

CLEVELAND, OH, February 20, 2014 **/24-7PressRelease/** -- Join this one-of-a-kind, FREE workshop that combines innovative thinking on workplace diversity, inclusion, and immigration strategies. Event is hosted by the Herman Legal Group, LLC and Visibility Marketing, Inc.

**** and stay after for the Multicultural Happy Hour!

Workshop Details:

Monday, March 3, 2014 from 4:00 PM to 5:30 PM Embassy Suites Cleveland - Rockside 5800 Rockside Woods Boulevard Independence, OH 44131

RSVP: Make your reservation on Eventbrite <http://tinyurl.com/ClevelandImmigrationlawyer> or by calling Connie Cook at (216) 696-6170 or emailing at connie@asklawyer.com

Workshop is complimentary. Cash Bar for Multicultural Networking Happy Hour. Seats will go fast.

So, what's this all about?

As a business professional, you've likely participated in workshops that have tackled issues of workplace inclusion, attracting/retaining diverse talent, globalization and America's changing demographics.

You may have also attended learning sessions on immigration law, H-1B visa petitions, employment-based green cards and even I-9 compliance.

However, diversity, workplace inclusion and immigration sponsorship have largely been separate disciplines, separate departments, and separate conversations.

Until now.

The facilitators, Todd Q. Adams and Cleveland Immigration Lawyers Richard Herman and Charmaine Rozario, will challenge the participants to think holistically and integrate the issues of talent attraction, diversity, and immigration sponsorship into ONE strategy and ONE goal: Building the Smartest Company on the Planet!

The world is changing. Fast.

In order to compete and win in the global marketplace, companies must develop new strategies to access resources from around the world --- including highly-skilled talent.

Without getting bogged down in too much legalistic detail, basic knowledge of the immigration sponsorship process (and debunking the myths) will help. Greater awareness of what foreign-born professionals are looking for as they land their first American job will also help.

What is often lost, however, is the importance of integrating foreign-born professionals into the workplace and community-at-large, particularly when the local environment is not globally diverse and may at times even be antagonistic.

Building trust and cooperation between the American and foreign-born workers, in the company and within the community, requires deliberate and strategic steps.

Relying on a black/white or black/white/Latino paradigm of racial diversity is not sufficient or sustainable in this global context.

A new approach is needed.

This workshop is timed to coincide with the upcoming H-1B filing date. The window for filing new H-1B professional worker visa petitions for foreign-born employees will open on 4/1/2014, and a new quota of 85,000 visas will become available for those workers not previously counted toward the cap. It is expected that this quota may be exhausted within weeks, or even days.

Now is the time to prepare your petitions and get them ready to be delivered to the U.S. Citizenship & Immigration Service ON 4/1/2014.

In this workshop, Richard, Todd and Charmaine will present key information and facilitate a discussion among the workshop participants on how best to develop an "immigrant-friendly" culture and maximize your ability to recruit the world's best and brightest for many years to come.

WORKSHOP TAKE-A-WAYS:

- How to encourage your company to become more "Immigrant-Friendly."
- New Strategies and Thinking: Holistic Approach to Diversity, Talent & Immigration.
- Information on how to demystify the H-1B visa and other immigration matters by creating a toolkit for HR and other company executives to use when hiring foreign nationals.
- Public Relations: Why Public Engagement and Communication Planning are Important to Foreign-Born Workers.
- Trends in Immigrant Inclusion in the Workplace.
- Data on the changing landscape in American companies in relation to immigrant-led

innovation, patents, startups and executive positions.

- What Immigrant Employees Need to be Successful in the United States.
- Multi-Stakeholder Engagement Strategies to Support Immigrant Workers: This includes value propositions for legacy stakeholders and new strategic partnership development.
- Ideas on how to minimize cultural barriers in the workplace by facilitating connections and sharing between American-born and foreign-born colleagues.
- Data on the foreign-born wave of STEM and bilingual talent graduating from American universities.

Projected ParticipantsHuman Resource ProfessionalsDiversity ProfessionalsCorporate and Civic LeadersMinority Community LeadersInternational StudentsImmigrant ProfessionalsYoung Professionals

GoalsTransform current thinking and encourage participants to begin integrating diversity, talent and immigration functions into one strategy.

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We hope you will stay after the program and join us in the hotel bar for a Multicultural Networking Happy Hour! Get to know some new people, share new perspectives, and open up to the world! Cash Bar will be available.

Program presented by the Herman Legal Group & Visibility Marketing.

Facilitators:

Richard Herman, EsqPrincipal,Herman Legal Group Co-Author of Book, Immigrant, Inc.

As an immigration and business lawyer, nationally-recognized author, and diversity advisor to cities and companies, Richard Herman has dedicated his life to changing the conversation on immigration and helping immigrants and their partners succeed.

He has helped shape the national movement to revitalize America's economy through federal and local policies which welcome immigrants and leverage the talents they bring to this country. Along with Robert L. Smith of The Plain Dealer, Richard is the co-author of the acclaimed book, Immigrant, Inc. (John Wiley & Sons, 2009) a powerful interweaving of success stories and research which will forever change the way you look at immigrants ---- and America.

Richard has spoken around the country on behalf of former New York City Mayor Michael Bloomberg's initiative Partnership for a New American Economy, a national coalition of over 400 CEOs and mayors who make the case that smart immigration makes America stronger and economically more vibrant. Richard has appeared on FOX News (The O'Reilly Factor), ABC News 20/20, National Public Radio, and has appeared in the New York Times, USA Today, BusinessWeek, Forbes, Inc., PC World, Computerworld, CIO, TechCrunch and InformationWeek. Richard is the President of the Herman Legal Group, a nationwide immigration and business law firm based in Cleveland and Columbus, serving a global clientele in over 10 languages.

Richard is the co-founder of TiE Ohio (The Immigrant Entrepreneur) and Global Detroit .

Todd Q. AdamsChief Officer of Sustainability and InnovationVisibility Marketing, Inc.

Todd Q. Adams has over 25 years experience as a technology and energy management professional. He holds a BBA in Computer Information Systems from Howard University. Adams has delivered solutions to clients within the electric utility, water utility, and government sectors. As a C-level consultant and technology strategist, he helps clients to better deliver on economic, environmental, and social outcomes.

As the Chief Officer of Sustainability and Innovation for Visibility Marketing Inc., Adams delivers organizational change management solutions and strategic planning services to clients within the areas of Smart Metering for Smart Grid, Electric Vehicles Readiness for Smart Grid, and strategic customer engagement for Smart Water Management. He also helps clients realize operational and environmental benefits for Intelligent Transportation initiatives.

Adams managed public-interest broadband initiatives in Miami, Florida, Detroit, Michigan, Biloxi/Gulfport, Mississippi and Gary, Indiana. He facilitated establishing public-private partnerships that utilize technological innovations to improve social outcomes within the industry sectors of healthcare, education, energy and water, and government.

Adams developed the North American marketing strategy for a major Smart Metering company. His responsibilities in that leadership role included public affairs strategy development, business-to business marketing, new business development, customer relationship management, and trade show management. He also served on the Business Council for the United States Conference of Mayors from 2005 - 2007.

He has worked for the City of Cleveland (2003 - 2005) as a program manager responsible for the deployment of a \$3 million enterprise resource planning application across 11 departments. This included a mobile workforce solution for more than 100 City inspectors and was the first ERP and mobile workforce application deployed by the City of Cleveland. His role also included managing implementation services, technology outsourcing partners, and the training plan for 400 uses.

Adams is a former adjunct college instructor teaching professional development strategies to technology professionals. He also conducted software user training in Mexico. He began his career as a software developer within the automotive and public utility industries.

Charmaine Rozario, Esq. Director, Employment Immigration Division Herman Legal Group

Since 2002, Charmaine Rozario has led the Herman Legal Group's Employment Immigration Division. Ms. Rozario represents some of the Northeast Ohio's fastest growing and dynamic employers. Ms. Rozario received a Bachelor of Arts degree in Economics and Commerce from the University of Bombay and Bachelor of Law degree from the Government Law College in Bombay. In the United States, she was awarded a Master of Law degree with Honors from Case Western Reserve University (2001) and is admitted to the Ohio Bar. Prior to joining our Firm, Ms. Rozario served as immigration counsel to one of the top 20 software companies in the United States. Ms. Rozario is fluent in Hindi, and conversant in Arabic and French. Ms. Rozario works closely with prominent Arab-American and Indo-American organizations in the United States. In addition to India, Ms. Rozario has resided in Egypt and Bangladesh.

This event is proudly presented by two companies: Herman Legal Group, LLC & Visibility Marketing, Inc..

Visibility Marketing

At Visibility Marketing Inc. we make you "more visible" by creating and executing integrated marketing communications solutions.

We solve your communications needs. Whether it is a new or updated website, marketing collateral (brochures, annual reports, catalogs, newsletters, posters, fliers) or targeted public relations campaigns aimed at specific audiences, we help you create the best solution for maximum exposure and maximum results.

We are the professionals who will help to talk with your key targeted audiences. It could be your employees, customers, clients, members, shareholders or the community. Visibility Marketing can help you reach them with the right messages and frequency that can make you "more visible" and profitable.

Visibility Marketing also has its "green visibility" initiatives. What does it mean? Well, we offer

triple bottom line messaging that communicates a return on investment. We communicate your fiscal, social, and environmental responsibility.

How?

*Media and public relations for Smart Grid and Smart Water Management initiatives.*Messaging that communicates the customer benefits associated with sustainable consumer behavioral modification.*Business case messaging for the green building and construction industry.*Writing and editing green economy articles and publications.*Communicating campaign development for energy management, environmental stewardship and smart water management initiatives.*Facilitating of public awareness and community education forums for advanced energy, and environmental initiatives.*Strategic messages in the areas of climate change and environmental justice.

Contact us. You can call or email us. We'd love to talk to you and our first consultation is free.

Visibility Marketing, Inc.24700 Chagrin Blvd., Suite 306Beachwood, Ohio 44122Tele: (440) 684-9920 www.visibilitymarketing.com

Herman Legal GroupThe Herman Legal Group is an experienced, compassionate and results-driven immigration law firm headquartered in Downtown Cleveland, Ohio, near the U.S. Citizenship & Immigration Service Office and Cleveland Immigration Court. The firm also has an immigration law office in Columbus, Ohio and Detroit Michigan.

Our team of Cleveland immigration attorneys provides professional assistance in areas of green cards, work visas, deportation/removal defense, political asylum and all areas of immigration law.

Our founder, Richard Herman, has over 20 years of experience representing families, individuals and corporations in immigration matters. We are passionate about immigration law and helping others.

In 2012, Richard Herman received the "Client's Choice Award" and top rating of "10" as an immigration lawyer by the law website AVVO.

For the ninth year in a row, Richard Herman has been recognized as a "Super Lawyer" by Super Lawyer Magazine in the field of immigration law.

Cleveland Immigration Lawyer Richard Herman has earned an "AV" rating by Martindale Hubbell, the highest skill and ethics rating by judges and peers.

Richard is a nationally-known author and speaker on immigration. He co-authored the acclaimed book, "Immigrant, Inc."

Richard Herman's team includes attorney Charmaine Rozario, who heads the firm's business immigration division; and attorney Vania Stefanova, who heads the firm's deportation division.

Serving clients throughout the country, Richard Herman and his team provide assistance in the following areas: marriage green cards, fiance visas, family-based green cards, deportation defense in immigration court, bond redetermination proceedings, immigration appeals at the federal circuit court, hardship waivers of inadmissibility such as I-601 and I-212, H-1B visas, I-130, I-485, I-129F fiancée visa, J-1 Physician Waivers, Physician Green Cards, EB-5 Investor Green Cards, E-2 investors visas, appeals before the Board of Immigration Appeals, L-1 intra-company transfer visas, R-1 religious worker visas, asylum, cancellation of removal, B-1 or B-2, tourist visa extension, O visas, P visas, F-1 Student Visas, I-9 Compliance, E-Verify, NAFTA visas, TN, I-140, EB-1, EB-2, EB-3, Labor Certification, National Interest Waiver, Outstanding Ability, Outstanding Researcher, Outstanding Professor, H-1C Nurse Visas, diversity and global business consulting

The firm provides free immigration consultations by phone. Call (216) 696-6170 or toll free 1-800-808-4013.

Email us at richardtmherman@gmail.com

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<http://www.avvo.com/attorneys/44114-oh-richard-herman-602006.html>
<https://www.youtube.com/watch?v=miaCXiPsRnI>

If you are looking for an immigration lawyer in Cleveland, Ohio or Columbus, Ohio, let us put our experience to work for you.

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