



CASSEUS LAW

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Support Your Outstanding Researchers with an EB-1B Green Card:

Casseus Law has been successful in assisting companies obtain U.S. permanent residence green cards for their research employees

What do you as the employer need to provide?

1

A support letter for the researcher, which Casseus Law will help you draft, attesting to the following:

- The company employs at least three full-time researchers
- The company intends to employ the researcher as long as there is funding for their position
- The duties that the researcher will perform, or is currently undertaking for the company

2

Sign the USCIS forms that Casseus Law prepares for you: [G-28](#) and [I-140](#)

3

Proof that the company has the ability to pay the employee, and must provide one of the following:

- Copies of annual reports
- Federal tax returns
- Audited financial statements
- If the company employs 100 or more workers, you may submit a statement from the organization's financial officer establishing the ability to pay the wage

Note: The company must show the ability to pay the offered wage from the Form I-140 filing date (priority date) until the researcher becomes a lawful permanent resident (which takes about 1 year)

Benefits of Filing the EB-1B

- The employer is not required to pay the legal or the case filing fees, unlike H-1B, O-1 or PERM green card cases, which require employer payment
- EB-1B cases can be premium processed and clients can get an I-140 approval in as little as 15 days, and a green card in 6 to 18 months
- EB-1B cases have higher rates of success and lower levels of scrutiny than EB-1A cases

Casseus Law is Ready and Able to Assist Your Company with Your EB-1B Needs:

- Casseus Law has been in existence since 2011, and has maintained a 100% EB-1B approval record
- We have worked with multi-billion dollar pharmaceutical companies, small, medium and large companies, research institutes, and start-ups to help their talent obtain non-immigrant visas and permanent residence green cards
- We leverage technology to ensure that each case highlights the unique skills of the beneficiary, while ensuring that the case has zero errors



By Combining Our Immigration Experience with Technology-Enabled Automation, Our Clients are Successful in Achieving Their Immigration Goals



IMMIGRATION SOLUTIONS FOR YOUR FOREIGN NATIONAL TALENT

“Casseus Law has a 100% approval record on all EB-1B cases.”

Casseus Law is uniquely positioned to assist your company in obtaining permanent residence for your foreign national employees. During these uncertain times where the H-1B visa category faces increased scrutiny and permanent labor certification (PERM) applications require the complexity of the labor certification and recruitment processes, Casseus Law can help you obtain permanent resident status for your foreign national researchers through the Outstanding Professors and Researchers category (EB-1B).

Casseus Law has a 100% approval record on all nonimmigrant visas and employment based permanent residence applications including Individuals with Extraordinary Ability or Achievement non-immigrant (O-1) visa cases, National Interest Waiver (NIW) and Outstanding Professors and Researchers (EB-1B) filed with USCIS.

EB-1B

EB-1B: THE OUTSTANDING PROFESSOR AND RESEARCHER CATEGORY

The history of the EB-1B category

The “Outstanding Professors and Researchers” EB-1B category was added to the first preference (EB-1) classification, and exempted from the labor certification process, via the 1990 Immigration and Nationality Act (IMMACT ‘90), Pub. L. 101-649.

In support of the Act, Congress astutely acknowledged that EB-1B employees provide direct contributions to the United States and that U.S. workers alone could not meet the increased demand for high-level researchers, experts and professors.

Congress created the EB-1B expedited process for obtaining permanent residence for qualifying EB-1B eligible foreign nationals including professors and researchers holding tenured or tenure-track positions and researchers employed in indefinite research positions. The EB-1B regulations require an offer of employment as a threshold requirement of the first preference petition filed on behalf of an outstanding professor or researcher. 8 C.F.R. § 204.5(i)(3)(iii).





EB-1B Employment Definition

Section 203(b)(1)(B)(iii)(I)-(III) of the Immigration and Nationality Act (INA) defines employment for outstanding professors and researchers as:

- **1: Tenured or tenure-track position at a university**
“for a tenured position (or tenure-track position) within a university or institution of higher education to teach in the academic area;”
- **2: Conducting research for a university or institution of higher education**
“for a comparable position with a university or institution of higher education to conduct research in the area; or”
- **3: Conducting research for a private employer**
“for a comparable position to conduct research in the area with a department, division, or institute of a private employer, if the department, division, or institute employs at least 3 persons full-time in research activities and has achieved documented accomplishments in an academic field.”

The EB-1B regulations provide that the offer of employment be in the form of a letter from the petitioning employer including the U.S. university or institution of higher learning or a department, division, or institute of a private employer detailing that the employment is a tenured or tenure-track teaching position or a “permanent” research position in the foreign national’s academic field. See 8 C.F.R. § 204.5(i)(3)(iii)(A)-(C). **The word “permanent”, in reference to a research position, is defined as: “either tenured, tenure-track, or for an indefinite or unlimited duration, and in which the employee will ordinarily have an expectation of continued employment unless there is good cause for termination.”**

One-Year Contracts Permissible

EMPLOYMENT THROUGH ONE-YEAR CONTRACTS IS PERMISSIBLE IN THE EB-1B CATEGORY WITH A REASONABLE EXPECTATION THAT FUNDING WILL CONTINUE

USCIS in their guidance states the following: **“For example, many research positions are funded by grant money received on a yearly basis. Researchers, therefore, are employed pursuant to employment contracts that are valid in one year increments. If the petitioning employer demonstrates, however, the intent to continue to seek funding and a reasonable expectation that funding will continue (such as demonstrated prior renewals for extended long-term research projects) such employment can be considered “permanent” within the meaning of 8 C.F.R. § 204.5(i)(2). Adjudicators should also consider the circumstances surrounding the job offer as well as the benefits attached to the position. A position that appears to be limited to a specific term, such as in the example above, can meet the regulatory test if the position normally continues beyond the term (i.e., if the funding grants are normally renewed).”**

Reference: Guidance on the Requirement of a “Permanent Offer of Employment” for Outstanding Professors and Researchers, Michael Aytes, June 6, 2006.

Casseus Law has worked with research institutions to sponsor postdoctoral researchers and research fellows with one-year employment contracts for the EB-1B category using the concept of indefinite duration employment.





EB-1B Requirements

There are three threshold requirements to prove to obtain an EB-1B petition approval:

- 1 Foreign national has international recognition for outstanding achievements in a specific academic field.
- 2 Foreign national has 3 years of research experience in the field.
- 3 Foreign national has an offer of permanent, tenured or indefinite (no fixed termination date) employment at a university or institution. Additionally, if the employment is with a private company the petition must include proof that the company employs at least 3 full-time people engaged in research activities.

The EB-1B further requires that foreign national include proof that they have obtained two out of six forms of documentary evidence:

- 1 Evidence of receipt of major prizes or awards for outstanding achievement
- 2 Evidence of membership in associations that require their members to demonstrate outstanding achievement
- 3 Evidence of published material in professional publications written by others about the foreign national's work in the academic field
- 4 Evidence of participation, either on a panel or individually, as a judge of the work of others in the same or allied academic field
- 5 Evidence of original scientific or scholarly research contributions in the field
- 6 Evidence of authorship of scholarly books or articles (in scholarly journals with international circulation) in the field

Historically, EB-1B cases have enjoyed high rates of approval from USCIS due to the fact that the requirements are not as demanding as the EB-1A extraordinary ability category, which requires the petitioner to be one of the top people in their field. Furthermore, the ability to leverage the prestige of the employer makes the EB-1B category a very attractive option.

How Casseus Law Can Help You Obtain EB-1B and Permanent Residence for Your Employees

Six easy steps:

- 1 Employer identifies employees who may be eligible for EB-1B classification.
- 2 Send Casseus Law employee resume, Google Scholar report and brief research summary of employee's outstanding research or teaching.
- 3 Casseus Law performs free credential review to determine if employee is eligible.
- 4 Casseus Law provides feedback. If employee does not meet EB-1B criteria, Casseus Law provides information for how to strengthen the employee's credentials. If employee is eligible, Casseus Law will commence representation.
- 5 Casseus Law coordinates the case filing with employer and employee and handles all aspects of the case from start to permanent residence green card.
- 6 Casseus Law provides on-going updates and services to help you track your employees case.

The Casseus Law process ensures timely EB-1B approval

- **Teamwork:** We work with the employer and foreign national to create an action plan to complete the case within an agreed upon timeline.
- **Communication:** Employer and employee have secure login to Casseus Case Portal to upload all documents necessary for case approval.
- **Convenience:** Casseus Law drafts and compiles all case documents including letters of support and supporting documents and USCIS forms.
- **Completion:** We handle your case from start to green card including answering requests for evidence.



The Expert Team

WORLD-CLASS TEAM. WORLD-CLASS RESULTS.



RACHEL CASSEUS, ESQ.

Founder and Managing Attorney

Education: B.A., Dartmouth College,
J.D., Suffolk University Law School

Memberships: American Immigration
Lawyers Association, Cambridge
Chamber of Commerce

Bar Admissions: Licensed to practice
law in Massachusetts. Because
immigration is a federal bar, Attorney
Casseus represents foreign nationals
in any state or country.

Languages: Haitian-Creole and
conversational Spanish



SABINE CASSEUS, ESQ.

Senior Immigration Attorney

Education: A.B., Princeton University,
J.D., University of Texas School of
Law

Bar Admissions: Licensed to practice
law in Massachusetts and Texas.
Because immigration is a federal
bar, Attorney Casseus represents
foreign nationals in any state or
country.

Languages: Haitian-Creole and
conversational Spanish

The Boston Globe

HUBWEEK 2017 Live updates Everything you need to know Full coverage

Boston entrepreneurs, leaders offer advice to would-be founders



CRAIG F. WALKER/GLOBE STAFF

Panelists (left to right) Ivan Fernandez de Casadevante, Rachel Casseus, and John Barros spoke during a HUBweek panel, "How to attract global entrepreneurs to Boston" at the UMass Club. De Casadevante and Casseus both founded their own companies and Barros is Boston's chief of economic development.

By Janelle Nanos | GLOBE STAFF OCTOBER 11, 2017

Launching a startup company is difficult. Doing it in a different country, while simultaneously navigating a complicated immigration system, is even harder. But several Boston entrepreneurial leaders on Wednesday offered reassurance to would-be founders hoping to set up shop in the United States: Start your company, we're here to help.



Casseus Law Has Successfully Obtained USCIS Approval for Individuals from the Following Institutions

Harvard University
Massachusetts Institute of Technology
Tufts University
Apple
Tesla
SpaceX
IBM Watson
Booz Allen Hamilton
Dartmouth College
Brown University
Boston University
Northeastern University
Koch Institute For Integrative Cancer Research at MIT
Dana-Farber Cancer Institute
Whitehead Institute
Broad Institute
Massachusetts General Hospital
Boston Children's Hospital
Beth Israel Deaconess Medical Center
Harvard Medical School
Harvard T.H. Chan School of Public Health
Novartis
Merck
Genomic Expression
Perceptive Automata
Boise Philharmonic
Illinois Philharmonic Orchestra
Harvard John A. Paulson SEAS
Harvard Department of Chemistry and Chemical Biology
Harvard University Graduate School Of Design
UMass Lowell
Brandeis University
TU Delft
Virginia Tech
The University of Texas System
University of Pittsburgh
University of Mississippi
University of Idaho
University of New Hampshire

Casseus Law Approved EB-1B and Permanent Residence Clients



SIDDHA NARAYAN KASAR, PH.D.

Case type: EB-1B

Position at the time of filing: Post-doctoral Fellow at Dana-Farber Cancer Institute

Country of birth: India

Degree: Ph.D., Molecular Pathology and Immunology, University of Medicine and Dentistry of New Jersey

Citations at the time of filing: 55

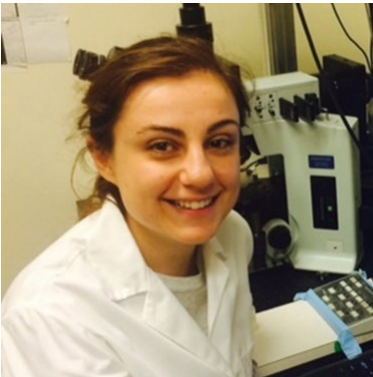
Status at the time of filing case with USCIS: H-1B

Dr. Kasar is a recognized expert and outstanding researcher in the field of Chronic Lymphocytic Leukemia (CLL). Over the past 7 years, Dr. Kasar has made many pioneering discoveries in the genetics of CLL. CLL is the most common form of leukemia in the United States and there are no effective cures. Dr. Kasar's research involves some of the most comprehensive genetic sequencing of CLL ever done. Dr. Kasar is working to developing a more complete genetic map of the patients who do not respond to treatment at the outset or develop resistance to treatment over time. The goal is to identify the mutations which lead to treatment resistant CLL. By systematically comparing the genomes of pre and post treatment tumors, Dr. Kasar has discovered multiple mutations that potentially cause resistance. The eventual goal is to better equip doctors with information to match a patient with the most effective treatment at diagnosis. With this information, we can begin to find ways to circumvent resistance.

Dr. Kasar has a history of conducting pioneering research, and her work has contributed greatly to expanding the current body of knowledge regarding CLL. Her contributions to oncology research have been tremendous. Her genetic sequencing and molecular biology laboratory skills place her in the top reaches of the cancer research field. With her exceptional research skills, Dr. Kasar has impacted the medical field, which is vital to the health and well-being of people around the globe.



Casseus Law Approved EB-1B and Permanent Residence Clients



SECIL KOSEOGLU, PH.D.

Case type: EB-1B

Position at the time of filing: Postdoctoral Associate at the Division of Hemostasis Thrombosis, Beth Israel Deaconess Medical Center, Harvard Medical School

Country of birth: Turkey

Degree: Ph.D., Chemistry, University of Minnesota

Citations at the time of filing: 120

Status at the time of filing case with USCIS: H-1B

Dr. Koseoglu is a recognized expert in analytical chemistry. Over the past 7 years, Dr. Koseoglu has made many pioneering discoveries in the development of bioanalytical methods for platelet analysis. Dr. Koseoglu has demonstrated a noteworthy level of creativity in her application of tools and strategies that are widely used in neural research to attack problems in hemostasis and thrombosis research. Her results showed the importance of Drp-1 in platelet granular release especially in fusion pore stability. Furthermore, she demonstrated how inhibition of this novel protein in platelets can prevent thrombus (blood clot) formation without disturbing fibrin generation in vivo. This outstanding work showed that Drp-1 can be a possible therapeutic target to prevent thrombus formation. This work is particularly important based on the fact that blood clots are a major life-threatening occurrence for people who encounter them. More recently, Dr. Koseoglu's work has demonstrated the role of Vesicle-associated membrane protein 7 (VAMP-7) in platelet spreading and granular secretion. This eye-opening work has had a huge influence on the platelet society and will change the way platelet secretion is studied by the entire scientific community.

Given her distinctive background in both electroanalytical chemistry and platelet secretion biology, Dr. Koseoglu represents a unique source for the scientific community. In addition to being an excellent researcher, she is a very talented mentor and instructor with her broad scientific training and intellectual curiosity. Dr. Koseoglu has all the features of an outstanding researcher. She is respected by colleagues, is pursuing innovative research that will ultimately fulfill the commitment to improve the health of individuals nationwide.

Casseus Law Approved EB-1B and Permanent Residence Clients



KAREN DE CEUNYNCK, PH.D.

Case type: EB-1B

Position at the time of filing: Postdoctoral Research Fellow, Beth Israel Deaconess Medical Center, Harvard Medical School

Country of birth: Belgium

Degree: Ph.D., Biochemistry and Biotechnology, Catholic University Leuven, Belgium—Laboratory for Thrombosis Research

Citations at the time of filing: 65

Status at the time of filing case with USCIS: H-1B

Dr. De Ceunynck is highly reputed for her research abilities and is among the few thrombosis young scientist that have a bright and successful future ahead. Because of her exceptional work, Dr. De Ceunynck was accepted for a postdoctoral position at the prestigious Beth Israel Deaconess Medical Center, a teaching hospital affiliated with Harvard Medical School. As a postdoctoral fellow in the lab of Professor Robert Flaumenhaft at Harvard Medical School, she is leading research to determine how parmodulins activate a cytoprotective signaling pathway in endothelial cells in vitro and in vivo. PAR1 inhibitors that have been developed so far block all pathways, pathological as well as protective pathways. Parmodulins are unique in that they block pathological responses while simultaneously eliciting protective effects in endothelial cells. These compounds provide an alternative strategy to interfere with complex thrombotic and inflammatory disorders. Hence, Dr. De Ceunynck's research has important implications for many medical conditions including diseases such as heart attack and sepsis (blood infection).

Dr. De Ceunynck's history of accomplishment in the field of thrombosis research is recognized by her peers and scientific organizations and institutions around the world. Her publications increase the level of knowledge and scholarship across the field. She contributes to advancing research both through her own research and by sharing her research with others. Dr. De Ceunynck's accomplishments are of fundamental importance to understanding the causes of and devising new treatments for sepsis, heart attack, stroke and related clotting injuries. Her work is of great importance to the health of Americans and people all over the world who are affected by these diseases.



CASSEUS LAW

U.S. DEPARTMENT OF STATE
NATIONAL VISA CENTER



Casseus Law is dedicated to providing our clients with individualized attention to their specific immigration needs. Because each case is different, we will take the time to assess your immigration options, walk you through those options, and assist you in achieving your goals.





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