



CUMMING & PARTNERS
CROSS-BORDER LAW

THE
IMMIGRATION
EXPERTS



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ABOUT CUMMING & PARTNERS

Cumming & Partners is a leading cross-border law firm with its head office in Toronto, Canada. Our focus is U.S. and Canadian business immigration.

All of our senior partners practice law in both the U.S. and Canada and have worked together for over two decades. In total, there are over sixty professionals within our immigration practice.

We represent many of the top private and public companies in North America. We also serve as outside immigration counsel to many of North America's top law firms, providing "big firm" expertise and levels of service but with all the benefits of a boutique setting.

Our reputation is built on superior client service, high quality work, and strategic immigration solutions that successfully move our clients forward.

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OUR CLIENTS

Our law firm represents approximately five hundred corporate clients. It is a fairly even mix between public and private companies. While the majority of our clients are based in North America, we also serve multinational corporations headquartered in Europe, Asia and around the world.

Our practice is unique in that our corporate clients range from small private businesses to large Fortune 500 public companies. Our business structure and superior service levels are tailored to each client's size and type of industry.

We represent clients in most major industries including technology, engineering, manufacturing, construction, oil and gas, transportation, retail, finance, professional sports and healthcare.



THE IMMIGRATION EXPERTS

Why Clients Choose Us

500+

CORPORATE CLIENTS

1000's

INDIVIDUAL CLIENTS

20+

YEARS IN BUSINESS

We Are business focused lawyers who are creative thinkers and problem solvers.

We Provide a unique client service focus that assures timely advice, direct lawyer access, superior communication and the right mix of legal and practical solutions.

We Combine white-glove personal service with proprietary software to provide efficient advice and solutions that are scaled to our client's needs.

We Enjoy as a firm unparalleled continuity of lawyers, professional staff and service teams resulting in unmatched client loyalty.

U.S. IMMIGRATION

We provide our corporate clients with a full range of U.S. work visa and Green Card options for hiring, transferring and retaining national and international executives, managers, professionals and skilled labor.

We work with our clients to develop company-specific U.S. immigration best-in-class policies that ensure efficient solutions and corporate compliance. We are experts at navigating very complex and often restrictive U.S. immigration laws to facilitate business growth and provide a competitive advantage.

Our advice is industry focused and tailored to specific national, regional and local business needs. We provide advice on U.S. work visa options (L-1, H-1B, TN, E-1, E-2, O-1), Green Cards and all ancillary issues such as business visitor travel, compliance audits, citizenship and admissibility.

CANADIAN IMMIGRATION

We provide a full range of Canadian immigration solutions for hiring, transferring, and retaining foreign personnel. Our expertise spans all work permit categories (e.g. CUSMA, Intra-Company Transfer, LMIA, Emergency Repair Personnel, Significant Benefit), permanent residence (federal and provincial programs), and all ancillary matters such as business visitor travel, compliance audits, citizenship, and admissibility.

We provide tailored advice that is business-solution driven, industry focused and specific to national, regional and local business needs.

We're adept at navigating all facets of the Canadian immigration landscape. Moreover, we understand how to leverage current and emerging laws to support clients' business growth and provide a competitive advantage.

HOW WE WORK

CLIENT SERVICES

Our law firm is a high-end and best-in-class service provider. We provide competitive fees, but our primary emphasis is on superior client service. This is how our law firm differentiates itself. With more than sixty professionals in our immigration practice, we can assign as many lawyers and law clerks as necessary to accommodate a client's needs (and business growth). Each client has direct lawyer access and a designated service team for continuity and to build client specific knowledge.

NORTH AMERICAN PLATFORM

All our senior partners practice law in both the United States and Canada. For many clients, we handle their immigration work in both countries and provide an integrated North American platform. This provides the client with additional efficiencies and cost savings. Practicing in both countries provides a unique perspective and additional insight into corporate immigration strategies and policies. It also facilitates a valuable single North American immigration solution for our clients.

IDENTIFYING CLIENT NEEDS

Our legal services are adapted to meet the unique immigration needs of each client. We work with our corporate clients to evaluate their specific objectives and to develop business strategies and solutions for their immigration needs. We explain complicated immigration matters in straight-forward terms to ensure our clients clearly understand the anticipated processes, cost and timelines of their immigration matters. We undertake monthly and annual reviews with our corporate clients to identify short and long term goals.

CREATIVE SOLUTIONS

Each of our partners is a very senior immigration lawyer (twenty plus years of experience) adept at finding creative, “outside the box” immigration solutions. In addition to straight forward cases, we understand that businesses need “work around” immigration solutions to solve problems and we enjoy and excel at this type of creative work.



OUR TEAM

T. ANDREW CUMMING **FOUNDER & MANAGING PARTNER**

Andrew Cumming is the Founder and Managing Partner of Cumming & Partners. Andrew's practice areas span a wide variety of cross-border matters, including U.S. and Canadian immigration law, tax planning and all facets of cross-border law. Prior to establishing his own firm, Andrew worked at leading law firms in the United States and Canada.

Andrew is a frequent speaker at conferences on cross-border legal topics. He has published numerous articles, and is the author of the best-selling book *Florida Bound: The Essential Guide for Canadian Snowbirds* (Macmillan Canada: 1998).

Andrew is a member of the Canadian Bar Association, The Canadian Tax Foundation, the New York Bar Association, the Florida Bar Association, the American Immigration Lawyers Association and the Tax Planning sections of the American Bar Association. Andrew is a member in good standing of the New York Bar, the Florida Bar and the Law Society of Upper Canada (Ontario).

Andrew earned his B.A. at McGill University (1990) and his Juris Doctorate Law Degree (cum laude) at the University of Miami (1993).

IAN J. GOÉS **CO-FOUNDER, SENIOR PARTNER & HEAD OF CORPORATE IMMIGRATION PRACTICE GROUP**

Ian Goés is a Partner and heads the Corporate Immigration Practice Group at Cumming & Partners. Ian principally advises on corporate and business immigration matters, and specializes in assisting companies and their employees resolve cross-border work and travel issues.

Ian is a recognized expert on corporate immigration matters for both the United States and Canada. He works with numerous Fortune 500 and multinational companies, in addition to mid-size and start-up corporations. Ian has extensive experience working with clients in most major industries.

Ian is a member of the New York State Bar Association, the American Immigration Lawyers Association, the Ontario Bar Association and the Canadian Bar Association. Ian has practiced law since 1997 and is a member in good standing of the New York Bar and the Law Society of Ontario.

Ian earned his Masters of Business Administration Degree from Nottingham University, England (2000), and his Bachelor of Laws Degree (With Honours) from Birmingham University, England (1996).

MINDY TESSLER-SCOTT **CO-FOUNDER AND SENIOR PARTNER**

Mindy Tessler-Scott is a Partner at Cumming & Partners who has practiced exclusively in the field of immigration law for more than 20 years. While Mindy is knowledgeable in all aspects of U.S. and Canadian corporate, employment and family-based immigration matters, her expertise lies in assisting individual clients to realize their unique immigration goals.

Mindy has extensive experience with all types of work permits (Canada and the U.S.), extra-ordinary ability petitions, Green Cards (U.S.) and permanent residence applications (Canada). Over the years, Mindy has worked with professionals, athletes, artists, entertainers and production houses in obtaining work visas and finding more permanent solutions that suits their particular needs. Mindy provides U.S. and Canadian immigration services and advice to both individual and corporate clients.

Mindy is a member of the Massachusetts Bar Association, the American Bar Association, the American Immigration Lawyers Association, the Law Society of Upper Canada, the Ontario Bar Association and the Canadian Bar Association.

HILLARY BULLOCK **SENIOR PARTNER**

Hillary Bullock is a Partner at Cumming & Partners and an immigration attorney called to the bar in California, Ontario, and British Columbia. Her expertise covers all aspects of U.S. and Canadian immigration and nationality law, with a focus on business and employment-related immigration.

Hillary holds extensive experience advising clients on recruitment, relocation, and retention of foreign personnel; fulfillment of cross-border services contracts; and immigration issues related to corporate restructuring and international expansions.

Hillary's clients operate in a range of industries, including manufacturing, professional and technical services, and logistics. She also provides immigration counsel and representation to professional sports leagues and teams.

Hillary uses her deep knowledge of the Canadian and U.S. immigration fields to offer strategic, yet practical solutions. She's also highly adept at liaising with government officials to obtain expedited application approvals when required.

OUR TEAM



TIM GOLDEN
PARTNER

Tim Golden is a Partner at Cumming & Partners and a U.S. Immigration Attorney who has practiced exclusively in the area of U.S. immigration law for over fifteen years and has worked in the field for more than twenty years.

Tim advises on the full range of U.S. immigration matters, including corporate and business immigration for companies of all sizes, investor visas, and family-based applications. He has held senior positions at several prominent international immigration law firms in both the United States and Canada.

Recognized by Who's Who Legal for his "flexibility in finding the right solution for each client's circumstance," Tim is known for his practical and client-focused approach to complex immigration issues.

Tim is a member of the American Immigration Lawyers Association (AILA) and the American Bar Association (ABA), and is an Attorney-at-Law in good standing in Massachusetts. He earned his Juris Doctor degree from the University of Miami School of Law (2006).



BARSHA HAMAL
PARTNER

Barsha Hamal is a Partner at Cumming & Partners, a Foreign Legal Consultant in Ontario, and a U.S. Immigration Attorney with extensive experience across a wide range of U.S. immigration matters.

Barsha advises startups, mid-size companies, multinational corporations, and skilled foreign nationals on complex U.S. immigration matters. She focuses on business and employment-based immigration, including work visas (E, H-1B, L-1, O-1, P-1, TN), Green Cards (EB-1, EB-2, EB-3, and family-based), I-9 compliance, and global mobility. She also has experience in asylum and family-based immigration and has represented clients before courts and appellate bodies.

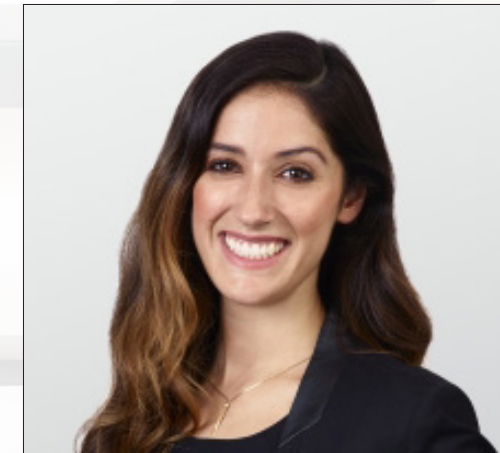
Barsha is an Attorney-at-Law in good standing in Minnesota, holds a Certificate of Qualification from the National Committee on Accreditation, Federal Law Societies of Canada, and is a member of the American Immigration Lawyers Association (AILA) and the American Bar Association (ABA). She earned her Juris Doctor degree from the City University of New York School of Law (2013). Earlier in her career, she served as an adjunct professor of immigration and refugee law in Nepal and worked with the United Nations' International Organization for Migration (IOM).



AXEL KINDBOM
**SENIOR COUNSEL & HEAD OF
BUSINESS INITIATIVES**



KHRYSTYNA YANKOVSKA
SENIOR ASSOCIATE LAWYER



KRISTA ANTONIO
SENIOR ASSOCIATE LAWYER



JESSICA LAURENZA
SENIOR ASSOCIATE LAWYER



JULIE P. Q. NGUYEN
SENIOR ASSOCIATE LAWYER



JULIA MASIELLO
ASSOCIATE LAWYER



RACHEL MORE
ASSOCIATE LAWYER



PEINA GUAN
CHIEF FINANCIAL OFFICER



MAGDALENA KAPITANY
**DIRECTOR OF
BUSINESS DEVELOPMENT**

FEES & BILLING PRACTICES

COST CERTAINTY

At Cumming & Partners, our legal services are offered on a flat fee basis. Each client receives a detailed engagement letter and customized fee list outlining the scope and cost of services. This billing structure promotes efficiency and transparency, enabling our firm to deliver legal services with maximum value while allowing our corporate clients to accurately predict, manage, and budget for their immigration-related expenses.

GENERAL CONSULTATIONS AND NEW INQUIRIES

We do not normally charge legal fees for general consultations or new inquiries. This work is handled as business development and as a professional courtesy. This approach allows us to build a close and interactive relationship with each corporate client. Our clients know they will not be invoiced for questions, inquiries about potential cases or general strategy sessions and advice.

BILLING PROCESSES

We do not typically require a monetary retainer from our corporate clients prior to commencing work on a new matter. We invoice once the work has been completed and the immigration application/petition has been submitted. This approach reflects our confidence in the value we deliver and reinforces our client-focused billing philosophy.

CLIENT EXPERIENCE

DEDICATED SERVICE TEAMS

Each corporate client is assigned to a dedicated service team of senior lawyers and experienced law clerks carefully matched to the scope of their immigration needs. This dedicated team approach is designed to establish continuity of service and grow our firm's client-specific knowledge. Emails are typically answered by the service team immediately (and at a minimum on the same day as received).

TECHNOLOGY - DRIVEN CASE MANAGEMENT

Our firm utilizes proprietary legal case management software designed specifically to support the efficient handling of corporate immigration matters. The platform automates and integrates key functions such as case tracking, form generation, deadline reminders, and documentation management. This advanced system allows us to proactively monitor and manage each file, ensuring timely filings, visa renewals and extensions. In essence, we completely manage our corporate clients immigration matters, allowing them to focus on their business.

24/7 ACCESS FOR URGENT MATTERS

We recognize that immigration issues can arise unexpectedly and require immediate attention. That is why each corporate client is provided with 24/7 direct mobile phone access to their assigned lawyer and a senior partner. Our corporate clients have round-the-clock direct lawyer access to advise and intervene as necessary.

ONGOING SUPPORT AND VALUE-ADDED SERVICES

In addition to standard immigration legal work, our law firm offers all corporate clients regular and automatic email updates on changes in immigration law. We also frequently provide Lunch and Learn Seminars on immigration matters and are happy to train and educate internal HR and legal staff on immigration laws and processes. All these value-added services are complimentary.



HOW TO REACH US



If you have an immigration matter you would like to discuss with our firm, please reach out to us by email at **inquiry@canada-usa.com** and provide a short summary of your inquiry. A courtesy call will be scheduled with one of our senior lawyers within 24 to 48 hours to discuss your matter and provide any guidance needed.

If you have a time sensitive matter, please email **Andrew Cumming** at **acumming@canada-usa.com**

and copy

Magda Kapitany at **mkapitany@canada-usa.com** for a quicker response.

If you have an urgent matter, please call or text **Andrew Cumming** at **(647) 282-4449**.

ANDREW CUMMING

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CONNECT WITH US



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