



# Kforce International Talent Solutions Provides Proven Expertise in Advisory Solutions

Kforce's International Talent Solutions (ITS) team delivers best-in-class advisory services to help customers internally manage the challenges of a foreign-born contingent workforce. Our customized solution includes compliance consulting, strategic planning and access to industry expertise from our immigration specialists. This service gives customers actionable strategies that add significant value and mitigate risk of noncompliance.

## Customer Profile

A large Midwestern bank with assets over \$50 billion.

## Project 1: Expiring Student Visa Risks Loss of Critical Resource Mid-Assignment

### Challenge

Internal restrictions and turnover left a prominent Midwestern bank scrambling to figure out how to convert one of their most senior foreign-born Quality Assurance (QA) lead's H-1B visa by the fast-approaching filing deadline. When their internal team was denied the consultant's application, the bank engaged Kforce's experienced ITS team to save this critical resource from deportation and prevent disruption to the project.

### Solution

Recognizing the urgency of the situation, ITS practice leaders quickly strategized with the customer on the consultant's situation. The ITS team recommended transitioning the consultant over to a Kforce W-2 employee, allowing Kforce to file the consultant's green card application. With an exceptional visa approval rating, Kforce's application was filed and approved in only a few days.

### Outcome

Kforce helped the bank avoid major project disruption to a business-critical QA testing initiative. This initial advisory service has fueled a stronger partnership, as the bank has retained Kforce to advise on the permanent onboarding of other critical foreign-born resources.

# Kforce ITS Provides Proven Expertise

Technology | Case Study



## Customer Profile

One of the largest U.S. commercial banks valued more than

- 17.9 million customers
- 3,200 branches nationwide
- \$360 billion in annual revenue

## Project 2: Kforce Immigration Expertise Protects Large Bank From Hefty Noncompliance Fine

### Challenge

Lack of oversight of their Vendor Management System's (VMS's) handling of foreign-born consultants had exposed a large Midwestern bank to tremendous risk. Of critical concern was the VMS's refusal to post the federally mandated Labor Condition Application (LCA) notice at the start of a Kforce consultant's engagement. Fearing the possibility of other noncompliant activities, Kforce pulled their consultant off-site and approached bank leadership to present a solution to their noncompliance risks.

### Solution

ITS practice leaders and local Kforce account managers advised bank leaders on VMS processes to mitigate such costly risk. These processes included:

- Posting LCA notices
- Providing fair market wages
- Assignment confirmation notices

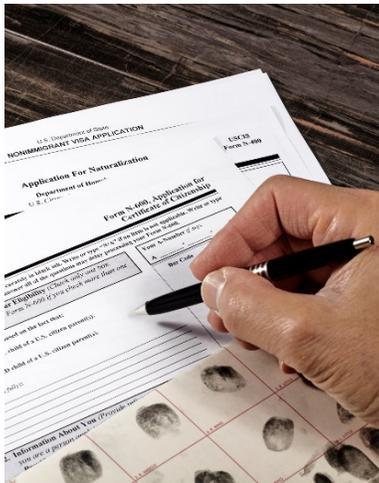
### Outcome

This advisory partnership with Kforce ITS helped the bank establish a compliant VMS. Pleased with the speed and quality of service received from the ITS team, the bank:

- Greatly reduced their noncompliance risk
- Reopened the VMS, with full faith in the revised foreign worker hiring processes
- Enhanced their in-house knowledge of the immigration compliance processes
- Gained a fully invested partner for future compliance advisory services

# Kforce ITS Provides Proven Expertise

## Technology | Case Study



### Customer Profile

A Midwestern health insurance services payer provider with a network of:

- 1,900 physicians
- 25 hospitals
- 50 clinics
- 200 pharmacies

## Project 3: Immigration Expertise Overhauls Large Payer's International Talent Acquisition Process

### Challenge

Significant turnover within a large Midwestern health insurance payer's Human Resources (HR) department stalled the hiring of a critical foreign-born resource. The HR team lacked knowledge and experience on the hiring process of H-1B visa candidates. Fearing the loss of the candidate due to the delay and confusion, the payer quickly sought the assistance of Kforce's experienced ITS team to help them secure and onboard the resource.

### Solution

Recognizing the urgency of the situation, HR leadership quickly transitioned the responsibility of filing the candidate's paperwork over to proven ITS practice leaders. Filing the necessary documentation, Practice Leaders ultimately received approval on the candidate's visa within the two-week onboarding timeframe originally promised to the candidate.

### Outcome

Extremely pleased with the customer service and expertise received, the payer further engaged Kforce to interview six other potential H-1B candidates submitted from other vendors for open positions. Meeting with every candidate, Kforce was able to advise the customer on the potential hiring complications associated with each of the candidate's visa situations. As the partnership grows, the payer now engages Kforce ITS to capture and resolve any complicated visa situations that arise as soon as possible.

### About Kforce

Kforce is a leading Technology and Finance & Accounting professional staffing services firm with a national network of over 60 offices, two National Recruiting Center locations in Tampa and Phoenix and more than 2,000 staffing specialists. Annually, we engage over 23,000 highly skilled professionals in both flexible assignments and direct hire placements with more than 4,000 customers of all sizes, including 70% of the Fortune 100.