



NASSCOM guidance on H-1B policy memo

- The 31 March USCIS memorandum reinforces existing practice by adjudicators and clarifies requirements for certain computer professionals.
- The clarifying guidance should have little impact on NASSCOM members as this has been the adjudicatory practice for years and also as several of our member executives have noted recently, they are applying for visas for higher level professionals this year.
- Also, the additional evidence showing that the jobs themselves are complex or specialized and require professional degrees mentioned by the memo has been the de facto requirement for years as the memo also notes.
- NASSCOM member companies provide skilled talent and solutions to U.S. companies.
- The H-1B visa system exists specifically because of the persistent shortage of highly-skilled domestic IT talent in the U.S., and NASSCOM member companies have and will continue to provide skilled talent and solutions to fill that gap and keep U.S. companies competitive globally.