



How One Media Company Saved Money and Time on Immigration

TOP CHALLENGES:

- Price was unpredictable with a traditional law firm leading to high costs.
- The immigration process was confusing and sometimes slow.
- There was no partner that could easily explain immigration and answer all questions.

ABOUT THE COMPANY:

In the Midwest, a well-known publisher is an essential resource for the legal community, providing business-critical information to legal professionals when they need it. Through this publisher, the latest news, business opportunities, court information and practice solutions are disseminated digitally to a wide audience of legal pros.

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April 2017

The human resources manager at the publisher heads up the company's immigration program, in addition to the manager's various other responsibilities such as talent acquisition, training and benefits administration. It was only a year ago that the publisher was ready to make the step toward sponsoring foreign national talent.

Because of the competition for IT talent – talent the company needed to fill the positions to deliver digital content to its audience – the IT department decided it was time to explore immigration.

“Because of the climate out there, in terms of competition, they found it necessary,” the HR manager points out.

The IT department approached the HR team with this realization, and the manager determined that an immigration partner with the right expertise and experience working with companies that were new to immigration was the best option.

During the decision-making process, the manager had discussions with immigration law attorneys at traditional law firms who didn't deliver exactly what the publisher was looking for.

“They weren't able to speak on my level as a layperson,” the manager says about the interaction.

Because everyone at the publisher was learning about corporate immigration from square one, they needed a partner that understood that. But it wasn't just the imbalanced communication that held the HR manager back from using a traditional law firm. It was also the high, unpredictable costs.

“Every time you called the attorney,” the manager says, “it would be cha-ching.”



BUDGET-FRIENDLY IMMIGRATION

Cost was a major factor in choosing to partner with Envoy over a more traditional immigration law attorney.

“I thought partnering with Envoy Global would make more sense because I could understand how they charge the client instead of charging for every phone call or email they send out,” says the HR manager.

That price predictability helped the HR manager understand what the immigration costs would be upfront – a comfortable approach for a company that was new to immigration. Convincing leadership was the next challenge.

The manager went to them with a solution-oriented approach, telling them,

“Look, this is the way to go. It's going to end up saving the company a little bit more money than working directly with an immigration law attorney, number one,” the manager told them. “Number two, they're going to be with us every step of the way, unlike an immigration law attorney.”

Leadership was sold.



FASTER LEGAL ADVICE

Today, the HR manager manages a small number of immigration cases, including H-1B visas and green cards. To handle each of her cases successfully, the HR manager turns to the Envoy portal – especially the Communication Center,

The HR manager particularly enjoys the Communication Center, which connects with attorneys anytime the manager or employees have a question. The attorneys are not only able to help answer questions in language that's simple to understand, but they also respond quickly so case processing progresses smoothly.



JUGGLING MULTIPLE ROLES

In a small organization with fewer than 200 employees, wearing multiple hats is something the HR manager is used to.

“There are only two of us in HR, and we have other things to pay attention to,” the manager says.

That's why it's been so helpful to rely on Envoy to step in when there is a question on a case or a complex situation.

“It makes it a lot easier to hand it over to somebody else who is the expert,” the manager says.



ALERTS MITIGATE MISSED TASKS

Though the Envoy-affiliated attorneys and Envoy's support team have been essential to helping the HR manager oversee casework, there are plenty of management tasks to do to follow a case through to submission. That's when Envoy's alerts and notifications come in handy.

“Whenever I am required to do something regarding a case, I'm notified,” the manager says. “Rather than me having to do all the heavy lifting.” When there is a task that needs to get done, Envoy's email notifications alert her so she doesn't miss a beat.

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