

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>

JNT CONSULTING LLC 'Your Partner for Growth and Development' 'Your professional coach' 'Your provider of programs and services'

Highlights ...

- Editorial: Who is JNT Consulting LLC
- Why do you need JNT Consulting LLC as your partner?
- *The Professional Portfolio of JNT Consulting LLC + Updates - page 2*
- *How Small Businesses can benefit by partnering with JNT Consulting - page 3*

The company 'JNT Consulting' was founded in 1999 assisting clients in the industries of high tech, hospitality, community-based, education and recruitment, at different levels of need, serving as an outsourced external professional consultant.

In 2003, JNT Consulting has expanded its operation from its original hub in Cupertino, California to Mesa, Arizona.

In 2005, JNT Consulting has moved its headquarters to Mesa, AZ.

Mr. Juntee Terrenal, MA, GMS, is the President of JNT Consulting LLC, with 20+ years of professional experiences, whose reputation and qualifications has been acknowledged by his professional peers and clients across industries.

Representative of Testimonials are found at >>>>

<http://www.linkedin.com>

Juntee was among the first recipients of the worldwide industry designation called 'GMS - Global Mobility Specialist' by [Worldwide ERC](#).

From JNT's initial service date in 1999 up to the present, JNT Consulting has continuously exceeded its clients expectations thru its consultative approach in listening to their concerns, assessing their needs, and defining strategies that have effectively resulted into a successful achievement of each goal.

Our core expertise as a consulting company is highlighted by the

'Strategic Staffing Resource Management' which include Global Employee Relocation and Transfer, Global Corporate Immigration, Global Contingent Workforce, Recruitment and Staffing, Education, Professional development and Coaching.

"We take care of our client's needs as priority and assist them sensitively through their course of action, and working together is a mutual fulfillment of expectations and delivery" - Juntee Terrenal



Worldwide ERC® (Employee Relocation Council) - provides current issues, trends practices for the movement of employees, within the United States and globally. <http://www.erc.org>

Portfolio of JNT Consulting LLC



- Creating, establishing and managing global corporate immigration
- Coaching hiring managers with strategies and compliance to the requirements of employment and immigration laws in the US
- Coaching managers and employees with the compliance requirements of migration to another country from the United States
- Managing the multiple layers of requirements and uniqueness of each case for each employee, and guide them with any additional compliance requirements and resolutions in cooperation of the legal counsel.
- Tracking each case status, manage all data, monitoring all requirements thru completion, direct HR Representative with any updates, requirements and completion compliance
- Managing the Deemed Export Rule requirements for corporate compliance
- Creating, establishing and managing the implementation of global employee relocation and transfer.
- Assessing all requirements from point of origin to the point of destination
- Guiding employee and management with all requirements in order to comply with both immigration and employment laws within the US or within the country where the employee will be relocating.
- Managing all third parties that are involved in the move.
- Orienting employee with the destination culture, business requirements, schooling for children, housing, and life styles.
- Coaching management with overall strategy for the implementation and completion of the international transfer
- Creating, establishing and managing global compliance program for international consultants who are categorized as 'foreign worker' thru 'PermitSure'
- Coaching management with any compliance requirements for any specific foreign temporary worker
- Educating hiring managers with the development and creation of professionally written job description, and analysis of compensation component
- Developing, designing and implementing curricula for professional staff development and coaching
- Coaching in conflict management, adult learning, communication skills proficiency and reinforcing employee relationships
- Recruiting the right candidates at the right time and the right place to reinforce higher retention and return of investments against bottom lines.
- Obtaining US equivalents of foreign-earned Degree credentials



H1B Cap Reached

Effective June 1st, the United States Citizenship and Immigration Services announced that H1B visas allocation has been reached.

Read the [USCIS Memo \(pdf\)](#).

Are there strategic approaches that can be considered by HR/Staffing Management as an alternative to gain quality foreign hires?

1. Seek guidance from your consultant on the best ways to find quality candidate that can fill the requirements of your position

2. Have your consultant evaluate the most applicable visa holder that can be transferred to your employ, and start recruiting them

3. Involve your consultant in assessing the qualification and background of your visa candidate or transferee candidate so that there are no violation of either employment or immigration laws that may be exposed

4. Obtain the help of a professional and experienced consultant about global relocation and transfer with global corporate immigration if you don't have one currently. Having them to assist you will make your work easier and you will avoid bigger issues to resolve at a later date.



Small Businesses Partnership



With the current trends, practices and challenges to sustain our bottom lines be in a large corporation, medium sized or small business enterprise.

Oftentimes, small businesses do not have the ability to utilize programs that bigger enterprises can afford. This is due to the high cost of running and sustaining the efficiency of these programs. One example is the Human Resource Management.

In this era where outsourcing has become an integrated facet of business landscape. These so called programs that afforded only to big corporations are now accessible to small businesses.

Small business owners can now compete with their bigger competitors because programs are now obtainable through an outsourced provider of strategic resource management.

JNT Consulting LLC has launched its program to accommodate small business enterprises and afford them with programs that will help them become more sustainable organization and established businesses.

At JNT Consulting we consult with businesses whose goal is growth and development. The following programs can be tailored to the business structure of a given organization once a needs assessment has been implemented.

- Recruitment and staffing of specialized function for your company
- Establishing of professionally written job descriptions
- Strategic analysis of your compensation component for your new position
- Assisting your organization to create and establish programs that will enhance bottom lines, growth, and efficiency to become functionally sound against your competitors

- Educating managers with more strategic approaches to take in relation to the business structure
- Coaching managers with competency based hiring, behavioral interviewing, and in compliance with both employment and immigration laws in the US
- Educating and professionally developing all staff with business literacy as the foundation of trust and authenticity in order to achieve sustainable and performing organization

Contact Information:

To discuss your current needs we can be reached at:

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Nugget of Wisdom:

*“ I want to make a difference in the world surrounding me
By unfolding gifts and talents ...
That can help humanity ...*

The best I have, I offer, not for special praise or pride ...

But count for peace, justice, love and compassion far and wide ...

*I know the secret of success,
the real reward each day,
Is not what I get out of life,
but what I give away ...”
B. Loots*



June 1, 2006

Press Release

USCIS REACHES H-1B CAP

Washington, D.C. – U.S. Citizenship and Immigration Services (USCIS) announced today that it has received a sufficient number of H-1B petitions to meet the congressionally mandated cap for fiscal year 2007 (FY 2007). The “final receipt date” for H-1B petitions subject to the FY 2007 annual cap was May 26, 2006. Affected H-1B petitions received on that date will be subject to the random selection process described below. H-1B petitions subject to the FY 2007 annual cap that are received by USCIS after the “final receipt date” will be rejected. Additional information regarding the specific number of H-1B petitions processed is available at: www.uscis.gov/graphics/services/tempbenefits/cap.htm.

Cap and Set Asides: Congress has established an annual fiscal year limitation of 65,000 on the number of available H-1B visas, commonly referred to as the “H-1B cap.” Under the terms of the legislation implementing the United States-Chile and United States-Singapore Free Trade Agreements, 6,800 of the 65,000 available H-1B visas are annually set aside for the Chile/Singapore H-1B1 program. As a result of reserving 6,800 H-1B1 visas for FY 2007, the H-1B cap for that fiscal year is 58,200. However, USCIS has added back to the H-1B cap 6,100 unused FY 2006 H-1B1 visas, for a total of 64,300, as described below.

Unused Chile/Singapore visa numbers for a particular fiscal year are to be used within the first 45 days of the next fiscal year. As FY 2007 H-1B petitions are approved for start dates beginning no earlier than the first day of fiscal year 2007 and reasonable anticipated usage of approved H-1B petitions for any 45-day period exceeds 8,000, USCIS has incorporated its reasonable projection based on H-1B1 usage to date that 700 H-1B1 visa numbers will be used in FY 2006 into the FY 2007 H-1B cap count by adding the remaining 6,100 unused H-1B1 visas back into that count, resulting in a total cap of 64,300 FY 2007 H-1B visas approvable. Because unused H-1B1 visas for FY 2006 have been already allocated in this manner, there will be no additional later H-1B filing season to use these visas. The 6,800 visas reserved from the FY 2007 H-1B count for FY 2007 H-1B1 purposes are anticipated to be handled in a similar manner with respect to the FY 2008 H-1B cap count during calendar year 2007. This allocation of FY 2006 H-1B1 visas based upon reasonable projections of usage to the end of the fiscal year will not affect the availability of H-1B1 visas in any way; they will continue to be fully available, with any year-end difference between actual and projected usage expected to be minimal.

Cap Procedures: In accordance with the procedures announced in the *Federal Register* at 70 FR 23775 (May 5, 2005) (Allocation of Additional H-1B Visas Created by the H-1B Visa Reform Act of 2004) USCIS has implemented the following process for handling H-1B petitions subject to the FY 2007 cap:

- USCIS closely monitored FY 2007 H-1B filings and used projections to determine the date on which it received the number of petitions necessary to reach the Congressionally mandated cap.
- USCIS determined that the Congressionally mandated cap had been exceeded on May 26, 2006, the “final receipt date.”

- USCIS will subject H-1B petitions received on the “final receipt date” to a computer-generated random selection process. This process will enable USCIS to apply the remaining number of available H-1B visas to petitions received on that day.
- Cap subject H-1B petitions that are not randomly selected in the process described above will be rejected and returned along with the filing fee(s).
- Petitioners may re-submit the petitions when H-1B visas become available for FY 2008.
- The earliest date for which a petitioner may file a petition requesting FY 2008 H-1B employment with an employment start date of October 1, 2007, is April 1, 2007.

Current H-1B Workers: Petitions filed on behalf of current H-1B workers do not count towards the Congressionally mandated H-1B cap. Accordingly, USCIS will continue to process petitions filed to:

- Extend the amount of time a current H-1B worker may remain in the United States.
- Change the terms of employment for current H-1B workers.
- Allow current H-1B workers to change employers.
- Allow current H-1B workers to work concurrently in a second H-1B position.

Cap-Exempt Petitions: As directed by the H-1B Visa Reform Act of 2004, the first 20,000 H-1B petitions filed on behalf of aliens with U.S.-earned masters’ or higher degrees will be exempt from any fiscal year cap on available H-1B visas. For FY 2007, USCIS has received approximately 5,830 exempt petitions.

USCIS also notes that petitions for new H-1B employment are exempt from the annual cap if the aliens will be employed at institutions of higher education or a related or affiliated nonprofit entities, or at nonprofit research organizations or governmental research organizations. Thus, petitions for these exempt H-1B categories may be filed for work dates starting in FY 2006 or 2007.

H-1B in General: U.S. businesses utilize the H-1B program to employ foreign workers in specialty occupations that require theoretical or technical expertise in specialized fields, such as scientists, engineers, or computer programmers. As part of the H-1B program, the Department of Homeland Security (DHS) and the Department of Labor (DOL) require U.S. employers to meet specific labor conditions to ensure that American workers are not adversely impacted, while the DOL’s Wage and Hour Division safeguards the treatment and compensation of H-1B workers.

– USCIS –

On March 1, 2003, U.S. Citizenship and Immigration Services became one of three legacy INS components to join the U.S. Department of Homeland Security. USCIS is charged with fundamentally transforming and improving the delivery of immigration and citizenship services, while enhancing our nation's security.