

A group of people are gathered around a wooden table, looking at documents and smiling. A large, semi-transparent world map is overlaid on the table, with white lines connecting various points across the continents. The map is centered on the Atlantic Ocean. The text "MELTZER HELLRUNG OVERVIEW" is written in large, white, bold, sans-serif capital letters across the middle of the image.

MELTZER HELLRUNG OVERVIEW



MELTZER HELLRUNG
IMMIGRATION SOLUTIONS

Welcome to Meltzer Hellrung

Meltzer Hellrung partners with clients to build tailored global immigration strategies that ensure clients are able to recruit and retain the very best talent the world has to offer. We pride ourselves on providing responsive, transparent, and compassionate immigration solutions through a high-touch technology-driven approach to immigration.

Our proprietary immigration management platform called Voyager®, designed and developed by Meltzer Hellrung, delivers an exceptional client experience that is fast, transparent and secure.

Our comprehensive services portfolio covers a broad spectrum of immigration needs, including: US-based immigration, I-9 compliance, immigration litigation and a range of global services.

Whether your business is a multi-national corporation, a venture-backed unicorn company or a single entrepreneur, we have the expertise and processes to provide the strategic immigration-planning guidance and the legally compliant, scalable solutions designed for your unique needs. As your company grows, we scale with you to meet your evolving immigration needs.

Lucid

“

“A strategic and effective immigration program has been critical to Lucid’s talent growth, and Meltzer Hellrung has been an instrumental partner in making it happen.”



LEAH DUNN
Director, People Operations, Lucid

Meltzer Hellrung Founders

MATTHEW MELTZER, CO-FOUNDER AND MANAGING PARTNER



Matt works with entrepreneurs, start-ups, and companies of all sizes—across numerous industries—to pursue immigration programs in the US and globally. Matt pursues innovative immigration approaches, including the use of litigation when necessary. Matt leads the firm’s legal operations team to emphasize excellent service through clear communication and well-designed processes.

MATTHEW HELLRUNG, CO-FOUNDER AND MANAGING PARTNER



Matthew specializes in helping companies meet their talent needs through immigration program creation and management. With a diverse client base spanning industries such as artificial intelligence, engineering, education, manufacturing, and entertainment, Matthew offers tailored counsel on immigration matters, including corporate reorganizations, mergers and acquisitions, enforcement actions, compliance, and increasing access to global talent.

His expertise extends to securing various U.S. work visas (B, E, H, J, L, O, P, Q and TN), green cards across all employment-based categories, and I-9 compliance.

Our company values describe the essence of the Founders and the firm:

WE ARE GROWTH-MINDED:

We approach our service, our organization, and our careers with an innovative spirit. To succeed in providing great service to our clients, we are committed to a growth mindset.

WE ARE RESILIENT

Immigration is demanding. For our clients, foreign national employees, and their families, the immigration process is inherently stressful. To continue to provide great service to our clients requires a spirit of resilience.

BE AUTHENTIC:

Being authentic is woven into the fabric of who we are as a firm. Showing up honestly, expressing your ideas and concerns, and being accepted for who you are is the heartbeat of our culture.

TAKE OWNERSHIP

We embrace our roles, responsibilities, and work with a sense of accountability, urgency, and integrity. We take full responsibility for our actions and outcomes.



The Meltzer Hellrung Difference



We are not your typical law firm. We offer client services with the personal touch of a small firm, with the resources and global scale of a large firm. We strive to be the “New Generation Immigration Solutions” provider with an innovative spirit to disrupt and constantly improve the immigration process for companies, employees and their families.

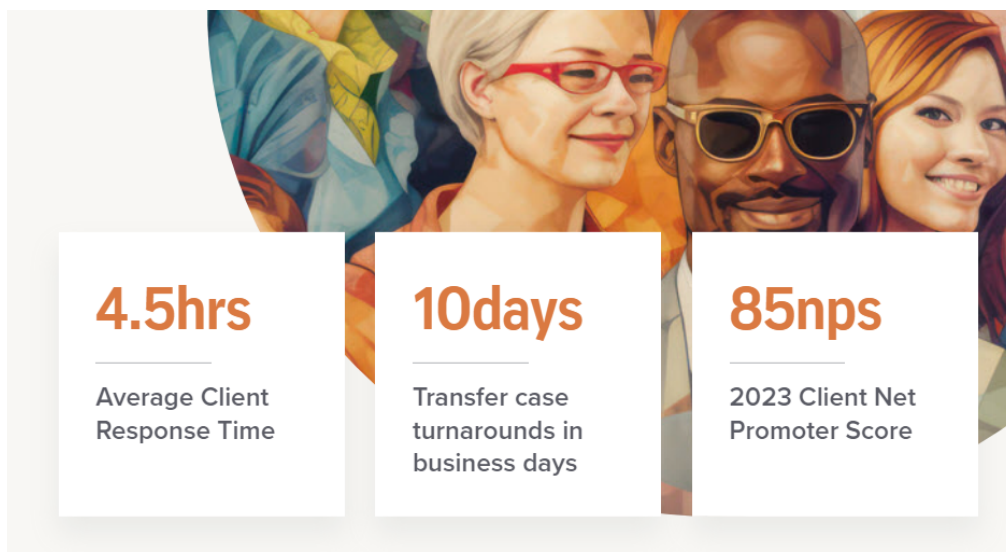
We were founded with the belief that you need to approach talent challenges with new ideas. Meltzer Hellrung understands the complexities of immigration and responds with strategic solutions that legally challenge the status quo, designed to meet your needs and deliver results, with an overall process that is faster, transparent, efficient and ultimately, successful.

Our people are what makes us great. We are an energetic, diverse, and driven group, unified in our love for immigration services and delivering the best client experience.

OUR SUCCESS IS BUILT ON DELIVERING THE BEST CLIENT EXPERIENCE

Immigration is a complex and highly stressful process. Our mission is to deliver the best immigration experience as we know this is the formula for success.

Our people are what makes us great.



TeleWorldSolutions

“A successful partnership that provides peace of mind for both our employees and the organization.”



DEYSI RIVERA
Senior Director, HR

Meltzer Hellrung Voyager® Technology



Voyager® is our proprietary immigration management platform designed and developed by the Meltzer Hellrung team to deliver exceptional client experiences and improve the immigration journey for everyone involved.

MAIN SCREEN

The Main Screen displays a welcome message for Herbert, dated October 9, 2023. It features a sidebar with navigation icons and a summary of tasks: 5 questionnaire sections to complete, 15 documents to upload, and 2 tasks. The main content area includes an 'Overview' section with a 'Your Case' card showing a progress timeline from Case Opening to Final Decision. The timeline is currently at 'Data Collection'. Below this, there are sections for 'Knowledge Center' (Adjustment of Status Interview Tips) and 'Recent Developments' (FY 2025 Visa Lottery and USCIS Lengthens Validity of EAD Cards). At the bottom, there is a 'My Tasks' section with a table header: ACTION, NAME, PROCESS, DEADLINE.

CASE SUMMARIES

The Case Summary screen for Sasha Goosto (Case No. 0110-0003-1) shows a detailed view of the case. It includes a 'CASE COMMENTS' section on the left with messages from Macronda Moghissi and Fernando Goosto. The main content area features a progress timeline from Case Opening to Final Decision, currently at 'Recruitment'. Below the timeline, there are sections for 'Key Dates' (Prevailing Wage Request Filing due 10/2/23, PERM Filing due 6/25/24, I-140 Filing due 12/12/24), 'Open Tasks' (1 task to complete, 2 tasks for Jubilee Andrews, 1 task for Sasha Goosto), 'Prevailing Wage Case' (PWR Case No. A-123-45678-123456), and 'Receipt Numbers' (USCIS Receipt No. ABC-12-123-12345, ETA Case No. A-12345-67890).

Video experience: [Meltzer Hellrung Voyager Demo Video Short \(youtube.com\)](https://www.youtube.com/watch?v=...)

Meltzer Hellrung Voyager® Technology (continued)

Meltzer Hellrung strives to deliver the industry's best experience via Voyager's unique immigration management platform design.

Efficiency: All case tracking, document compiling and task management related to immigration processing and hiring can be done within Voyager.

Transparency: Voyager appropriately reduces information silos to ensure important case and immigration status details are available to all stakeholders, reducing communication burdens and overall confusion.

Knowledge: Voyager gives you and your foreign nationals immediate access to all the latest news, curated immigration information, and credible insights from our Meltzer Hellrung legal team.

Security: At Meltzer Hellrung, we deeply value and prioritize data privacy and security at each step of our development and legal processes.

No Extra Charges: If you are a client, Voyager is included in the costs of our services.

**We have launched Voyager to ensure that
we deliver on our promise of service that is
transparent, fast, and secure**



Employee Experience

- Each employee is assigned a dedicated process management team consisting of a partner, associate, and paralegal to answer all employee questions and concerns via email within one business day.
- Each employee receives access to Voyager® our enterprise immigration platform to provide their information to us securely. The platform also allows employees to follow the progression of their immigration processes from initiation and preparation through filing and approval.
- Each employee is subscribed to our monthly employee-focused immigration newsletter to provide a trusted source of information regarding changes in immigration policy and procedure, travel guidance, and family immigration advice.
- Request feedback from employee and company contact in the form of an NPS score with each process we handle.

Process

- We assess each client's immigration program holistically, setting stakeholder customized milestones to address short-term process issues, mid-term strategic policy and compliance initiatives, and long-term implementation and training measures.
- We memorialize your strategic immigration initiatives into a standardized policy to serve as one "source of truth," providing clarity on immigration policy and procedure to talent acquisition, human resources, and general counsel stakeholders.
- We establish program management touchpoints with company stakeholders to drive milestone completion, conduct process initiation and program planning, and provide reporting on cost, SLA adherence, and employee satisfaction.

Strategy

- We create customized immigration strategies for companies designed to achieve strategic initiatives such as increased access to talent, cost control, compliance, scalability, and foreign talent retention.
- We benchmark your immigration program against your industry and geographic competitors, balancing talent acquisition and retention goals with compliance burdens and program management costs.
- We mold your immigration program from an employee benefit to a strategic talent advantage.

Transparency

- We have built customized workflows in our enterprise immigration platform to make immigration processing transparent and efficient for company representatives and employees, including process preparation milestones, estimated tasks completion and filing dates, customized filing and approval alerts, and electronic review, storage, and retention of all filings and compliance documents.
- We establish regular program management touchpoints with company stakeholders to review ongoing cases, initiate future visa and green cards, and discuss immigration policy changes that may affect program operations.
- We make ourselves available to all company stakeholders and employees via phone and email, responding to all correspondence within one business day.



ACCOUNT MANAGEMENT

Meltzer Hellrung staffs every client account with at least one dedicated attorney and paralegal. That leadership provides consistency, institutional knowledge, and a dependable communications resource. Depending on the scope of the program, additional attorneys and paralegals may also work on the client account. We do everything we can to minimize turnover or staff changes on an account.

In our model a particular paralegal and attorney are assigned to each particular application process. That is visible in our Voyager platform to all involved. They will be responsive to all communication.

US IMMIGRATION

Whether your business is a venture-backed unicorn, Fortune 500 corporation, or small-to-medium sized company, we've built a responsive, dedicated legal services team to answer your immigration questions, provide strategic immigration program guidance, and a centralized, easy to use immigration management platform, Voyager®, to help your company build scalable immigration solutions designed for your unique needs.

U.S. Services

- Immigration work visa processing, including: B-1, B-2, E-1, E-2, E-3, F-1 OPT STEM, H-1B, H-2A, H-2B, H-3, J-1, L-1, O-1, O-2, P-1, P-2, P-3, TN and all associated dependent visas
- Immigration green card processing, including: EB-1A, EB-1B, EB-1C, EB-2 National Interest Group, EB-2 Schedule A Groups 1 & 2, EB-2/EB-3 PERM, EB-4 special immigrant, EB-5 Immigrant Investor, and all associated dependent green cards
- Strategic advice to maintain and improve your program's immigration compliance
- Immigration program management guidance to increase efficiency, decrease expenses, and improve your company's immigration experience
- Immigration program budgeting and forecasting
- Merger and acquisition due diligence related to immigration and I-9s
- Global immigration consulting pertaining to U.S. inbound talent acquisition
- Consular processing consulting and preparation

Meltzer Hellrung Services (continued)

GLOBAL IMMIGRATION

Immigration program management does not stop at the US border. Meltzer Hellrung helps companies secure visas and work authorization around the world.

Whether sending an executive on a 5-day business trip or hiring full time employees in another country, Meltzer Hellrung helps companies navigate the challenges of a global workforce and customer base. By utilizing Meltzer Hellrung's global immigration services, you have one stop to manage a global program, track all immigration statuses across your company, and get advice for any country.

I-9 & IMMIGRATION COMPLIANCE

Immigration compliance is growing more and more vital to business operations worldwide, and it's challenging to avoid the wide variety of issues that can arise. Complex processes like corporate restructuring and large-scale projects can be especially challenging. Successfully navigating immigration compliance can mean the difference between growing your business or obstructing your goals. Meltzer Hellrung strategically partners with you to provide immigration compliance services that help you:

- Manage your most complicated immigration projects and scenarios
- Craft compliance solutions that avoid pitfalls before they happen
- Help correct issues if they do occur

I-9 Audits and Training

Through proactive internal I-9 audits, Meltzer Hellrung helps to correct errors before they become problems. We conduct I-9 compliance and file reviews to uncover noncompliant patterns and can help you implement process improvements to avoid I-9 investigations and fines. We can also raise your I-9 compliance profile by training your staff to spot and address potential issues to maintain compliance after an audit.

Mergers and Acquisition Restructuring

Mergers and acquisitions (M&A), divestitures and other types of corporate restructuring activities are typically focused on the “big-picture” and mitigating financial risks—and the critical area of immigration compliance is often overlooked. If you're not considering the immigration impacts of a transaction, it can lead to serious repercussions for employees and the success of the deal. Meltzer Hellrung can partner with you to provide strategic guidance and support on the immigration aspects of all your corporate activities.

Immigration Project Support

Large scale projects often require the simultaneous movement of dozens of employees. They face different challenges based on how many employees are moving, their roles and credentials, and the countries involved. We can help you build custom action plans in line with your priorities and targets, helping you leverage immigration as an advantage to achieve your goals.

Meltzer Hellrung Services (continued)

IMMIGRATION LITIGATION

The immigration process can feel like an intimidating black box in the best of circumstances. When faced with difficult circumstances, the idea of considering federal litigation to solve an immigration problem can seem even more daunting. However, litigation is often the best way to solve issues where the government has acted unfairly by issuing a wrongly considered decision or has failed to act at all. Meltzer Hellrung helps employers and foreign nationals in federal courts with immigration challenges from baseless denials and unreasonable government actions.



“The Meltzer Hellrung team is very responsive to our needs - they are consultative and responsive, and their Voyager platform makes the overall process transparent, smooth, quick, and efficient.”



TINA LIU

Senior Director, People Operations, Sift

Meltzer Hellrung's Promise



Immigration can be very complicated; we make it simple!

Working with a provider you can trust is critical. Expertise, customer service and experience matter. Our dedicated team ensures your company is able to achieve its strategic immigration vision, helping employees and their families navigate their immigration journey with knowledge and confidence at every step.



Meltzer Hellrung has been chosen by Crain's Business Chicago as a top 100 "Best Places to Work in Chicago" for 2023.