions about tax withholding.

If circumstances change, the petitioner can file Form I-824 to have us notify another consulate of this approval. If any of the workers are already in the U.S., the petitioner can file a new Form I-129 to seek to change or extend their status based on this petition. Changes in employment or training may also require a new petition. Include a copy of this notice with any other required documentation.

The approval of this visa petition does not in itself grant any immigration status and does not guarantee that the alien beneficiary will subsequently be found to be eligible for a visa, for admission to the United States, or for an extension, change, or adjustment of status.

Number of workers: 1

Please see the additional information on the back. You will be notified separately about any other cases you filed.

California Service Center
U. S. CITIZENSHIP & IMMIGRATION SVC
P.O. Box 30111
Laguna Niguel CA 92607-0111
USCIS Contact Center: www.uscis.gov/contactcenter



Please tear off portion below and forward it to the alien worker.

The alien may use this portion when applying for a visa at an American consulate abroad, or if no visa is required, when applying for admission to the U.S.

Receipt: WAC2025850671	Case Type: I129			
Notice Date: September 02, 2020	Petitioner: IMINDS TECHNOLOGY SYSTEMS INC.			
Petitioner Validity Dates: Valid from 10/01/2020 to 09/30/2023		Number of Workers: 1		
Name GORRE, PREETHI REDDY	DOB 12/06/1996	COB INDIA	Class H1B	Consulate/POE HYDERABAD
				OCC

A Form I797C is one of the most commonly issued versions of the I797 form. The USCIS issues a Form I797C to communicate critical information regarding your application. For instance, it may issue this form to notify you when a payment has been received or in other circumstances ranging from an application rejection to file transfer, case reopening, appointment for biometrics or scheduled interview.

THIS NOTICE DOES NOT GRANT ANY IMMIGRATION STATUS OR BENEFIT.

Beneficiary Confirmation Number 2023-39e4-7b3e-859f		Case Type H-1BR - H1B REGISTRATION
Received Date 03/03/2022	Priority Date	Prospective Petitioner ZenFair Solutions Inc
Notice Date 03/26/2022	Page 1 of 2	Beneficiary Nagulapati, Michel Satish Chandra
ZenFair Solutions Inc 111 Deerwood Rd 120 San Ramon CA 94583		Notice Type: Registration Selection

Your company, ZenFair Solutions Inc, with an Employer Identification Number of 263760263, submitted a registration on behalf of Nagulapati, Michel Satish Chandra (Date of Birth: 03/29/1985) for possible selection toward the FY2023 H-1B numerical cap projections.

This registration was selected. The Beneficiary Confirmation Number is 2023-39e4-7b3e-859f.

This registration was selected toward the number projected as needed to reach the congressionally mandated cap (regular cap). Based on this selected registration, your company is eligible to file a corresponding H-1B petition between 04/01/2022 and 06/30/2022 at the following location:

California Service Center

Please see the "Direct Filing Addresses for Form I-129, Petition for a Nonimmigrant Worker" webpage (<https://www.uscis.gov/i-129-addresses>) for the appropriate address for the service center identified above that matches your petition type and mail carrier.

You must include a copy of this selection notice with your petition.

This notice is only valid for the FY2023 H-1B numerical allocations and for the company and beneficiary named below:

Company: ZenFair Solutions Inc
D/B/A:
EIN: 263760263
Beneficiary: Nagulapati, Michel Satish Chandra
DOB: 03/29/1985
Passport Number: V2105871

Your company may not substitute the beneficiary named in the registration or transfer the registration to another petitioner. If you file an H-1B cap-subject petition for a different beneficiary than the one identified in the selected registration notice submitted with the petition, the H-1B cap-subject petition will be denied or rejected.

USCIS will deny or reject the H-1B cap-subject petition if it is not properly filed within the filing period indicated above at the filing location indicated above.

Ensure that any information provided during the electronic registration process matches the information provided on the petition. If any information does not match, you should provide an explanation with your petition and supporting documentation as to why there was a change or why the information does not match. If information on the registration and petition does not match, USCIS may reject or deny the petition.

For additional information regarding the H-1B numerical cap, and exemptions from the numerical cap, please visit the USCIS website.

Information concerning USCIS forms and filing instructions is available from the USCIS Forms Request Line, 1-800-870-3676 (Toll Free), or on the USCIS internet website at www.uscis.gov.



If you are visiting a field office and need directions, including public transportation directions, please see www.uscis.gov/fieldoffices for more information.

Notice for People with Disabilities

To request a disability accommodation:

Go to uscis.gov/accommodations to make your request online, or

Call the USCIS Contact Center at 800-375-5283 (TTY 800-767-1833) for help in English or Spanish. Asylum and NACARA 203 applicants must call to make their request.

If you need a sign language interpreter, make your request as soon as you receive your appointment notice. The more advance notice we have of your accommodation request, the better prepared we can be and less likely we will need to reschedule your appointment. For more information about accommodations, visit uscis.gov/accommodationsinfo.

==

Dependent Visa (L1).

Applicants often apply for an L-1 Intracompany Transferee visa as part of a standard international assignment.

Companies that have been operating in the U.S. market for less than one year can apply for an L-1A or L-1B "New Office" visa for employees who are to establish the U.S. location, but these visas are only approved for a maximum of one year in the initial application. Extension applications for up to a maximum of five (L-1B) or seven years (L-1A) are, however, subsequently possible.

(a) L1-A

(b) L2-B

(a) L1 – A

L-1A visas for managers / executives can be applied for in the initial application for a maximum of three years and can be extended in 2-year increments up to a maximum of seven years.

(b) L1 – B

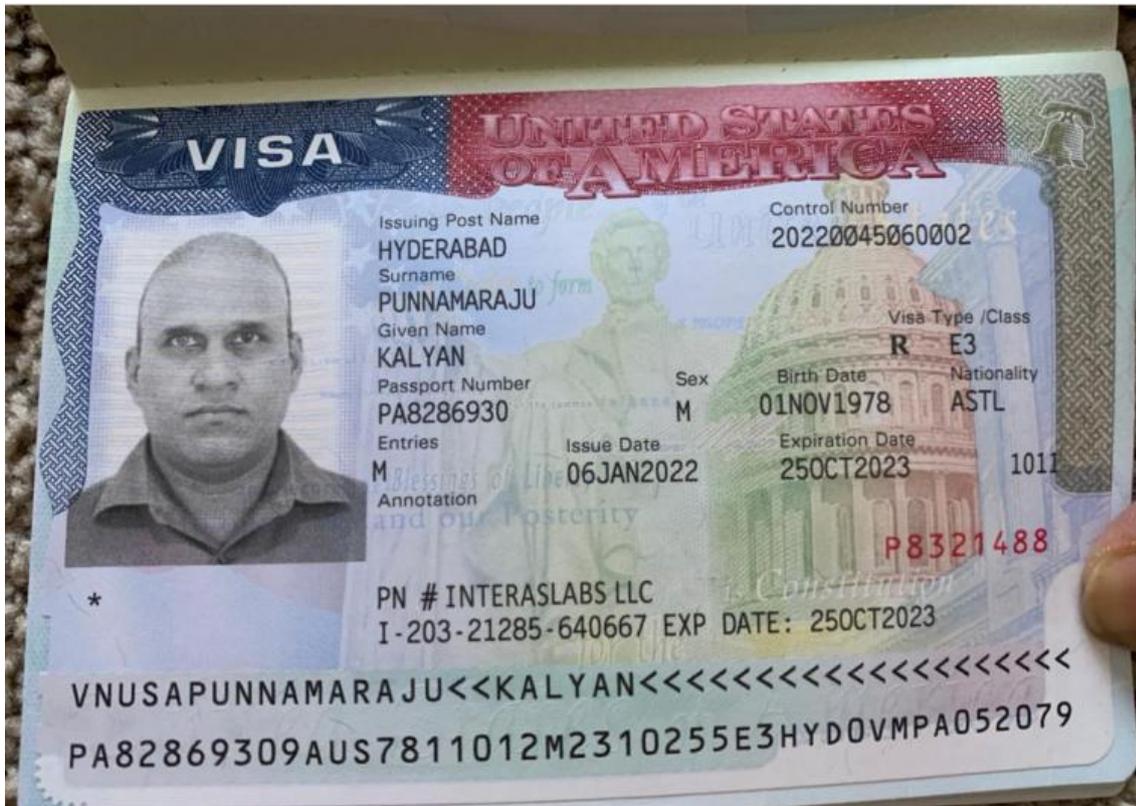
L-1B visas for specialists can be approved for a maximum of three years in the initial application process, but can only be extended for two additional years to a maximum of five years.

Dependent Visa (E3 visa)

The E-3 visa is a United States visa for which only citizens of Australia are eligible

The E-3 visa requires sponsorship from a U.S. employer (or “petitioner”). It is very similar to the H-1B visa in terms of eligibility requirements. It is also subject to a numerical limit of 10,500 E-3 visas per fiscal year.

E3 Visa:



E3 (I-797 A) (Australian Citizens)

THE UNITED STATES OF AMERICA

I-797A | NOTICE OF ACTION | DEPARTMENT OF HOMELAND SECURITY
U.S. CITIZENSHIP AND IMMIGRATION SERVICES

Receipt Number
EAC2117851599

Received Date
03/29/2021

Notice Date
09/03/2021

Case Type
I129 - PETITION FOR A NONIMMIGRANT WORKER

Petitioner
ADROIX CORP DBA CODEFORCE 360

Beneficiary
PULLA, JOHN

Priority Date

Page
1 of 2

ADROIX CORP DBA CODEFORCE 360
c/o SAPNA REDDIMACHU
3970 OLD MILTON PARKWAY STE 200
ALPHARETTA GA 30005

Notice Type: Approval Notice
Class: E3
Valid from 03/29/2021 **to** 03/24/2023

The above petition and accompanying request for an extension of stay have been approved. The status of the named beneficiary(ies) in this classification is valid as indicated on the I-94 attached below. The beneficiary(ies) can work for the petitioner pursuant to this approval notice, but only as detailed in the petition and during the petition validity period indicated above, unless otherwise authorized by law. Changes in employment or training may require you to file a new Form I-129, Petition for a Nonimmigrant Worker.

The dates in the I-94 attached below might not be for the same dates as the petition validity dates above because the I-94 below may contain a grace period of up to 10 days before and up to 10 days after the petition validity period for the following classifications: CW-1, E-1, E-2, E-3, H-1B, H-2B, H-3, L-1A, L-1B, O-1, O-2, P-1, P-1S, P-2, P-2S, P-3, P-3S, TN-1, and TN-2. An I-94 for H-2A nonimmigrants may contain a grace period of up to one week before and 30 days after the petition validity period. However, the beneficiary(ies) may not work during such grace periods, unless otherwise authorized by law. The decision to grant a grace period and the length of the granted grace period is discretionary, final, and cannot be contested on motion or appeal. Please contact the IRS with any questions about tax withholding.

The petitioner should keep the upper portion of this notice. The lower portion should be given to the beneficiary(ies). The beneficiary(ies) should keep the

Activate W
Go to Settings

E3 (I-797 A) (Australian Citizens)

THE UNITED STATES OF AMERICA								
I-797A NOTICE OF ACTION		DEPARTMENT OF HOMELAND SECURITY U.S. CITIZENSHIP AND IMMIGRATION SERVICES						
Receipt Number EAC2117851599	Case Type 1129 - PETITION FOR A NONIMMIGRANT WORKER							
Received Date 03/29/2021	Priority Date	Petitioner ADROIX CORP DBA CODEFORCE 360,						
Notice Date 06/03/2021	Page 1 of 2	Beneficiary PULLA, JOHN						
ADROIX CORP DBA CODEFORCE 360 c/o SAPNA REDDIMACHU 3970 OLD MILTON PARKWAY STE 200 ALPHARETTA GA 30005		Notice Type: Approval Notice Class: E3 Valid from 03/29/2021 to 03/24/2023						
<p>The above petition and accompanying request for an extension of stay have been approved. The status of the named beneficiary(ies) in this classification is valid as indicated on the I-94 attached below. The beneficiary(ies) can work for the petitioner pursuant to this approval notice, but only as detailed in the petition and during the petition validity period indicated above, unless otherwise authorized by law. Changes in employment or training may require you to file a new Form I-129, Petition for a Nonimmigrant Worker.</p> <p>The dates in the I-94 attached below might not be for the same dates as the petition validity dates above because the I-94 below may contain a grace period of up to 10 days before and up to 10 days after the petition validity period for the following classifications: CW-1, E-1, E-2, E-3, H-1B, H-2B, H-3, L-1A, L-1B, O-1, O-2, P-1, P-1S, P-2, P-2S, P-3, P-3S, TN-1, and TN-2. An I-94 for H-2A nonimmigrants may contain a grace period of up to one week before and 30 days after the petition validity period. However, the beneficiary(ies) may not work during such grace periods, unless otherwise authorized by law. The decision to grant a grace period and the length of the granted grace period is discretionary, final, and cannot be contested on motion or appeal. Please contact the IRS with any questions about tax withholding.</p> <p>The petitioner should keep the upper portion of this notice. The lower portion should be given to the beneficiary(ies). The beneficiary(ies) should keep the right part (the I-94 portion) with his or her other Form I-94, Arrival-Departure Record. The I-94 portion should be given to the U.S. Customs and Border Protection when he or she leaves the United States. The left part is for his or her records. A person granted an extension of stay who leaves the U.S. and is not visa-exempt must normally obtain a new visa before returning. The left part can be used when applying for the new visa. If a visa is not required, he or she should present it, along with any other required documentation, when applying for reentry based on this approval notice at a port of entry or pre-flight inspection station. The petitioner may also file Form I-824, Application for Action on an Approved Application or Petition, to request that we notify a consulate, port of entry, or pre-flight inspection office of this approval.</p> <p>The approval of this petition does not guarantee that the beneficiary(ies) will be found to be eligible for a visa, for admission to the United States (if traveling abroad and seeking re-admission), or for a subsequent extension of stay, change of status, or adjustment of status.</p> <p>THIS FORM IS NOT A VISA AND MAY NOT BE USED IN PLACE OF A VISA.</p> <p>Please see the additional information on the back. You will be notified separately about any other cases you filed.</p>								
Vermont Service Center U. S. CITIZENSHIP & IMMIGRATION SVC 38 River Road Essex Junction VT 05479-0001 USCIS Contact Center: www.uscis.gov/contactcenter								
FORM I-797 (REV. 05/01) NONIMMIGRANT WORKER EXTENSION OF STAY (I-94) (I-94)								
Detach This Half for Personal Records Receipt# EAC2117851599 I-94# 074517970 A2 NAME PULLA, JOHN CLASS E3 VALID FROM 03/29/2021 UNTIL 04/03/2023 PETITIONER ADROIX CORP DBA CODEFORCE 360, 3970 OLD MILTON PARKWAY STE 200 ALPHARETTA GA 30005		074517970 A2 Receipt Number EAC2117851599 US Citizenship and Immigration Services 194 Departure Record Petitioner: ADROIX CORP DBA CODEFORCE 360						
<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td colspan="2">14. Family Name PULLA</td> </tr> <tr> <td>15. First (Given) Name JOHN</td> <td>16. Date of Birth 11/22/1983</td> </tr> <tr> <td colspan="2">17. Country of Citizenship AUSTRALIA</td> </tr> </table>		14. Family Name PULLA		15. First (Given) Name JOHN	16. Date of Birth 11/22/1983	17. Country of Citizenship AUSTRALIA		
14. Family Name PULLA								
15. First (Given) Name JOHN	16. Date of Birth 11/22/1983							
17. Country of Citizenship AUSTRALIA								

E3 (I-797 A) 2nd page (Australian Citizens)

THE UNITED STATES OF AMERICA

**I-797A | NOTICE OF ACTION | DEPARTMENT OF HOMELAND SECURITY
U.S. CITIZENSHIP AND IMMIGRATION SERVICES**



Receipt Number: EAC211781099		Case Type: I-29 - PETITION FOR A NONIMMIGRANT WORKER
Received Date: 05/29/2021	Priority Date:	Petitioner: ADROX CORP DBA CDDFFORCE 30
Notice Date: 09/03/2021	Page: 2 of 2	Beneficiary: PULLA, JOHN

The Small Business Regulatory Enforcement and Fairness Act established the Office of the National Ombudsman (ONO) at the Small Business Administration. The ONO assists small businesses with issues related to federal regulations. If you are a small business with a comment or complaint about regulatory enforcement, you may contact the ONO at www.sba.gov/ombudsman or phone 202-205-2417 or fax 202-481-5719.

NOTICE: Although this application or petition has been approved, USCIS and the U.S. Department of Homeland Security reserve the right to verify this information before and/or after making a decision on your case so we can ensure that you have complied with applicable laws, rules, regulations, and other legal authorities. We may review public information and records, contact others by mail, the internet or phone, conduct site inspections of businesses and residences, or use other methods of verification. We will use the information obtained to determine whether you are eligible for the benefit you seek. If we find any derogatory information, we will follow the law in determining whether to provide you (and the legal representative listed on your Form I-28, if you submitted one) an opportunity to address that information before we make a final decision on your case or start proceedings.

Please see the additional information on the back. You will be notified separately about any other cases you filed.

Verment Service Center
U. S. CITIZENSHIP & IMMIGRATION SVC
58 River Road
Essex Junction VT 05470-0001
Customer Service Telephone: 800-375-5283



FORM I-797A (REV. 08/01/06)

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US Citizenship and Immigration Services
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194 Denial Record
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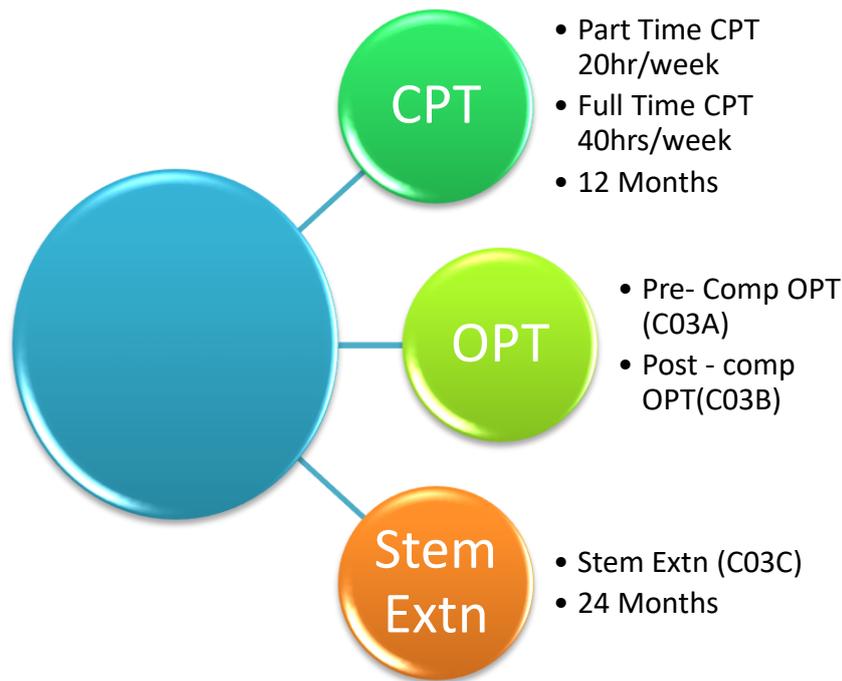
Petitioner:
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14. Form I-28
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15. Form I-28, New York
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17. Copy of I-28
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(c) Independent Visa (F1 Student visa(CPT, OPT, STEM EXTN))



CPT - 12 Months

- (a) Part time CPT 20/hrs per Week
- (b) Full time CPT 40/hrs per Week

OPT – 12 Months 40/hr per Week

- (a) pre-complition OPT
- (b) Post-complition OPT – 12 Months

Stem Extn – 24 Months

The F-1 student visa is a non-immigrant visa that allows international students to enter the US and study at institutions certified by the Student and Exchange Visitor Program

F-1 student visas are generally valid for five years from the start date of your programme

CPT (Part Time CPT, Full Time CPT)

Curricular Practical Training gives international students authorization to gain employment training and to do paid internships.

Students have the opportunity to work full-time (more than 20 hours per week) or part-time (20 hours) or less per week, earn in US dollars, and gain work experience in their area of interest.

CPT must be completed before graduation as candidates are allowed to do part-time or full-time jobs.

One significant point to note is that if you work full-time for 12 months in CPT, you will lose your eligibility for OPT.

Department of Homeland Security U.S. Immigration and Customs Enforcement		I-20, Certificate of Eligibility for Nonimmigrant Student Status OMB NO. 1653-0038		
SEVIS ID: N0030294435 (F-1)		NAME: Amisha Neupane		
EMPLOYMENT AUTHORIZATIONS				
TYPE CPT	FULL/PART-TIME FULL TIME	STATUS APPROVED	START DATE 14 APRIL 2022	END DATE 21 AUGUST 2022
EMPLOYER INFORMATION				
TYPE CPT	AUTHORIZATION DATES 14 APRIL 2022 - 21 AUGUST 2022			
EMPLOYER NAME Tuppl Technologies Inc	START DATE 14 APRIL 2022	END DATE 21 AUGUST 2022	CITY & STATE Irving, TX	
CHANGE OF STATUS/CAP-GAP EXTENSION				
AUTHORIZED REDUCED COURSE LOAD				
CURRENT SESSION DATES				
CURRENT SESSION START DATE 02 MAY 2022		CURRENT SESSION END DATE 21 AUGUST 2022		
TRAVEL ENDORSEMENT				
<small>This page, when properly endorsed, may be used for re-entry of the student to attend the same school after a temporary absence from the United States. Each endorsement is valid for one year.</small>				
Designated School Official Normal Wilson-Miller DSO	TITLE DSO	SIGNATURE X Normal Wilson-Miller	DATE ISSUED 4-15-22	PLACE ISSUED Williamsburg, Ky
_____	_____	X	_____	_____
_____	_____	X	_____	_____
_____	_____	X	_____	_____

OPT (Pre-Comp OPT, Post-Comp OPT), Pre-comp OPT (C03A)

Optional Practical Training is temporary employment that is directly related to F-1 students' major area of study.

OPT allows international students with an [F-1 Visa](#) to work up to 12 months in relation to their area of study.

Eligible students can apply for OPT employment authorization before completing their studies (pre-condition) or after completing their studies (post-completion).

Although students are allowed to work for 12 months

Post-Comp OPT Front side



Post-Comp OPT Back side



STEM EXTN (24 Months)

Certain F-1 students who receive science, technology, engineering, and mathematics (STEM) degrees may apply for a 24-month extension of their post-completion optional practical training (OPT)

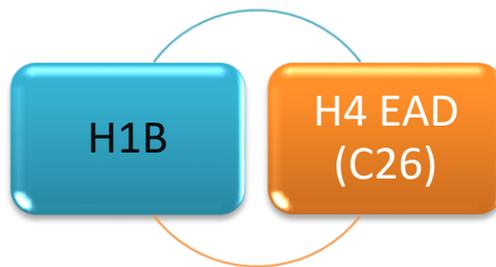
STEM OPT Front side



STEM OPT Back side



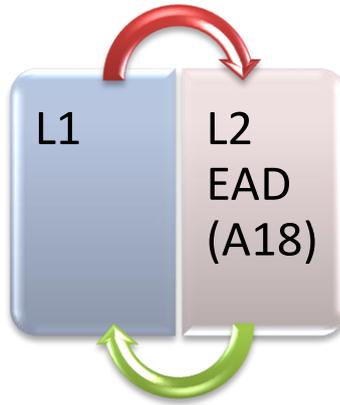
H4 EAD Visa



An H-4 visa is a United States visa issued to dependent family members of H-1B,

A dependent family member is a spouse or unmarried child under the age of 21.

H4 Visa Front Side:



THE UNITED STATES OF AMERICA		
I-797A NOTICE OF ACTION DEPARTMENT OF HOMELAND SECURITY U.S. CITIZENSHIP AND IMMIGRATION SERVICES		
Receipt Number WAC2204851222		Case Type I539 - APPLICATION TO EXTEND/CHANGE NONIMMIGRANT STATUS
Received Date 11/17/2021	Priority Date	Applicant SINGH. RACHNA
Notice Date 03/28/2022	Page 1 of 1	Beneficiary SINGH. RACHNA
FRAGOMEN DEL REY BERNSEN & LOEWY L c/o CAROLINA REGALES 1101 15 ST NW STE 700 WASHINGTON DC 20005		Notice Type: Approval Notice Class: L2S Valid from 11/19/2021 to 11/18/2023
<p>The above application for extension of stay is approved. The temporary stay of the named applicant(s) is authorized to the date shown above.</p> <p>The I-94 attached below may contain a grace period of up to 10 days before and up to 10 days after the above validity period, if such grace period is authorized by the principal alien's nonimmigrant classification. The following principal alien nonimmigrant classifications may be eligible for a grace period: CW-1, E-1, E-2, E-3, H-1B, H-2B, H-3, L-1A, L-1B, O-1, O-2, P-1, P-2, P-3, TN-1, and TN-2. Dependents of principal H-2A nonimmigrants may contain a grace period of up to one week before and 30 days after the above validity period.</p> <p>The nonimmigrant status of the applicant(s) is based on the separate nonimmigrant status held by a principal alien's authorized employment in the United States.</p> <p>The applicant must keep the lower portion with his or her previous Form I-94, Departure Record. It must be presented when requested by USCIS or any other component of the U.S. Department of Homeland Security. The I-94 portion should be given to the U.S. Customs and Border Protection when he or she leaves the United States.</p> <p>Please read the back of this form carefully for more information.</p>		

L2 Visa 1st Page,

UNITED STATES OF AMERICA

**I-797A | NOTICE OF ACTION | DEPARTMENT OF HOMELAND SECURITY
U.S. CITIZENSHIP AND IMMIGRATION SERVICES**



Receipt Number WAC2204851222		Case Type E39 - APPLICATION TO EXTEND/CHANGE NONIMMIGRANT STATUS
Received Date 11/13/2021	Priority Date	Applicant SINGH, RACHNA
Notice Date 03/28/2022	Page 1 of 1	Beneficiary SINGH, RACHNA
FRAGOMEN DEL REY BERNSEN & LOEWY L. c/o CAROLINA REGALES 1101 15 ST NW STE 700 WASHINGTON DC 20005		Notice Type: Approval Notice Class: L2S Valid from 11/19/2021 to 11/18/2023

The above application for extension of stay is approved. The temporary stay of the named applicant(s) is authorized to the date shown above.

The I-94 attached below may contain a grace period of up to 30 days before and up to 10 days after the above validity period, if such grace period is authorized by the principal alien's nonimmigrant classification. The following principal alien nonimmigrant classifications may be eligible for a grace period: CW-1, E-1, E-2, E-3, H-1B, H-2B, H-3, L-1A, L-1B, O-1, O-2, P-1, P-2, P-3, TN-1, and TN-2. Dependents of principal H-2A nonimmigrants may contain a grace period of up to one week before and 30 days after the above validity period.

The nonimmigrant status of the applicant(s) is based on the separate nonimmigrant status held by a principal alien's authorized employment in the United States. The applicant must keep the lower portion with his or her previous Form I-94, Departure Record. It must be presented when requested by USCIS or any other component of the U.S. Department of Homeland Security. The I-94 portion should be given to the U.S. Customs and Border Protection when he or she leaves the United States.

Please read the back of this form carefully for more information.
THIS FORM IS NOT A VISA AND MAY NOT BE USED IN PLACE OF A VISA.

NOTICE: Although this application or petition has been approved, USCIS and the U.S. Department of Homeland Security reserve the right to verify this information before and/or after making a decision on your case so we can ensure that you have complied with applicable laws, rules, regulations, and other legal authorities. We may review public information and records, contact others by mail, the internet or phone, conduct site inspections of businesses and residences, or use other methods of verification. We will use the information obtained to determine whether you are eligible for the benefit you seek. If we find any derogatory information, we will follow the law in determining whether to provide you (and the legal representative listed on your Form G-28, if you submitted one) an opportunity to address that information before we make a formal decision on your case or start proceedings.

Please see the additional information on the back. You will be notified separately about any other cases you filed.

California Service Center
U.S. CITIZENSHIP & IMMIGRATION SVC
P.O. Box 30111
Laguna Niguel CA 92607-0111
USCIS Contact Center: www.uscis.gov/contactcenter



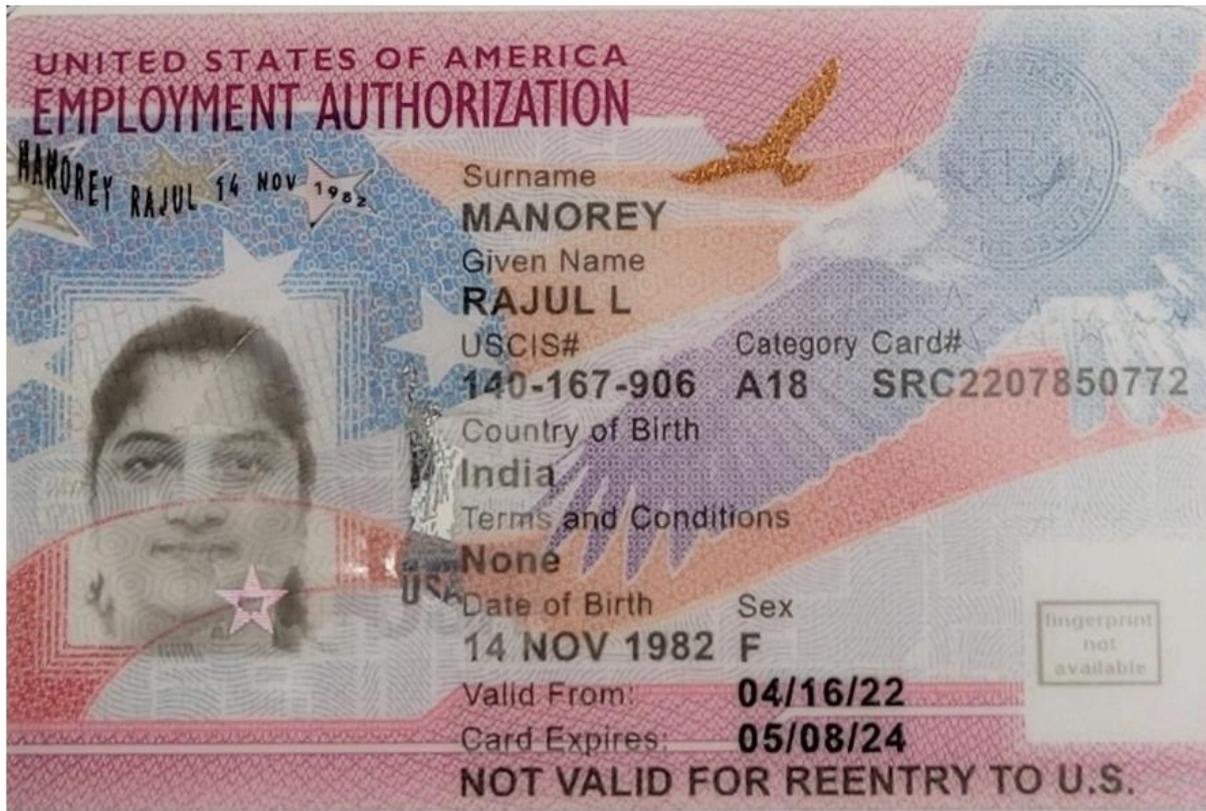
PLEASE REPRODUCE THIS FORM IN FULL AND NOTIFY THE ORIGINAL SOURCE AVAILABLE

Detach This Half for Personal Records Receipt# WAC2204851222 I-94# 760648635 56 NAME SINGH, RACHNA CLASS L2S VALID FROM 11/19/2021 UNTIL 11/28/2023 APPLICANT SINGH, RACHNA 16303 CHELSEA PLACE APT 610 SCHERTZ TX 78154		760648635 56 Receipt Number WAC2204851222 US Citizenship and Immigration Services I-94 Departure Record Applicant: SINGH, RACHNA						
<table border="1"> <tr> <td colspan="2">14. Family Name SINGH</td> </tr> <tr> <td>15. First (Given) Name RACHNA</td> <td>16. Date of Birth 03/17/1984</td> </tr> <tr> <td colspan="2">17. Country of Citizenship INDIA</td> </tr> </table>		14. Family Name SINGH		15. First (Given) Name RACHNA	16. Date of Birth 03/17/1984	17. Country of Citizenship INDIA		
14. Family Name SINGH								
15. First (Given) Name RACHNA	16. Date of Birth 03/17/1984							
17. Country of Citizenship INDIA								

L2 Visa EAD;

L-2 Employment Authorization. Spouses of L-1 Intracompany Transferees, who hold “L-2” status in the United States, may apply for an employment authorization document (“EAD”) from U.S. Citizenship and Immigration Services (“USCIS”). Spouses must have made an entry into the United States in L-2 immigration status.

L2 EAD visa:



TN Visa:

TN authorization allows qualified Canadian and Mexican citizens to stay and work in the United States, as long as their U.S. job offer falls under a list of NAFTA professions. TN status is valid for up to three years

TN1 Visa (Canadian Visa)

TN2 Visa (Mexican Visa)

TN1 Visa (Canadian Visa):

Departure Number

721176089 A2



Department of
Homeland Security

CBP 1-94A (11/04)
Departure Record



DEC 13 2021

Class
Until TN
10879

Dec 12 2024

Family Name

GORANTLA

First (Given) Name

VENKATA RAGHU RAM

Birth Date (Day Mo Yr)

21, 05, 68

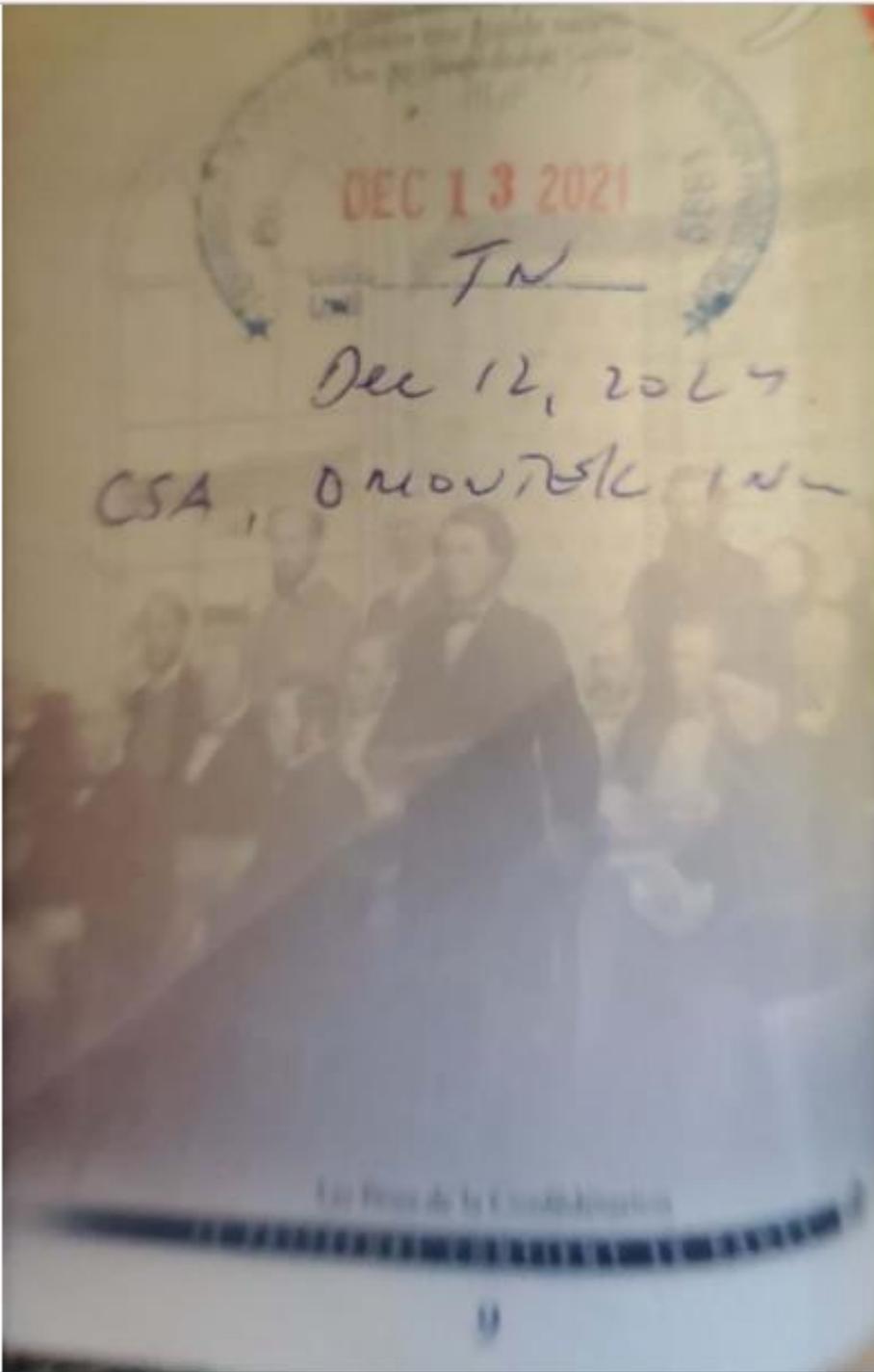
Country of Citizenship

CANADA

20211213 US-VISIT

MULTIPLE

Scanned with CamScanner



Scanned with CamScanner

TN2 Visa (Mexican Visa):



E-3 D visa Back Side:

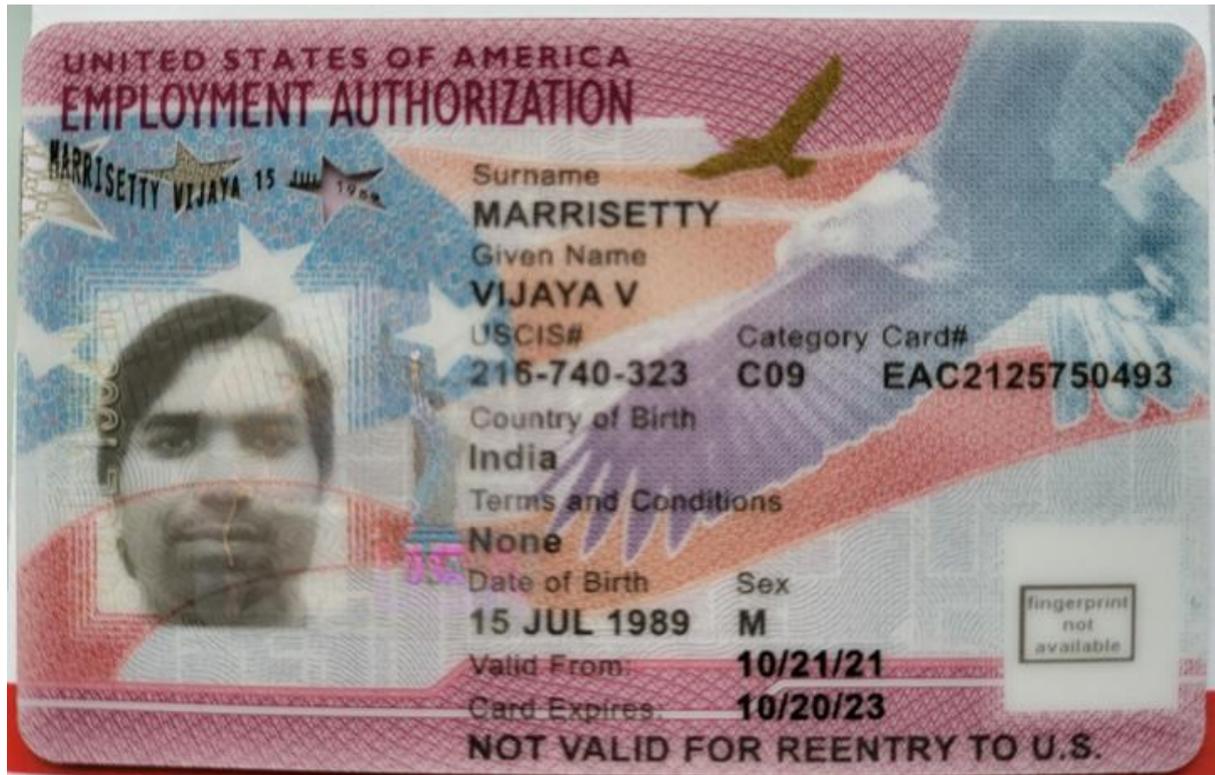


GC – EAD Visa

The most common scenario is that the cardholder was "sponsored" for permanent residence by a U.S. employer or relative,

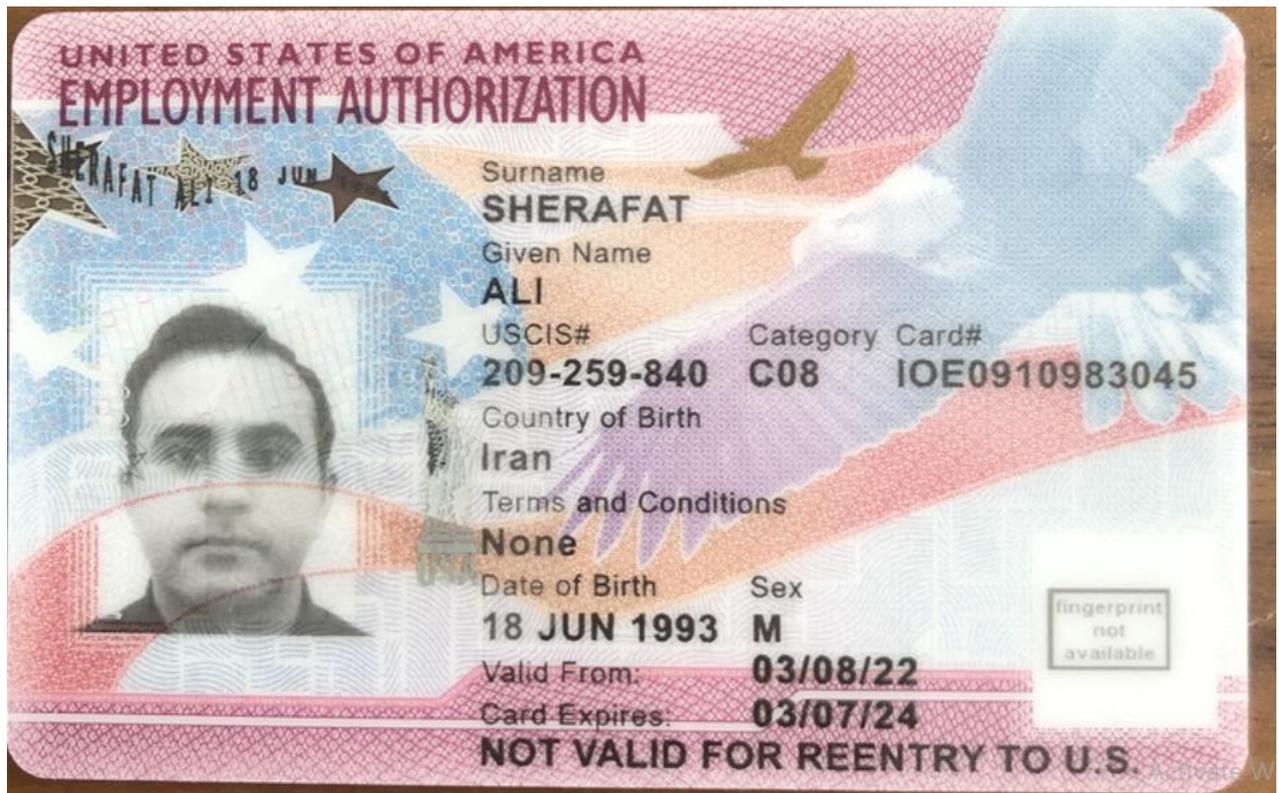
such as a spouse. In this case, an H-1B alien can apply for an adjustment-based EAD when the "sponsor" files the petition. The category in this case is C09.

GC – EAD Visa 09P Front Side:



GC – EAD Visa 08

Asylum applicant (w/ pending asylum application) who filed for. asylum on or after January 4, 1995



Green Card permanent resident:

A Green Card holder is a permanent resident that has been granted authorization to live and work in the United States on a permanent basis. As proof of that status, U.S. Citizenship and Immigration Services (USCIS) grants a person a permanent resident card.

Green Card Front Side:



Green card Front Side:



US Citizen:

US Citizen Certificate:

THE UNITED STATES OF AMERICA

CERTIFICATE OF NATURALIZATION

No. **39476065**



Personal description of holder as of date of naturalization:
Date of birth: **JUNE 27, 1981**
Sex: **FEMALE**
Height: **5 feet 4 inches**
Marital status: **MARRIED**
Country of former nationality: **INDIA**

U.S.C.I.S. Registration No. A089057016
I certify that the description given is true, and that the photograph affixed hereto is a likeness of me.

(Complete and true signature of holder)

Be it known that, pursuant to an application filed with the Secretary of Homeland Security
at: CHICAGO, ILLINOIS

The Secretary having found that:
SRILAKSHMI CHAITANYA KAMIREDDY
residing at: ARLINGTON HEIGHTS, ILLINOIS

having complied in all respects with all of the applicable provisions of the naturalization laws of the United States, being entitled to be admitted as a citizen of the United States, and having taken the oath of allegiance at a ceremony conducted by
U.S. CITIZENSHIP AND IMMIGRATION SERVICES
at: CHICAGO, ILLINOIS on: JANUARY 11, 2018

such person is admitted as a citizen of the United States of America.

2.FAC
U. S. Citizenship and Immigration Services

DEPARTMENT OF HOMELAND SECURITY

ALTERATION OR MISUSE OF THIS DOCUMENT IS A FEDERAL OFFENSE AND PUNISHABLE BY LAW

FORM N-550 (REV. 10/18)

5. Sample Picture of Passport, Passport stamping Copy, Driving License, I-94 copy, Travel History.

Passport:

USA

MISSOURI

Wayne Wallingford
Director of Revenue

LIMITED-TERM

DRIVER LICENSE



9 CLASS **F** 4b EXP **02/24/2025**
 4d DL NO. **E122262002** 3 DOB **06/14/1987**
 1 **SUDDALA**
 2 **VENKATA LAKSHMI PRATYUSHA**
 8 **714 WAGON RIDGE DR**
FENTON, MO 63026
 9a END **NONE**
 12 RESTRICTIONS **A**
 15 SEX **F** 17 WGT **132 lb**
 16 HGT **5'-03"** 18 EYES **BRO**
 4a ISS **04/11/2022**

S. V. L. Pratyusha

5 DD **221221010031**

06/14/87

NEW JERSEY NJMVC
New Jersey Motor Vehicle Commission

AUTO DRIVER LICENSE

NOT FOR "REAL ID" PURPOSES

Chief Administrator



DL **R0905 70464 01851** CLASS **D**
 DOB **01-23-1985**
 ISS **06-14-2021** EXP **01-23-2025**
RAVAL
SHAUNAK DARSHANKUMAR
222 HIGHVIEW DRIVE
CLIFTON, NJ 07013-3331
 END **NONE**
 RESTR **1**
 GENDER **M** HGT **5'-08"** EYES **BLK** ORGAN DONOR
 SA **LO202116500000315** RENC **24.00**

I-94 copy:

 For: **SESHAGIRI NAIDU PEDDINTI**



Most Recent I-94

Admission (I-94) Record Number : 69387628956
Most Recent Date of Entry: 2019 January 20
Class of Admission : H1B
Admit Until Date : 06/06/2019
Details provided on the I-94 Information form:

Last/Surname : PEDDINTI
First (Given) Name : SESHAGIRI NAIDU
Birth Date : 1978 January 05
Document Number : R5464699
Country of Citizenship : India

[Get Travel History](#)

- ▶ Effective April 26, 2013, DHS began automating the admission process. An alien lawfully admitted or paroled into the U.S. is no longer required to be in possession of a preprinted Form I-94. A record of admission printed from the CBP website constitutes a lawful record of admission. See 8 CFR § 1.4(d).
- ▶ If an employer, local, state or federal agency requests admission information, present your admission (I-94) number along with any additional required documents requested by that employer or agency.
- ▶ Note: For security reasons, we recommend that you close your browser after you have finished retrieving your I-94 number.

OMB No. 1561-0111
Expiration Date: 03/31/2022

[For inquiries or questions regarding your I-94, please click here](#)

Travel History:



Document Number : **R5464699**

Document Country of Issuance : **India**

	Date	Type	Location
1	2019-01-20	Arrival	ATL
2	2018-12-22	Departure	ATL
3	2018-01-20	Arrival	CLT
4	2017-12-21	Departure	Unavallable
5	2017-12-02	Arrival	OTT
6	2017-12-01	Arrival	OTT
7	2017-11-26	Departure	Unavallable
8	2015-01-26	Arrival	ATL
9	2014-12-13	Departure	ATL
10	2014-12-09	Arrival	OTT
11	2014-12-01	Departure	WAS

6. Recruitment Life cycle process



(a) Reaching Vendors by using own vendor database and Internal database,

Build own vendor list by using free job portals and paid job portals (Tech Fetch, Monster, Dice, Etc.), LinkedIn .

(b) Collect the resume from vendor and check the primary skills and visa status,

(c) Negotiate the rate part and confirm the mail along with Documents (updated Resume, visa, driving license)

(d) Check with candidate they are comfortable with Job description and get the mail confirmation along with submission details.

7. Resume sourcing,

Resume sourcing

Vendor calls

Candidate calls

Job posting

Job portal (Ceipal, Monster, Dice, career builder).

LinkedIn (Start a post, Post a Job, LinkedIn Search).

Vendor calls,

- (a) **Build your Own vendor database,**
- (b) **Internal Vendor database**

For Contract to contract positions we have to reach Vendors. Rest of positions we should reach directly to candidates. (Full Time, W2, Contract to hire)

NOTE: We should build our own vendor base from out of our Internal Database by using LinkedIn, Social Media page and Job posting (Mad mimi, Prohires, Tech fetch, Job diva...) etc...



Home => Candidates => Vendor Contacts

IRMT Home Candidates SOT Planner Internal Report Social Account

Call Report
Call Tracker
My Tracks
Profiler
Vendor
Global Search
Vendor Contacts

Watch ticket selfie...! to supriya@vy.ventures

VIKRAM

Ticket List
No tickets found!

Today's Schedule
No schedule found!

Todo List
No todo found!

Activate Windows
Go to Settings to activate Windows.

Select=> Stages=> click Interested, call after, Not suitable

IRMT Home Candidates SOT Planner Internal Report Social Account

Vendor Contacts

Contact Name Contact Email Contact Phone Contact Type Stages Contacted Date From Contacted Date To

1 - 75 of 20084 displayed

#	Name	Email	Stage	Contacted Date From	Contacted Date To	Last Contact	Actions
1	Abhi Kaushik	abhi.kaushik@virtusoft.us	Voice Mail / Email	617-939-9140		2022-06-06 18:36:31	🔍 +
2	vinay	vinayp@nav1.com	Voice Mail / Email	(770) 573-3021		2022-06-06 18:36:28	🔍 +
3	akhil	akhil@marktechnologiesinc.com	Voice Mail / Email	1 5717012990		2022-06-06 18:36:10	🔍 +
4	nath	Nath@busitants.com	Voice Mail / Email	401-628-0501		2022-06-06 18:36:05	🔍 +
5	Veera Vanamala	maiveera@xyloconsultingllc.com	Voice Mail / Email	732 352.1129		2022-06-06 18:35:53	🔍 +
6	Harshita	harshitha@shivamusa.com	Voice Mail / Email	732-649-6563		2022-06-06 18:35:29	🔍 +
7	Giri	giri@realtekconsulting.net	Voice Mail / Email	201-960-6611		2022-06-06 18:35:08	🔍 +
8	Varun	varun@svitinc.com	Not Suitable	646-898-6227, 516-469-7104	SQL Server DBA	2022-06-06 18:34:56	🔍 +
9	Romi	romi@sysus.com	Voice Mail / Email	248 252 5198		2022-06-06 18:34:56	🔍 +
10	Apoorva	apoorva@chuwaamerica.com	Voice Mail / Email	408-217-6612		2022-06-06 18:34:56	🔍 +
11	Bhuvan	bhuvan@cetaurustek.com	Voice Mail / Email	972 646 2438		2022-06-06 18:34:49	🔍 +
12	Sai saran	saran@cloudbitsolutions.com	Voice Mail / Email	724-394-7250		2022-06-06 18:34:40	🔍 +
13	srikar reddy	srik@cerroaltdigital.com	Voice Mail / Email	470-839-6015		2022-06-06 18:34:29	🔍 +
14	Rithisha	rithisha@sntecinc.com	Voice Mail / Email	972-430-1036		2022-06-06 18:34:17	🔍 +

Stages: 2 selected
 Check all Uncheck all
 Voice Mail / Email
 Call After
 Interested
 Not Suitable
 Not Interested

Activate Windows
Go to Settings to activate Windows.

Make a call to Vendors.

Home => Candidates => Vendor

The screenshot shows the IRMT web application interface. At the top, there is a navigation bar with the following menu items: Home, Candidates, SOT, Planner, Internal Report, Social, and Account. Below the navigation bar, there is a user profile section with icons for a phone, a person, a notification (31), and an envelope. A dropdown menu is open, showing options: Call Report, Call Tracker, My Tracks, Profiler, Vendor (highlighted), Global Search, and Vendor Contacts. To the right of the navigation bar, there is a search bar for tickets with a 'Search' button and a 'Clear' button. Below the search bar, there are three sections: 'Ticket List' with 'No tickets found!', 'Todays Schedule' with 'No schedule found!', and 'Todo List' with 'No todo found!'. In the center, there is a social media post from Mahendra Thiyagarajan, dated June 03, 2022. The post text reads: 'Watch U... ticket reimbursed by sending the ticket and movie screen selfie(😁)true Selfie...! to supriya@vy.ventures'. Below the text is a movie poster for 'VIKRAM' featuring a man in a green shirt holding a gun, surrounded by a large number of knives. At the bottom left of the post, there is a URL: 'https://www.vyhire.com/vendor'. At the bottom right of the page, there is a watermark that says 'Activate Windows Go to Settings to activate Windows.'

Select=> Vendor Skills (AWS), Vendor Specialization (Java Developer), Stages (Interested, Call After).

IRMT Home Candidates SOT Planner Internal Report Social Account

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Vendors

Vendor Name: Vendor Skill(s): Vendor Specialization: Vendor Type: Contacted Date From: Contacted Date To: MSA Status:

Contact Name: Contact Email: Contact Phone: Contact Type:

Stages: 1 selected

Check all Uncheck all

Voice Mail / Email

Call After

Interested

Not Suitable

Not Interested

Show Track Filter [Add New Vendor](#)

1 - 17 of 17 displayed

#	Rship Status	MSA Status	URL	Vendor Name	Vendor's Skill	Ven.Specialization					
1		MSA Exists / Acceptance - May 15, 2019		Nueva Solutions Inc.	AWS	Java Developer,					
2		MSA Exists / Acceptance - Oct 18, 2019		TEKBasic LLC	AWS	Java Developer,					
3		MSA Exists / Acceptance - Mar 01, 2019		Sarkit Inc	AWS	Java Developer,					
4		MSA Exists / Acceptance - Feb 11, 2020		InfoVision21	AWS	Java Developer,	1	May 26, 2022	Net 70		
5		MSA Exists / Acceptance - Aug 12, 2019		iQuadra Information...	AWS	Java Developer,	8	May 27, 2022	Net 60		
6		MSA Exists / Acceptance - Jun 27, 2013		Tekorion	AWS	Java Developer,	1	Jun 01, 2022	Net 30		
7		MSA Exists / Acceptance - May 03, 2019		cyllian Inc	AWS	Java Developer,	1	Jun 01, 2022	Net 60		
8		MSA Exists / Acceptance - Jun 22, 2018		RELIANT VISION GROUP...	AWS	Java Developer, Salesforce...	13	Jun 02, 2022	Net 45.06/22/2018, NET 15		
9		MSA Exists / Acceptance - Oct 21, 2019		AA Solutions Inc	AWS	Sr Java Developer,	3	Jun 02, 2022	Net 30		
10		MSA Exists / Acceptance - Apr 24, 2019		HMG America	AWS	MySQL Developer, Full Stack...	3	Jun 02, 2022	Net 60		

Vendor's Policy/ly's SPECIFIC Remark

currently they dont do benchsales...

Net 60

Only mail to vendor, Net 30

Home => Candidate => Call Tracker => Search => Select Vendor => Skills (Spring) => Vendor Role (Java Developer) => Call stage (Interested) => click Search Vendor



Call Tracker

Candidate Vendor Search Resume Search

Search In Candidates Vendor

Vendor Name Skill(s) Vendor Role
Multiple skills should be separated by coma Multiple Roles should be separated by coma

Call Stage Vendor Type Contacted Date From Contacted Date To

Contact Name Contact Email Contact Phone Contact Type

Only Follow-up Contacts

Activate Windows
Go to Settings to activate Windows.

Resume sourcing

Candidate Search and Candidate calls.

- (a) Job Portals and Social Network page, referrals.
- (b) Internal Database Candidate search

For Full Time, W2, Contract to Contract, Contract to hire positions we should have to reach the candidates through Internal database candidate search, LinkedIn, Job Portal(Ceipal, Monster, Career Builder, Dice) social Media page and Referral,



Home => Candidate => Call Tracker => Search => Select Candidate => Select Residency Status (Citizen, Green card, H1, L-EAD, Other EAD) => Select Last Stage (Interested, Proposed, Spoken to Track) => Tech Designation/Role (Java Developer) => Select Skills (AWS) => Select Recruiter (Check All) => click Search Vendor



Call Tracker

[Candidate](#) [Vendor](#) [Search](#) [Resume Search](#)

Search In Candidates Vendor

Name Email Contact Residency Status **5 selected**

Date From Date To Location **Select options**

Last Stage **4 selected** Tech Designation/Role Skill(s) Drive Name
Java Developer, AWS,
 AND OR AND OR

Recruiter **167 selected** Job Openings Experience From Yr Mth Experience To Yr Mth

RR ID

Only Followup Candidates

Filter Based on Tracking

Track between From/Particular Date TO To Date

In track with last day(s).

Not in track with last day(s).

Activate Windows
Go to Settings to activate Windows.

Internal Database Resume Search:

Home => Candidate => Call Tracker => Resume Search (Java Developer, AWS) => Select Residency Status (Citizen, Green card, H1, L-EAD, Other EAD)

IRMT Home Candidates SOT Planner Internal Report Social Account

☎ 👤 📧 ✍️ 📄

Call Tracker

Candidate Vendor Search **Resume Search**

Skill(s) * (Multiple skills should be separated by comma) Location
 Java developer, AWS

All Any

Residency Status Job Openings

Filter Based on Tracking
 Track between From/Particular Date TO To Date
 In track with last day(s).
 Not in track with last day(s).

[Extract Email](#)

Ketan Kumar Lachoriya [Add Track](#) | [View History](#) | [View Resume](#)
 Email : ketankumarlachoriya3@gmail.com Phone : 260-206-2020 Role : Full Stack Java Developer Contacted : Jun 06, 2022 12:04 PM PST
 Status : Not Spoken - VM / NR - Emailed Recruiter : Sandhiya Ramesh Skill : FullStack Remarks : VM

Mohan Patibandla [Add Track](#) | [View History](#) | [View Resume](#)
 Email : mohanpatibandla93@gmail.com Phone : 6097214981 Role : Java Developer Contacted : Jun 06, 2022 12:03 PM PST
 Status : Interested Recruiter : Ramya Mani Skill : Java API for RESTful Web Services (JAX-RS) Remarks : shared JD

Activate Windows
Go to Settings to activate Windows.

Mana venkata satvardev Bellamkonda [Add Track](#) | [View History](#) | [View Resume](#)

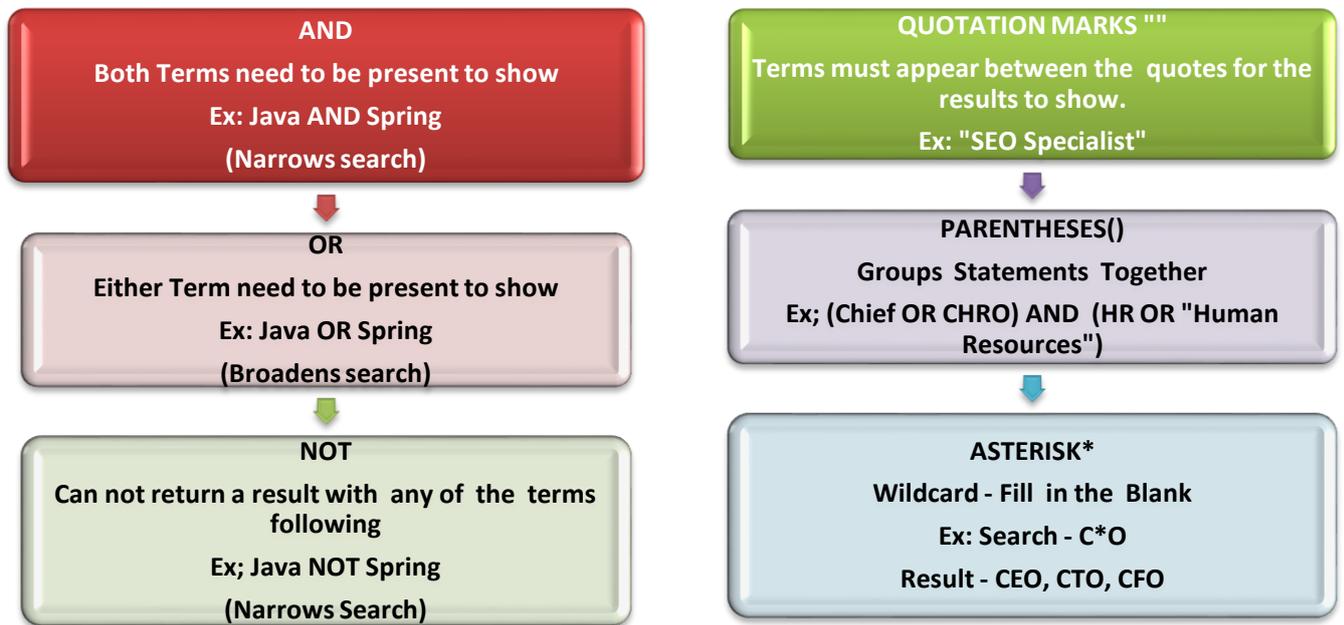
(a) Job Posting:

We are posting Jobs through Job Portals like Madmimi, pro hires, LinkedIn etc... and the get resumes.

(b) Sourcing the Resume by using Boolean Search in Job Portals.

Job portal (Ceipal, Monster, Dice, career builder, LinkedIn).

Example Boolean Search:



("Java Developer" OR "Software Engineer") AND "Microservices" AND "Spring*"

Sourcing the Resume by using LinkedIn,

- (a) Share your requirements in Start a post.
- (b) Post a job by using LinkedIn Post a Job
- (c) Search a candidate by Boolean search

8. Script

Vendor script:

(a). Greeting

(b). Requesting for profile's and basic requirements.

Recruiter: We do have a job position for java developer its C2C position with Tech M in Austin TX, so May I Know do you have any java developer profile with you.

We do have your Email ID Raj@Techsoft.com, Is that right?

Vendor: Yes!

Recruiter: We will share the Detailed Job description to you, could you please kindly share those resume and your Hotlist.

Thank you!

(a) Rate negotiation:

Recruiter: We do have a job position for java developer, Its C2C position with Tech M, This is regarding your candidate java Developer Aravinth, so may I know what the rate you are looking for him per hour.

Vendor: \$65 to \$70 per hour,

Recruiter: We are looking for mid level candidate like 7 to 8 plus years of exp candidate also fine.

For this position we do have rate range is \$52 upto \$56. Is that works?

Vendor: Yes!

Recruiter: We will share the Rate confirmation mail to you, kindly confirm it. Along with Required documents (DL, visa, and submission details.).

Candidate Script,

(a) Greeting.

(b) Ask questions visa migration and basic requirements.

Recruiter: We do have a job position for java developer - C2C- with Tech M, I already spoke with your employer Ashok, Its all fine. As well we already the shared the Job description to your mail ID

So are you comfortable with this position?

Candidate: Yes!

Recruiter: Could you please kindly confirm this mail, along with submission details and documents.

Questions to ask H1B migration.

1. When you are came to USA.

2. while you are enter into USA, What's your Visa status and who is sponsored your visa.
3. when did you get your H1B.

Questions to ask Green card migration.

1. When you are came to USA.
2. While you are enter into USA, What's your Visa status.
3. How did you get your greencard through your parents or Spouse.
4. when did you get your Greencard.

Kindly share your current or previous company two reference, It might be your colleague or Team lead.