



Global Immigration
Knowledge & Software



www.peregrine.im

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

Welcome to Peregrine

Award-winning global immigration software and knowledge from experienced professionals.



www.peregrine.im



Immiguru is an award-winning, web-based global immigration database.

Immiguru gives you detailed, up-to-date and user-friendly corporate global immigration knowledge, including document lists, timing charts, red flags and recommended local supplier details, so that you control your projects and timelines from the start.

Immiguru contains:

- ✓ Approximately 90 countries
- ✓ Over 1000 different immigration processes

With Immiguru you can:

- ✓ Filter results by nationality, home/host country, salary location, assignment duration and more
- ✓ Download process overviews in PDF format
- ✓ Download document lists and pricing grids in Excel format
- ✓ Generate multi-nationality/multi-country reports on data and documentation

Immiguru is:

- ✓ Reviewed every 28 days by 170+ global immigration specialists
- ✓ Growing and developing all the time!



**Detailed global immigration knowledge
at your fingertips.**

At the time of printing, Immiguru covers the following countries, but we're constantly adding new data – ask us for our latest country list!

Algeria	Gibraltar	Paraguay
Angola	Greece	Peru
Argentina	Guatemala	Philippines
Australia	Honduras	Poland
Austria	Hong Kong	Portugal
Azerbaijan	Hungary	Qatar
Bangladesh	India	Romania
Belgium	Indonesia	Russia
Bolivia	Ireland	Saudi Arabia
Brazil	Israel	Singapore
Bulgaria	Italy	Slovakia
Cameroon	Jamaica	Slovenia
Canada	Japan	South Africa
Chile	Kazakhstan	South Korea
China	Kenya	Spain
Colombia	Lebanon	Sri Lanka
Costa Rica	Lithuania	Sweden
Côte d'Ivoire	Luxembourg	Switzerland
Croatia	Malaysia	Taiwan
Cyprus	Malta	Thailand
Czech Republic	Mexico	Trinidad & Tobago
Denmark	Morocco	Turkey
Dominican Republic	Mozambique	Ukraine
Ecuador	Netherlands	United Arab Emirates
Egypt	New Zealand	United Kingdom
El Salvador	Nicaragua	United States
Finland	Nigeria	Uruguay
France	Norway	Uzbekistan
Germany	Pakistan	Venezuela
Ghana	Panama	Vietnam

Our Clients Say:

“My firm is absolutely in love with Immiguru since we’ve been using it. It’s a fabulous tool”

Desiree Schulz, Fakhoury Global Immigration

“To find a trusted source like Immiguru is a light at the end of the tunnel. It saves time when you need to have a clear idea about the key points and the timing of a legal process. It is also a great tool when you need to find reliable suppliers.”

Sheila Alonso Gonzalez, Grupo Cobra

“We get a lot of "quick" inquiries that used to take a fair amount of time to research. Immiguru helps make general inquiries run much faster. It's helped us not only with getting fast and reliable information on specific country processes, but also in comparing options and eligibility requirements. I usually navigate between options to compare, based on the client's eligibility and business needs. I know I can depend on Peregrine for support through all of your services & technology. Peregrine is the best!!!”

Katharine Salem, Luminary Global Immigration, LLC

“Immiguru has helped me get clear answers and timelines on visa/work permit requirements for international new hires and employees sent on secondment. It saves a lot of time, as all the info I need is on one website. It's been really helpful when dealing with immigration queries coming from our Recruitment team.”

HR professional at a leading game developer company





Peregrine brings you Immigo, revolutionary new global immigration case management software, fully compatible with Immiguru.

Immigo is directly linked to Immiguru which means you can import detailed, live country process data (process steps, timing, document lists) into your active cases in seconds, and then edit this data as your case progresses. You can achieve greater efficiency by giving your assignees, HR contacts and suppliers online access to view the status of cases and upload documents directly into live checklists.

Using Immigo and Immiguru together means that you hit the ground running. Within minutes of opening a new immigration case, your process flows, document lists and timing estimates are created for you and your clients. You and your team can spend your time on what really matters: the assignees and their families.

Immigo is the only immigration case management system on the market specifically designed and built by immigration experts for global immigration use.



Immiguru + Immigo = Case management software with detailed, live country process data.

Pre-Populated with Detailed Immigration Data

- ✓ Import over 1000 ready-made, constantly updated process flows and case specific document checklists directly from Immiguru
- ✓ Create interactive timelines and live document checklists in seconds
- ✓ Edit or add custom steps and documents, set estimated timings and properties
- ✓ Edit and work with the data as the case progresses

Security

- ✓ Secure, backed up system for the management of global immigration case work using multiple servers and encryption
- ✓ ISO 27001 certified
- ✓ As much data allowance as you could possibly need
- ✓ You, and your assignees, HR contacts and suppliers, can upload documents directly into Immigo to store securely in the cloud

Efficiency

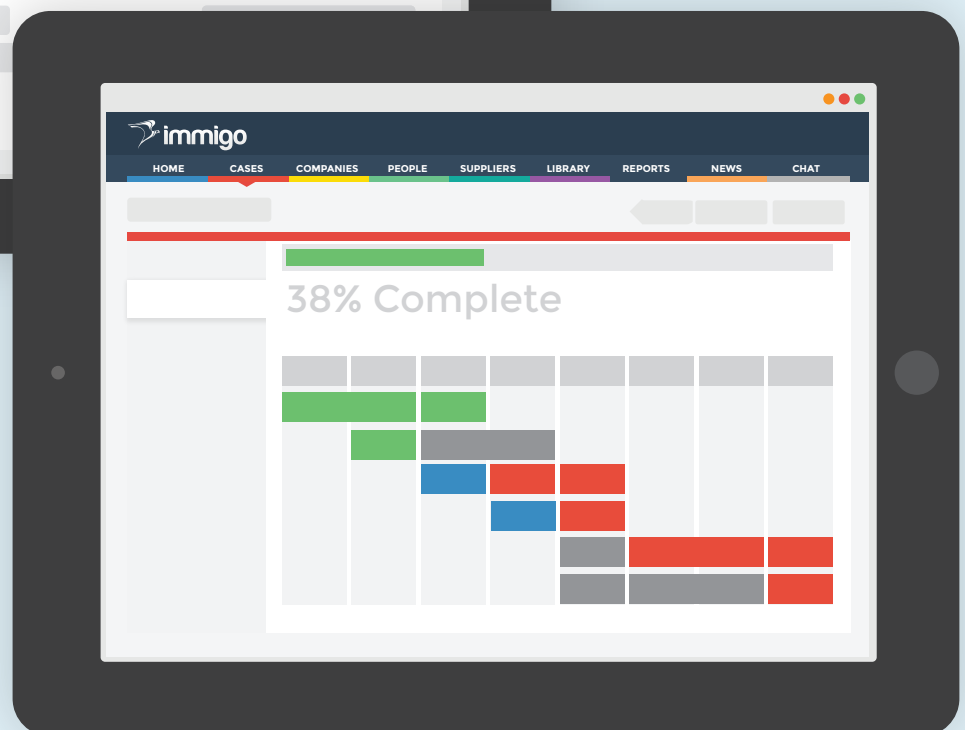
- ✓ Create interactive, self-updating Task lists
- ✓ Securely store, share and version company and applicant documentation
- ✓ Create a comprehensive but easy to navigate fee library with client-specific management, supplier and miscellaneous fees, with the ability to convert currencies and generate total cost calculations

Communication

- ✓ Role-based online access for assignees, HR contacts and suppliers to view case status and access document checklists
- ✓ Easy, visual communication of timelines using Gantt charts and colour coded status bars
- ✓ Send automatic Notifications to yourself, colleagues, clients and/or suppliers for key events and expiry dates; cc to external email addresses if desired



Document checklists, Gantt charts and colour coded status bars to help you through the process.



Immigration Software - Immigo

Reports

- ✓ Granular, easy-to-use reporting on every field in the system, with report results filterable on multiple levels – run more detailed and accurate reports than you ever thought possible
 - Expiry dates
 - Performance metrics: track your SLAs and KPIs
 - Case volume by consultant, client, country (and more)
 - Fees billed/unbilled
 - Supplier performance
 - And much, much more...
- ✓ Give HR contacts access to view and/or generate their own reports; creating greater efficiency

Global Immigration Design: Customisable by You

- ✓ Specifically designed by global immigration specialists for the management of global immigration case work
- ✓ Intuitive, appealing and user-friendly design
- ✓ Brand the software with your corporate logo
- ✓ Customise your own reports, create your own filters for how you view the data and more

And just a little bit more than anyone else

- ✓ All training on our software is free, for as long as you need it
- ✓ We're immigration people too: and we'll gladly include our expertise: global immigration consultancy and advice, up to 30 mins a day, included with most licences
- ✓ Free data migration included in most licence agreements
- ✓ API to your software available
- ✓ Free attendance on our global immigration webinars
- ✓ Free access to our network of over 170 global immigration lawyers and specialists

Our Clients Say:

“Our experience with Immigo has been phenomenal. This is the kind of intelligent case management combined tracking system that immigration professionals have been crying out for. Immigo is the perfect tool, easy to use and clear to read.”

Fiona Mougenot, Managing Director, Expat Partners

“Excellent! The system is easy to use and a great asset to our immigration practice. We are able to manage each case in a more efficient way due to the simple download of information. We are also able to deliver instant reporting, estimated timing, document lists and step-by-step process to our clients about each case. Immigo is an excellent tool to manage and track our global immigration cases. I would recommend Immigo to any company that wants to have a clear view of their global immigration population.”

Carolina Rojas Newman, GMS, Global Director, Immigration Services, Mobility Services International

“Immigo provides a fresh and much needed take on immigration case management. Many of the existing case management platforms are clunky, difficult to use and built on outdated technology. Immigo takes complicated immigration processes and makes them easy to initiate, track and manage, all while providing a clean and intuitive interface.”

Rob Taylor, Immigration Attorney, Erickson Immigration Group



Consultancy

Our business is founded on unbiased, clear-sighted consultation

We aim to become part of your team, available to provide immigration support and guidance whenever you need it, including:

- ✓ Immigration compliance policy drafting
- ✓ Implementation of global immigration governance policies and procedures
- ✓ Immigration RFP design and management
- ✓ Supplier selection and training
- ✓ Support with establishing global immigration specialist departments within your organisation

Compliance and Policy Drafting

All companies with foreign national employees should have a robust, realistic and relevant immigration policy to ensure, and demonstrate, their commitment to compliance with the law.

Governments worldwide are placing responsibility for immigration compliance firmly at the door of the employer— not the employee.

RFP Management

Trying to run an immigration RFP without global immigration expertise is like shopping blindfolded. Peregrine knows the market and what questions to ask.

We can ensure that your RFP has all the right questions, both to really analyse quality of service and also to ensure that you're not caught out by hidden costs once a supplier has been selected. We understand how to make sure you're comparing apples with apples from the beginning. We offer completely independent, objective support.

Supplier Selection

Supplier selection and management are integral to a successful global immigration programme. Whether you're looking for a single, global partner, or multiple regional or local suppliers, we can help you find what you need.

Peregrine also offers supplier management assistance and training, to help set your business up on the road to independent, effective global immigration management.

Our Clients Say:

“Our work with Peregrine Immigration Management in a Consulting capacity has been a very positive experience...With respect to our RFP (Request for Proposal), in which we took a very complex and difficult approach, Peregrine's ability to distil complex situations into manageable pieces was a key to successful execution of the project. Peregrine has been timely in their assistance, outstanding in experience, and impartial in assessment - a great, collaborative partner for our project.”

**Christopher Tice, Senior Consultant, International Assignments,
The Boeing Company**

Project Work

Insider Industry Expertise and Management Experience

Peregrine manages large scale, complex, global immigration projects for our clients. Our industry expertise and management experience means that we can offer real value to your business.

Recent projects Peregrine has worked on include:

1. Global consultation and reports on immigration impact of a large scale global de-merger for a global pharmaceutical company, involving detailed review of impact in 48 different countries, including:

- High level impact and actions required
- Red flags
- Likely supporting documents needed to support applications
- Gantt timing estimate charts for applications
- Tracking and reporting of 124 expatriate assignees assigned to 33 countries from 38 different home countries

2. Compliance audit review of immigration sponsorship obligations for a major online travel retailer, providing country specific details for 36 countries including responsibilities in the areas of:

- Record keeping
- Reviewing
- Reporting
- Penalties for non-compliance

3. Statistical analysis of government immigration approval and rejection rates within the EU

- Number of applications submitted, by corporate immigration category, in a one year period
- Number of applications as a percentage of population
- Statistics on numbers of approvals and denials (where available)

Our Clients Say:

“I have been working with Peregrine Immigration on a large scale global immigration project for the past 18 months... I have found Peregrine to be deeply knowledgeable, organized, and efficient in every step. The Peregrine team has been essential in the success of this project. I would highly recommend their services, and would use them again without hesitation.”

Immigration Specialist at a Fortune 1000 Company

“Peregrine has been doing project work for our company during the last year and have always been extremely reliable, approachable and delivered the requested information quickly which helped us to make further decisions for new locations and start planning. I can highly recommend Peregrine as an advisor for all immigration related matters.”

Immigration Manager at a leading information technology provider



Training

A clear understanding of global immigration policy and procedure is the key to compliance.

Our training is clear, relevant and accessible and can be carried out at your premises or in a virtual environment.

We offer:

- ✓ General, basic immigration training for your businesses
- ✓ Case management (including working with suppliers, managing legalisations, understanding anti-corruption laws) training for your mobility department
- ✓ Detailed, country specific training

Our Clients Say:

“The training and webinars provided by Peregrine Immigration have been very informative and helpful. Thanks to Peregrine, we have been able to provide our clients with the utmost service possible”

Immigration Manager at Definitive Worldwide, Definitive Immigration Services Ltd



Example Training Sessions: (all sessions are one hour)

Session Name	Description
Global Immigration Basics	Understanding key terms, dos and don'ts, and red flags, with review of one country's specific immigration process
Extended Business Travellers	What is an "extended business traveller"? Review of common misconceptions and compliance risk areas, including travellers remaining on home payroll, visiting for less than 90 days, or visiting client sites. Review of 2-3 specific case studies.
Working With Suppliers	Working with global suppliers (EMEA, APAC, Americas), setting expectations, obtaining results effectively and tactfully
Compliance with Anti-Corruption	Basic training on the significance of the U.S. FCPA and the UK Bribery Act and their relevance to global immigration matters
Implementation	<ul style="list-style-type: none"> • Working with a new global immigration client; how to prepare in advance for a seamless and headache-free implementation; OR <ul style="list-style-type: none"> • Working with a new immigration provider –what to expect and what to ask for in terms of implementation; how you can help them to help you
Immigration RFPs	Common issues with RFPs and how to answer them

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