



# Immigration Is Vital to This Start-Up's Growth Plan—Using a Scalable Immigration Service Makes that Plan a Realistic Goal



## TOP CHALLENGES:

- Immigration case processing scalability was difficult without the right technology to back Praedicat up.
- Jumping into immigration was challenging especially when having no prior knowledge or experience with it.

## ABOUT THE COMPANY:

Praedicat is a software start-up company that identifies emerging risks for clients and has offices in New York, Los Angeles and London. With a foundation deeply rooted in science, technology, analytics and a business-minded approach to client services, Praedicat is uniquely positioned to not only identify emerging risks but translate them into actionable business opportunities that result in profitable and sustainable growth. Praedicat pairs technology, machines and big data with a multidisciplinary team focused on transforming a client's risk into business opportunities.

### INDUSTRY

Data and Insurance

### HEADQUARTERS

Culver City, CA

### U.S. VISAS SPONSORED

H-1B's, Green Cards, J's, TN's

### ENVOY CUSTOMER SINCE

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Stephen Jones, general counsel at Praedicat, manages many aspects of Praedicat's legal needs, including immigration. He talks about the need for a start up to find the best talent from around the globe while balancing it with a business that is still growing.

"We get a lot of applicants that have different levels of work authorization in the United States," he says. "Often for highly skilled candidates, especially when we're having trouble filling a role, we'll want to sponsor a visa application, usually H-1B." However, filling roles with candidates from around the globe can be especially tricky for the fast-growing company. Luckily, Praedicat found Envoy.



## **SCALABILITY AND PREDICTABLE COSTS ALLOW FOR EASE OF MIND FOR GROWING START-UP**

Praedicat has applied for H-1B's and other visas every year and expect to continue this trend in the future. As a start-up, finding the right talent is so key to growth that immigration has become a core component to their business operations. With the number of visas Praedicat applies for each year, their immigration process needs to be as streamlined as possible.

"A system like Envoy makes that possible," he says. "In thinking about scaling up as the company grows, parts of my practice are going to be much more difficult to manage. Fortunately, I think the immigration part is going to be pretty easy with a partner like Envoy because we know how much it's going to cost and that we can get our cases processed efficiently and reliably."

Knowing how much money and time immigration cases will take helps Praedicat better plan for their future business goals and allocate budget more efficiently. Envoy's agile platform will also grow and adapt to Praedicat's business, making any increase in immigration caseload or organizational shifts manageable.



## **INFORMATION AND TRANSPARENCY HELP GENERAL COUNSEL BETTER UNDERSTAND THE CHANGING IMMIGRATION SYSTEM**

Before starting at Praedicat over two years ago, Stephen didn't have any experience with visas, USCIS or other immigration matters.

"Although I'm a lawyer, I have no immigration law experience at all," he says. "I would say I learned everything I know about immigration from Envoy."

Envoy's open line of communication made Stephen feel secure to ask questions and get insight into the legal process. With Envoy's Communication Center, he could quickly ask his attorneys legal questions and get answers back sometimes within the hour.

"One great thing about Envoy is I felt like I could ask every stupid question and ask every stupid question multiple times and each time they would patiently explain it to me," he says. "They're very patient, and with this kind of law, it's very complicated and there's a lot on the line not just for the company but for the employee also. It's very important to get it right."

Envoy's case workflows and easy to use interface also helped Stephen get up to speed with the visa application process quickly. Without having to read up on every visa application, he could follow the on-screen instructions to complete the applications needed for his employees.



## FINDING THE RIGHT PARTNER CAN MAKE ALL THE DIFFERENCE

Stephen discusses one of the more difficult Requests for Evidence (or RFE) that Praedicator encountered with Envoy's help.

"We were in a new situation with more scrutiny on immigration cases," he says. "Our employees are super knowledgeable. They usually know more about immigration than I do. They're also more tuned into the rumor mill, which is good and bad."

Stephen is concerned that sometimes there is an overload of information from the news and the internet, and it may be mostly focused on the worst case scenario. With Envoy, however, he can distill out what is important and what is not, and communicate that to his employees, helping them maintain peace of mind.

"Envoy has a wealth of information and they have experience dealing with RFE's," he says. "I don't know what we would've done if we didn't have them to lean on. They really worked with us and pushed us to make the best case possible and then it was successful which was a such great outcome."