

### Immigration and the Modern Workforce

#### *A Match Not Quite Made In Heaven*

Schaun Henry  
Moderator

MCNEES WALLACE & NURICK LLC  
Harrisburg, PA  
shenry@mcneeslaw.com

**GOLD MEDAL:** Labor shortages continue to plague employees.

**SILVER MEDAL:** Consider employee incentives to assist in recruiting qualified candidates.

Kelvin Tanner  
CHARLES RUSSELL SPEECHLYS LLP  
London, United Kingdom  
Kelvin.tanner@crsblaw.com

**BRONZE MEDAL:** Consider short term contracts memorializing.

**HONORABLE MENTION:** Immigration related to visas can help you recruit qualified laborers.

**HONORABLE MENTION:** Before hiring immigrants on H-1B visas consider the fact that once granted the visa, the employee can leave for greener pastures.