

The JuNcTion



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The JuNcTion is the periodic newsletter of JNT Consulting published electronically. For more information about JNT Consulting visit us at <http://www.jntconsulting.com>

PERMITSURESM COMPLIANCE & RISK MANAGEMENT

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PERMITSURESM is a compliance management program that ensures each foreign worker has a correct and up to date work permit and that your company meets all current immigration regulations and employment laws for both Federal and State Levels. It helps protect your company's Return of Investments to your Human Capital by implementing a continuous review program for work permit validity and provides follow-up services and a reporting system that you can use in conjunction with your outsourced business partners.

Regardless of the nature of your company, the new Arizona Law 2779 which will take effect January 1st 2008, employers must comply with this Immigration State Law within Arizona.

There were attempts in challenging this Law but Judge Wake threw out the Lawsuit about Employer Sanctions on December 7th 2007. As of publication of the JuNcTion January 2008 Issue, there was no other development whether Arizona Law 2779 will be upheld or not. There is no alternative but to comply.

Our PERMITSURESM Program can help your organization to comply with the requirements of

Arizona's new Immigration Law 2779.

OBJECTIVES OF PERMITSURESM

(1) to consult with you; guide and assist and make your company become compliant in regards to State and Federal Regulations about Immigration and Employment Laws;

(2) to educate and coach you about competency-based hiring practices to strengthen your contingent workforce management; and sustaining the management of your Investments for your Human Capital.

(3) to implement policies and procedures that will help manage HR employment risks to your Human Capital.

PERMITSURESM Continued

When do you need PERMITSURESM ?

- When you will buy the services of foreign workers through outsourced companies and they are working at your premises
- When you will hire workers in manufacturing plants
- When you will hire workers for hospitality businesses
- When you will hire someone for specialty occupation jobs like an engineer, a Teacher and or other professionals
- When you will hire any trades people, designers or cleaners
- When you will hire any type of worker who will be paid through your payroll

FY 2008 Business Mileage Rate IRS Announced

Per US Department of Treasury Internal Revenue Services Memorandum IRS-2007-192 dated Nov 27, 2007, the FY08 Standard Mileage Rate for business miles is at 50.5 cents per mile. Details of the Memo can be found at the IRS website:

<http://www.irs.gov/>

Schengen Visa for EU Nationals Expanded

In November 2007, European Interior Ministers approved the inclusion of nine countries in its Schengen visa system. Nationals of the nine additional countries can now travel visa-free within the EU Schengen Area. The newly added countries are: Estonia, Slovakia, Hungary, the Czech Republic, Slovenia, Malta, Latvia, Poland and Lithuania. The EU Schengen Founding Members are: Austria, Belgium, Denmark, Finland, France, Germany, Greece, Italy, Luxembourg, the Netherlands, Portugal, Spain, Sweden, Iceland and Norway. To date there are 24 countries under the Schengen Agreement. United Kingdom is still not a part of this Agreement.

Required conditions based on this Schengen Visa expansion to nine countries are: First, Border Authorities will check through electronic database all the wanted people, objects or vehicles while crossing national boundaries. Second, is with improved border security. The eased border control will only be applicable to land and sea travel. Passport controls will be lifted only by April 2008 in airports.

On December 21, 2007 EU Commissioner for Justice Franco Frattini and Portuguese Prime Minister Jose Socrates led the festivities of this expansion at Baltic States and other locations.

US Temporary Visa Types and Classification as of December 2007

The website of the Department of State published as of December 2007 an updated list of Nonimmigrant Visa Types and Classification under the Immigration and Nationality Act. Descriptions of each type was provided for the public. Details are found at:

http://travel.state.gov/visa/temp/types/types_1271.html



Coming Soon



Professional Development
Program —
Modular Approach

You will learn more about
Managing the Risk of your
Human Capital:

- A. Global Relocation
- B. Corporate Immigration
- C. Hiring Competencies
- D. Expense Management
- E. Tax Equalization

Watch for
Announcement of
Dates & Locations
on our website

Juntee Speaks About International Recruitment & Management

On January 16th 2008, Juntee Terrenal, MA, GMS, President of JNT Consulting LLC, based in Mesa, Arizona will be the Key Note Speaker during the January Meeting of the Membership of Tucson Professional Recruiters Association. He will discuss the Management of International Recruitment and Requirements. For the event details you may contact: Ms. Dee Duarte, President of Tucson Professional Recruiters Association (<http://www.tucsonrecruiters.com>).



JNT Consulting LLC participates in welcoming the Disney Keys to Excellence to Greater Phoenix on February 25, 2008, in cooperation with Solution Infusion.

A One-Day Workshop: This is a rare opportunity to take an exclusive look at the “business behind the magic.” Participants will learn business best practices from *Walt Disney World insiders*, and discover ways to adapt and apply those best practices to their own organizations.

Participation is limited – register today! Promotional Code: JNTEMLI.

When : February 25, 2008, 8:00 a.m. to 4:30 p.m.

Location: Mesa Community College

The Jinnett B. Kirk Student Center, Navajo Room
1833 West Southern, Mesa, AZ 85202

Registration and Information:

Phone: (877) 544-2384 or Fax: (913) 712-9247

Online: www.keysaz.com

Pricing:

Receive a discount of \$50 off the standard fee by using this promotional code: **JNTEMLI.**

Additional group discounts available; see www.keysaz.com for details.

The program fee includes: registration, program materials, continental breakfast, catered lunch and two (2) catered breaks.

Forms of accepted payment: Visa, MasterCard, American Express, purchase order or check.

We would love to hear from you. Email us at: info@jntconsulting.com

Upcoming Events ...

- Please check News at:
<http://www.jntconsulting.com>