

Global Mobility & Migration



“What excites me is their mobility offering; it’s a mix of excellent legal advice delivered in an operational way. It is a very cohesive team and they work very well together globally. The whole team is wonderful.”

Chambers USA 2016



Global Mobility & Migration

Achieving Lasting Value and a Step Change in Service

Mayer Brown's Global Mobility & Migration practice has shifted the paradigm for managing the global workforce from reactive to preventative. While others take an ad hoc approach to problems, we are singularly focused on how each mobility transaction can enhance the totality of your program. In contrast to suppliers who are, in effect, being paid to solve the same problems multiple times, we take a long-term view—getting out ahead of issues and helping to disseminate solutions broadly, so that problems don't recur.

We are excited to share our model with you.

The Mayer Brown Advantage

The mobility plan we see many companies struggle with involves a series of very mechanized steps. Ultimately, these steps may yield a visa that puts an employee in the right place, at the right time and, fingers-crossed, in compliance with ever-changing immigration laws. But it's a confluence of factors that helps make an employee confident and productive and a mobility program cohesive and effective. Otherwise, both the employee and the mobility program can only react to bumps in the road, instead of focusing on where the road leads.

At Mayer Brown, global mobility service has leapt off the page of “tick boxes” to provide much more than baseline compliance and a pile of visas. With sophisticated GPS tools and techniques, some automated and some consultative, you can have confidence that your global mobility plans offer ironclad brand protection *and* yield a significant workforce competitive advantage.


We firmly believe that every activity tied to your mobility strategy is an opportunity to strengthen the engine that

drives your company's growth. Mayer Brown's Global Mobility & Migration practice takes a rigorous approach that inspires confidence and achieves compliance and an outstanding service experience:

- Total confidence that the company is in compliance with the rapidly-changing rules and practices surrounding immigration in the United States and across host countries;
- A service experience that is exceptional and attuned to the dual needs of your business and the employees who are assigned to new locations; and
- Ease of access to critical data, with reporting, tracking and knowledge management at your fingertips. We are adept at organizing information to help the end user—whether by providing traffic-light-coded roadmaps that prioritize risk or by presenting data in flexible formats that employees can access securely online, whether they are at the office or in an airport lounge.

Exceptional Service and Results





“The firm and people are just absolutely top standard. They are true business partners.”

Chambers Global 2015—Immigration

“Mayer Brown addressed what had been our biggest challenge—knowing what’s happening where. When we asked our prior provider for data, we just couldn’t seem to get it. It was a fire drill every time.”

Associate General Counsel (Global Mobility),
Public Company Operating in 40+ Countries

Global Immigration Solutions

Mayer Brown's presence in the world's leading markets enables us to offer clients access to local market knowledge combined with global reach. In addition, our wider network of best-in-class lawyers allows us to provide on-the-ground experience in every jurisdiction that is relevant to your enterprise. We work in an active, unified manner befitting our client service philosophy: *to provide quality on each and every assignment.*

Mayer Brown's global platform spans 24 offices with more than 1,500 lawyers based in key commercial and financial centers throughout the Americas, Asia, Europe and the Middle East.

Within this globally diverse platform is a select group of lawyers dedicated to global immigration and mobility. We appoint regional managers in the major financial centers of the world and have teams of experienced partners, counsel, associates and staff, many of whom have multi-firm backgrounds in immigration services. In the United States alone, the richness of our team is reflected in the language capabilities of the group, which, in addition to English, includes Arabic, Chinese (Mandarin), Farsi, French, German, Italian, Russian and Spanish.

70-Country International Network

Mayer Brown has invested considerable resources in evaluating and assessing the needs of our clients as they manage an increasingly globally dispersed workforce. Our team's direct experience with employers functioning across global regions, in particular with the risk management protocols essential to publicly traded US companies, is augmented by local consultants from more than 70 countries.

These local experts are immersed daily in local mobility issues in their jurisdictions. Infusing their on-the-ground knowledge to our global service, this combination of internal and external resources allows us to provide you with immediacy in our responses and precise, reliable strategies regardless of location.

Comprehensive Service Offerings

Our mobility team specializes in the full spectrum of services that global companies require:

- Developing, filing and managing applications for visas and other work authorizations in jurisdictions worldwide;
- Obtaining company certifications that may ease the process for visa and work permit filings (such as with the Blanket L certification program in the United States);
- Refreshing company policies to reflect industry and regulatory best practices;
- Providing audit training and support, as well as developing frameworks for compliance with record-keeping and worksite audit requirements;
- Advising on new market entry, including with regard to the employment of international workers;
- Development of merger and acquisition ("M&A") plans for transition of visa holders; and
- Providing training to legal departments, HR managers and, if necessary, applicants/employees at least twice a year, as well as trendspotting and benchmarking regarding worldwide immigration laws and practices.

What Makes Us Better

We provide a direct line of sight into immigration policymaking that will be invaluable in shaping a company's long-term strategy and devising reliable remediation plans. Ours is a seasoned team of lawyers exclusively dedicated to global immigration and mobility. Our team commands a knowledge of immigration laws and their impact on major business that spans close to 125 years, and encompasses the passage of every piece of immigration reform in the United States since 1986, the conversion of major European laws including the United Kingdom's move to a points-based system and the evolution of Asian and Latin American reforms in immigration, including visa and employment verification regulations and increasingly aggressive oversight over business travel. Our lawyers routinely receive inquiries from cabinet-level

A Focus on Compliance



agencies with regard to complex immigration law and have been asked to testify before the US Congress to provide well-reasoned “voice of business” perspectives on regulatory issues. And for good reason. Major clients commend our lawyers’ unmatched commercial pragmatism, white-glove service and consistently winning results.

MBMobility Portal

We are fully committed to creating innovative services and products that enhance every aspect of the global mobility process, adding value at no additional cost to the client. We have developed a unique communications portal, the *MBMobility Portal*, to facilitate communications, display and track each project we conduct (including project milestones, action tasks and automated reminders) and facilitate flexible reporting to manage our work for you.

The *MBMobility Portal* houses our case management system, which has extensive reporting capabilities. The system captures a wide spectrum of data points and generates a variety of reports on this data. Our *MBMobility Report* includes two reports that prove most helpful with our clients for managing their global mobility programs: our active case report, which provides snapshot views of the precise status of all active matters; and our expiration date report, which provides a forecast of visa needs for the next six-month period (or other periods, as needed). Our *MBMobility Report* uses a traffic-light coding system to give you an instant visual reporting on cases requiring urgent attention (red), cases requiring additional monitoring (yellow) and cases operating on track (green).

Embedded in all aspects of our service is risk education, prevention and protection. Protecting clients from risk is a major tenet of our service model.

“They are able to provide us with the layperson interpretation of the complex situation...They are able to identify issues very easily and provide the advice and support that you are looking for, very quickly and clearly.”

Chambers Global 2016





“The level of service was
exemplary—professionalism
I’ve not seen before in this area.”

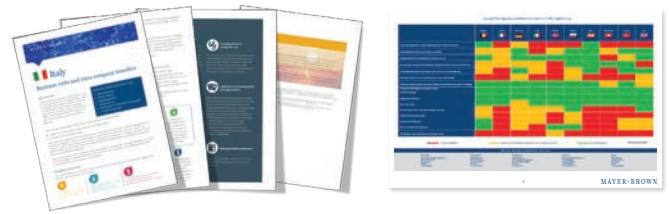
Chief Financial Officer of a Fortune 500
Company, October 2015

Strategy. Inherent to our delivery is a close evaluation of the legal requirements and governing practices in the relevant host country. Our strategy for each case incorporates these mandates, anticipating the issues that could arise if an employee is questioned at a consulate or port or the company is asked to present its records in response to an audit.

Audits. We provide you with the necessary records to protect you in case of an audit, we provide training for managing audits in various regions and we engage in real-time consultation to assist you if an audit occurs. We plan in advance to achieve a Class A or equivalent certification for you in each country of operation and keep you apprised of trends and patterns leading to higher enforcement in particular locations.

Renewals/Exits. We aggressively monitor deadlines, expirations, renewals and exit processes to ensure assignees remain in status and appropriately register all necessary changes.

Changes in Law. In view of your globally active workforce, keeping you informed on changes in law and practice that may impact your global mobility program is essential. Our early-warning system is designed to help you get ahead of impactful changes. We augment this early-warning system with regular updates to our compliance tools, which are produced regularly by our Know-How Team.



Compliance Center. Our MB Mobility Portal, which we would be pleased to demonstrate to you, includes a full Compliance Center, including an audits database, country navigators, mobility trends, training resources and alerts and breaking news.

BEST PRACTICES

1 GLOBAL TRENDSPOTTING

We alert your teams, prioritizing developments; game-changing/high-impact versus moderate or “FYI” issues.

2 CENTRAL PROCESS

We centralize invitation letter preparation and application approval.

3 COMPANY POLICY

We benchmark your policy for both employees and third-party on-site suppliers.

Representative Matters

- **Launched 40-country global trendspotting service** to help one of the world's largest employers address changes in law and practice from a central point.
- **Reengineered US L-1 program** for a financial services F50 company to reduce L-1 RFE rate from 50% to less than 10%, with 100% success rate.
- **Attained extraordinary visa solutions** for CEO and cadre of multi-regional C-level executives for major consumer goods company, with uninterrupted travel across multiple regions.
- **Facilitated seamless transition of global visa holders** in corporate reorganization (acquisition and partial spin-off).
- **Engaged in Immigration Risk Reviews** to address high-impact risk areas for F100 company in US, India, Kingdom of Saudi Arabia, and China.
- **Developed Vendor Resource Management best practice** for managing government audit and internal compliance tracking.

RELIABLE PRICING

Our fee schedules offer predictable, contained prices that incorporate each aspect of our work on any of your worldwide filings—from consultation through delivery of the requested immigration benefits—in single, inclusive fixed fees.

We would be happy to send separately our proposed Fixed-Fee Pricing Schedule, which provides rate tables

by region and category. The fees for our network of correspondent counsel are included in our pricing schedule, as we offer a single, integrated fixed fee for each service noted. Our *MBMobility* Portal and suite of Navigator, Traffic Light, and newsletter or alert publications are provided to you as complimentary services.

4 GLOBAL VISA CHECK SYSTEM


We launched the global visa check system to vet business travel according to established standards.

5 EDUCATION AND TRAINING

We provide user-friendly communications—e-news alerts, ethics training for managers and FAQs.

6 MANDATE ESCALATION

We ensure processes are in place for trips over 21 days or, if over 90 days, cumulative over the course of a year.



“Until I met Mayer Brown’s Global Mobility leaders I’d not seen the type of commercial pragmatism or risk management in immigration that matches our program in other areas such as anti-bribery and antitrust.”

Deputy General Counsel of a Fortune 100 Company,
June 2015



“[R]eally is able to
sometimes get the
impossible done.”

Chambers USA 2016



Our Global Presence

Mayer Brown has solid, deep roots in offices located in many countries where we have a strong presence in the local markets. That is the source of our global platform: Local capabilities and sizable teams of lawyers who know local law, local business and local clients. This combination enables Mayer Brown to provide meaningful results to its large multinational clients as well as in-country enterprises.

In both the United Kingdom and Germany, we have a history of service and presence in offices resulting from combinations with large local firms. In France, we combined with a respected Parisian firm with strengths in corporate, tax, finance and real estate. Mayer Brown's US operation is the firm's largest entity, with seven offices across the country.

In Asia we operate as Mayer Brown JSM as a result of our 2008 combination with JSM (formerly Johnson Stokes & Master), a leading law firm in Asia. Mayer Brown JSM has offices in Hong Kong, the People's Republic of China (Beijing and Shanghai), Thailand (Bangkok), Vietnam (Hanoi and Ho Chi Minh) and Singapore.

In Hong Kong, Mayer Brown JSM operates in association with Jingtian & Gongcheng, one of the first private and independent partnership law firms in China. Jingtian & Gongcheng is headquartered in Beijing, with offices in Shanghai, Shenzhen, Chengdu and Hong Kong.

In Latin America, we formed an association in December 2009 with Taill & Chequer Advogados, one of the largest law firms in Brazil, with offices in Rio de Janeiro, São Paulo and Brasília.

In 2015, we opened an office in Mexico City to enhance our service to clients operating and investing in Mexico's energy, finance and infrastructure industries. The Mexico City team is a fully bilingual and bicultural group of lawyers with long-standing experience in Mexican projects and financings.

In 2016, we opened an office in Dubai to support our growing list of clients doing business in the Middle East. Our presence in the world's leading markets enables us to offer clients access to local market knowledge combined with global reach.

About Mayer Brown

Mayer Brown is a global legal services organization advising clients across the Americas, Asia, Europe and the Middle East. Our presence in the world's leading markets enables us to offer clients access to local market knowledge combined with global reach.

We are noted for our commitment to client service and our ability to assist clients with their most complex and demanding legal and business challenges worldwide. We serve many of the world's largest companies, including a significant proportion of the Fortune 100, FTSE 100, CAC 40, DAX, Hang Seng and Nikkei index companies and more than half of the world's largest banks. We provide legal services in areas such as banking and finance; corporate and securities; litigation and dispute resolution; antitrust and competition; US Supreme Court and appellate matters; employment and benefits; environmental; financial services regulatory and enforcement; government and global trade; intellectual property; real estate; tax; restructuring, bankruptcy and insolvency; and wealth management.

Please visit www.mayerbrown.com for comprehensive contact information for all Mayer Brown offices.

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