Business Plan: H1B Transfer and Compliance Portal

# Business Name

H1BConnect (placeholder name; customizable)

# Executive Summary

H1BConnect is a legal-tech platform and staffing entity revolutionizing the H-1B sponsorship process. The service enables skilled professionals already working with U.S. clients to transfer their H-1B to a new, transparent employer of record who provides full legal compliance without the traditional exploitative cuts. Our USP: "We pay for your H-1B legal and filing fees, and you just pay a one-time setup fee of $3,500 and $500/month for full payroll and compliance."

This model empowers H-1B workers to retain nearly all of their billable rate, drastically reducing dependency on traditional bodyshops and consulting firms.

# Business Model

- Target Customers:

- Foreign professionals in the U.S. (mostly IT/engineering) working with an end client via third-party vendors

- Professionals seeking H-1B transfer to a transparent employer of record

- Revenue Streams:

- One-time onboarding/registration fee: $3,500

- $500/month ongoing employer-of-record fee

- Add-on services: health insurance, 401(k), tax filing, legal advisory, premium processing, etc.

- Value Proposition:

- We pay all mandatory USCIS and legal filing fees

- You retain full visibility and control

- No percentage cut of your hourly rate

- Legal, compliant, and fully transparent

# Key Platform Functionalities

1. Advisor Appointment Booking

2. Login and Savings Calculator

3. Online Registration and Payment

4. Document Upload & Legal Approval

5. Vendor/Client Introduction

6. MSA and Contracting

7. Timesheet Submission and Tracking

8. Automated Invoicing

9. Payroll Integration

10. State Registration & Tax Compliance

11. CPA Reporting

12. Benefits Management

13. Compliance Reminders

14. Exit Policy

15. Green Card Processing

16. Referral Program

# Additional Functionalities & Business Ideas

17. Client Bill Rate Verifier

18. Project Matchmaking Marketplace

19. Onboarding Concierge

20. AI Document Validator

21. Offer Letter/Client Letter Generator

22. Multi-User Dashboard for Staffing Firms

23. Visa Health Tracker

24. Emergency Legal Hotline

25. Auto-GC Eligibility Advisor

26. Mobile App Companion

27. State-Wise Compliance Tracker

28. E-Signature Integration

# Bonus Monetization Models

| Add-on | Price | Description |

|------------------------------|--------------------|---------------------------------------------------|

| Premium Onboarding | $999 one-time | Fast-track visa filing, priority review |

| Legal Subscription | $50–100/month | Monthly retainer with immigration attorney |

| 401(k) Admin Fee | 0.5% of assets | Manage employee retirement contributions |

| Tax Prep Partner Program | $150–200/user | Revenue share from CPA tax filing services |

# Side-by-Side Annual Savings Comparison

| Criteria | Traditional Consulting Firm (25% Cut) | H1BConnect Model |

|-------------------------------|----------------------------------------|----------------------------------|

| Hourly Client Bill Rate | $85/hour | $85/hour |

| Annual Billable Hours | 2,000 | 2,000 |

| Gross Billed Amount | $170,000 | $170,000 |

| Employer Cut | $42,500 (25%) | $0 (Flat fee model) |

| One-Time Registration Fee | $0 | -$3,500 |

| Monthly Admin Fee | $0 | -$6,000 ($500 × 12) |

| Net Payout to Employee | $127,500 | $160,500 |

| \*\*Annual Savings\*\* | — | \*\*$33,000\*\* |

Note: This does not include additional savings from faster Green Card filing, reduced legal risks, or potential benefits integration.