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Understanding the Multinational Manager Petition under EB1-C

The [Multinational Manager Petition](#) under the EB1-C visa category offers an excellent opportunity for high-level managers and executives to obtain permanent residency in the United States. To qualify as a multinational manager or executive under this visa, there are strict requirements, especially regarding employment history. One of the most critical criteria is that the applicant must have been employed for a minimum of one year by the same multinational firm or another qualifying business entity during the three years immediately preceding the petition.



Employment Requirement: The Core of the Multinational Manager Petition

The key eligibility criterion for the Multinational Manager Petition under EB1-C centers on the applicant's employment history. Specifically, the applicant must have been employed outside the United States by a qualifying multinational organization for at least one year in the three years before applying. This employment must be in a managerial or executive capacity. The firm or entity must have a qualifying relationship with the U.S. petitioner—typically as a parent, subsidiary, affiliate, or branch office.

This requirement ensures that the applicant has sufficient experience managing or directing an organization on an international scale before transferring to the U.S. operation. Without meeting this one-year employment threshold, the petition will not be approved.

Defining a Multinational Manager or Executive Role

A crucial aspect of the Multinational Manager Petition is understanding what qualifies as a managerial or executive role. An executive is primarily responsible for directing the management of the organization or a major component or function. Meanwhile, a manager oversees and controls the work of other professional employees or manages an essential function without direct supervision.

The applicant's role abroad must align with these definitions, demonstrating clear responsibility for directing significant parts of the company. Job duties that show oversight of teams, decision-making authority, and management of company operations strengthen the petition and help meet USCIS requirements.

Relationship Between the Foreign and U.S. Entities

For a successful Multinational Manager Petition, the foreign employer and the U.S. petitioner must have a qualifying relationship. This includes parent companies, subsidiaries, affiliates, or branches. The petitioner must prove that it operates legally in the U.S. and has a genuine business need for the applicant's managerial or executive skills.

The multinational relationship is essential to establish the petitioner's legitimacy and the necessity for transferring the employee. Documentation such as financial statements, organizational charts, and incorporation documents play a vital role in demonstrating this connection.

Timing and Documentation: Navigating the Three-Year Window

Timing is critical in the Multinational Manager Petition process. The applicant's one year of qualifying employment must fall within the three years immediately preceding the petition's filing date. This means that if the applicant worked for the multinational company more than three years ago, those years will not count toward eligibility.

Applicants should carefully document their employment history, including detailed job descriptions, organizational charts, and letters from employers confirming the dates of employment and the managerial or executive nature of their duties. This evidence supports the case and expedites USCIS approval.

Advantages of the EB1-C Multinational Manager Petition

The Multinational Manager Petition under EB1-C has distinct advantages. Unlike other employment-based visas, EB1-C petitions generally do not require labor certification,

significantly reducing processing times. Additionally, it provides a direct path to permanent residency for multinational managers and executives who meet the stringent employment and role requirements.

Successful applicants benefit from a stable immigration status and the ability to work freely in the U.S. while managing their company's operations. This visa category is ideal for global corporations looking to strengthen their U.S. presence with experienced leadership.

Qualifying as a Multinational Manager or Executive Under EB1-C

The EB1-C visa category is a preferred route for multinational managers and executives seeking permanent residency in the United States. To qualify, an applicant must meet several specific criteria, including a crucial employment requirement. During the three years preceding the application, the applicant must have been employed for at least one year by the same multinational firm or a related business entity. While the [National Interest Waiver](#) is commonly linked to EB2 visas, understanding its differences and potential interplay with EB1-C is helpful for applicants navigating the U.S. immigration system.



The One-Year Employment Requirement for EB1-C Multinational Managers

The cornerstone of the EB1-C multinational manager or executive petition is the applicant's work history. To qualify, the applicant must have worked for a qualifying multinational company for at least one year within the three years immediately before filing the petition. This work must be in a managerial or executive capacity.

This employment must be with the same firm or an affiliated entity, such as a parent company, branch, affiliate, or subsidiary. This requirement ensures the applicant has international management experience and is prepared to take on leadership responsibilities in the U.S. organization.

Distinguishing Between Managerial and Executive Roles

In EB1-C petitions, defining the applicant's role is vital. The USCIS distinguishes between "managerial" and "executive" positions. Executives primarily direct the organization or a major function, while managers oversee the work of others or manage essential company functions.

Proper documentation of the applicant's role, duties, and responsibilities strengthens the petition. Clear evidence demonstrating leadership over personnel and company operations is crucial to meeting the EB1-C standard.

The Multinational Company Relationship: Linking the U.S. and Foreign Entities

For an EB1-C petition to succeed, the petitioner in the U.S. and the foreign employer must have a qualifying relationship. The multinational structure typically involves parent companies, subsidiaries, affiliates, or branches operating legally in their respective countries.

This relationship is vital to prove that the multinational company genuinely needs the applicant's managerial expertise in the United States. Supporting evidence, such as organizational charts and financial documents, helps establish this connection for USCIS.

The National Interest Waiver: When Does It Apply?

While the EB1-C multinational manager petition has specific requirements, some applicants may also explore the National Interest Waiver (NIW) under the EB2 category. The NIW allows applicants with exceptional abilities or advanced degrees to bypass the labor certification process if their work benefits the U.S. national interest.

Though EB1-C petitions do not require a National Interest Waiver, understanding the NIW is beneficial for managers or executives who might qualify for multiple visa categories. The NIW provides an alternative immigration path based on the applicant's contribution to the country's economic, cultural, or educational welfare.

Benefits of EB1-C Multinational Manager Petition and NIW Comparison

The EB1-C visa offers significant advantages for qualified multinational managers and executives, including no labor certification requirement and priority processing. Successful applicants receive permanent residency and can work freely in the U.S. within their organization.

Conversely, the National Interest Waiver under EB2 emphasizes the applicant's individual merit and national importance, often benefiting researchers, entrepreneurs, or professionals with specialized expertise. For some multinational managers, understanding both options can help choose the best immigration strategy.

Why You Need a National Interest Waiver Attorney for Your Immigration Success



Navigating U.S. immigration law can be complex and challenging, especially when dealing with employment-based petitions such as EB-1, EB-2 NIW, EB-5, and E-2 visas. With more than 3,000 successful I-140 case petitions under these categories, the role of an experienced [National Interest Waiver Attorney](#) cannot be overstated. Whether you are applying under the EB-2 National Interest Waiver or exploring other visa options, having expert legal guidance increases your chances of a smooth and successful petition.

The Importance of a National Interest Waiver Attorney in EB-2 NIW Petitions

The EB-2 National Interest Waiver (NIW) allows qualified professionals to bypass the labor certification process if their work benefits the national interest of the United States. However, the criteria for approval are stringent, and petitions must demonstrate exceptional ability or advanced degrees and a substantial impact on the U.S.

A seasoned National Interest Waiver Attorney knows how to build a strong case by meticulously preparing evidence, such as letters of recommendation, publications, and proof of national importance. This tailored legal expertise is essential to convince USCIS that the applicant's contributions meet the high standards required.

Achieving Success Across Multiple Visa Categories

Our record speaks for itself—more than 3,000 successful I-140 petitions across EB-1, EB-2 NIW, EB-5, and E-2 visas highlight the critical role of professional legal assistance. Each

category has unique eligibility requirements and procedural nuances, making personalized legal strategies vital.

Whether you are a multinational executive applying for an EB-1 visa or an investor seeking EB-5 approval, a knowledgeable National Interest Waiver Attorney helps navigate these complexities. This ensures all documentation is accurate, timely, and compelling, maximizing the chances of approval.

How a National Interest Waiver Attorney Simplifies the Petition Process

The immigration process can be overwhelming, with numerous forms, deadlines, and evidence requirements. A National Interest Waiver Attorney guides applicants through each step, from eligibility assessment to petition submission.

Legal professionals can identify potential weaknesses in your case and address them proactively. They also stay updated on the latest USCIS policies and precedents, helping clients avoid common pitfalls that lead to delays or denials. This expertise streamlines the process and provides peace of mind.

Supporting Foreign Nationals to Achieve Their American Dream

Having assisted hundreds of foreign nationals, a National Interest Waiver Attorney plays a crucial role in turning immigration goals into reality. Every case is unique, and attorneys provide personalized attention to understand individual circumstances and career achievements.

By focusing on strategic case preparation and presenting evidence that highlights the applicant's value to the U.S., attorneys ensure a robust petition. This dedication has resulted in thousands of successful outcomes, empowering professionals and entrepreneurs to live and work in the United States.

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