



Save American Information Technology Jobs has provided questions for an American IT Professional who lost his job to an H-1B. His career has not recovered since 2011.

An IT Professional in the USA has been a victim of H-1B abuse and agreed to share his experiences in regard to his career displacement due to H-1B visa abuse.

This individual's identity remains unknown and location is on the US West Coast and was employed by Pacific Gas and Electric.

The following is a set of written questions and portions of a transcribed interview conducted by Save American Information Technology Jobs by a victimized US Citizen who wishes to tell his story.

Let me quote one advocate of reform: "People aren't commodities., they're human beings, they have families, they have hopes and dreams, they want stability in their life," said Sen. Jeff Sessions (R-Ala.), who heads the immigration subcommittee and believes the H-1B program is being abused.

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US WEST COAST IT PROFESSIONAL ANSWERS SOME QUESTIONS: SUBJECT MATTER - I LOST MY JOB TO H-1B IN 2011 - I HAVE NO INCOME.

SAITJ: FIRST, LET'S GET TO KNOW YOU, FROM WHICH USA STATE DID YOU RESIDE AND WHAT WAS YOUR COURSE OF STUDY AS A STUDENT?

AMERICAN IT WORKER:

California, UC San Diego 1985, B.A. Computer Science.

SAITJ: WHAT IS YOUR SOFTWARE SUITE AND SKILL SET? CAN YOU LIST SOME OF THESE ITEMS?

AMERICAN IT WORKER:

"I love software development and it is fun for me. I have had my hands on a bunch of software products with a variety of products and methods. My last job and best achievements were at Pacific Gas and Electric Company (PG&E), my last employer who had me replaced by an H-1B from a third world country."

"I have strong skills in the following:

Android SDK and these items:

- RESTful Web Services (Glassfish & Apache Catalina/Tomcat)
- Oracle Spatial GIS & PL/SQL (sprocs, triggers, packages, etc.)
- Java & OO development (using NetBeans, Eclipse, Android Studio)
- Data modeling (with/without ERWIN)
- SQL and host back end tuning.
- JSON/GSON/XML object serialization & persistence "

"On top of that I was a Full Stack Web and DB Applications Developer, an Oracle Developer DBA, Windows, Linux. The full 10 yards."

"For the utility company I was highly productive, some say, top notch. I developed and deployed RESTful services (Glassfish & Jackson/Jersey)."



"I developed and deployed a SQL back-end for various applications. I created the very first corporate wide Gas Pipe Database in Pacific Gas and Electric Company (PG&E) history."

"I was the first to bring Linux and Tomcat based server solutions to PG&E starting in 2002."

"I authored and developed Leak Locator, PipePicker. I Used GIS spatial analysis that solved PG&E's severe business problem of matching leaks to pipes."

"I developed a custom applications using Java JSP & MVC, Oracle Spatial, PowerBuilder, PL/SQL, and Unix scripts. I performed application design and testing, support clients, design web pages using Apache Tomcat 4.x, JSP, HTML & XML."

"I was AutoCAD guy. I used MS Visual Studio 10, .NET, & C#."

"I authored Gas Asset & Event Locator GIS application. I developed GISWeb data layers using Oracle Spatial and Autodesk tools. I also designed and managed a data acquisition processes, acquired and converted data from outside sources, performed topological conversion, create and maintain metadata."

"Behind the scenes I was an intermediate to advance in data management."

"In the late 1990's in the Berkeley days, I was a Web Applications Developer, Oracle & Sybase DBA along with Linux & Solaris SysAdmin. Those were the glory days in which the technologies I worked with are just beginning to make an impact on the Industry. It was a glorious time to be a creative engineer."

"I developed security login structures for Web based database transactions. I designed and maintain database schemas and DB objects (keys, indices, tablespaces, etc.)"

"I also maintained DB secure connectivity over firewalls and secure non-standard ports."

"MSVS 10/.NET/C#. I was a Linux System administrator, an Oracle DBA, a Sybase DBA, Application Developer and installed, upgraded, migrated, backups, restore Oracle 8.0.5 – 8.1.7 Sun, NT, and Linux platforms."

"I wrote PL/SQL and T-SQL triggers, functions stored procedures. I wrote scripts to startup and shutdown databases gracefully upon system reboot and system backup."

"I wrote Linux System Admin. Unix shell scripts (C-shell, Bourne Shell, BASH, AWK, Cron, etc.)"



"I wrote various "As-built" documentations for Oracle Installation, Sybase 11.9.2 Installation,

I did Linux Installations, Apache Web Server installs and PHP add-ons.

EJB was new then, so I research Oracle Enterprise Java Beans (EJB).

I developed EDI (Electronic Document Interface) transfer protocols. Wrote Java objects for EDI."

"I have read Indian articles and posts and listened to Indians. They disparage undeservedly the American Software Engineer. They say we are not technical, that is BS – my resume and technical background and education is kick ass if I can be so bold. The Indians piss all over USA technical skills in order to elevate their own interests."

"Despite all of this great background and productivity, I got canned by somebody who lives overseas, an H-1B Indian, and it hurt, it hurt me badly. I wish I had the words but I do not. What happened to me is so profoundly hurtful on so many levels. An injustice that is insulting to my existence as an American. What country does this to their people? Just the USA the last time I checked."

SAITJ: DID YOU HEAR OF RUMORS AND OTHER INDICATIONS WITHIN THE COMPANY THAT A H-1B LAYOFF WAS IN THE WORKS, IF SO HOW DID THE INDIVIDUALS IN THE SHOP REACT?

AMERICAN IT WORKER:

"Zero warning."

"In 2011, just 1 week before Thanksgiving, Pacific Gas & Electric laid off approximately 200 of its approximately 1000 employee IT department."

"The other thing I would like to add is to the best of my knowledge no one received any indication as to the reason for the layoff. No explanation."

"No explanation. Nothing. Certainly to the best of my knowledge, nobody, including myself, received any kind of indication that this had something to do with the quality of my work, no indication...it was all very, bye bye, out you go, the door. If you were lucky you got a severance package if you'd been there for a long time. I saw people there that had been there longer than I had and they were just...what happened...well, if you want to know the story, what happened was, I got to work in the morning and you just need to tell me to shut up or speed up or move on if you don't want to hear any of this, but I get



to work in the morning and I get an email and the email, the subject line of the email was Status Check and it was from my boss and so he wanted to meet me early in the morning. It was probably about 10:00 a.m.-ish and he and my supervisor were in the room and you know, you walk into your boss's office like that and there's the supervisor, that's not going to be good. So I sat down and they said, "Well, we're laying you off and here's your severance package and you've got to sign it saying you're not going to sue us and then you get your severance package," and then after that they escort me out of the building to another building and what they did was the layoffs were coordinated. They were choreographed and coordinated and everybody that they laid off they escorted to a separate building that had several rooms in it and each room they gathered up anywhere from five to ten people and told them their human resource rights. You know, basically that...it was just a lot of BS after that."

EVERYBODY WAS A DEER IN THE HEADLIGHTS



SAITJ: CAN YOU DESCRIBE IN SOMEWHAT EXACT TERMS THE DAY YOU WERE LET GO, THE TERMS HR EXPLAINED TO YOU THE SITUATION AND HOW THEY PRESENTED THE MATERIAL? WAS IT IS A GROUP MEETING OR HANDLED ON AN INDIVIDUAL-BY-INDIVIDUAL BASIS?



AMERICAN IT WORKER:

"I'd had a successful & productive 10-year career there. I don't recall any explanation as to why the layoffs happened. Nothing specific anyway."

"However, HR did publish a list of the average ages laid off to protect themselves against age discrimination."

"It was just bureaucratic human resource procedural kind of thing. Don't sue us situation, but what's significant about that is you did get to see the other people that got laid off and everybody was completely...it was deer in the headlights. Everybody was behaving like a deer in the headlights. It was complete and utter shock. Nobody had received any kind of indication that this was going to happen and to the best of my knowledge, nobody received any indication as to why they were being laid off. I mean I asked my boss and my supervisor and they said they couldn't respond, but they suggested it had nothing to do with...I walked away thinking it had nothing to do with my performance."

SAITJ: WHEN YOU WERE TOLD OF THE LAY OFF; WAS THERE A PROPER SEVERANCE AGREEMENT? WERE YOU PRESSURED TO SIGN THE SEVERANCE AGREEMENT SWIFTLY?

AMERICAN IT WORKER:

"I was given a approximately \$70k severance package that was related to my time length of employment."

SAITJ: WAS THERE A GAG ORDER TO FORCE YOU TO KEEP QUIET ABOUT COMPANY ACTIVITIES OF THE LAYOFF. WERE YOU TOLD TO KEEP QUIET OR ELSE YOUR SEVERANCE AND OTHER BENEFITS WOULD BE DENIED?

AMERICAN IT WORKER:

"I don't really recall any gag orders. What I do recall is if you sue us for whatever reason for getting laid off, you're not going to get your severance package."

SAJT: HOW DID YOUR COMPANY EXPRESS IT CONDOLENCES AND REGRETS IN REGARD TO THE ACTIONS THEY TOOK? HOW DID YOU MEASURE AND INTERPRET



THE COMPANY'S EXPLANATION AND ATTITUDES. WHAT WAS THE STATED REASON BY THE COMPANY FOR THE SEPARATION AND H-1B REPLACEMENT?

AMERICAN IT WORKER:

"No regrets/condolences expressed. Just a package issued and then escorted to exit interview "bye bye"."

SAITJ: WHEN YOU WERE REPLACED BY AN H-1B GUEST WORKER, DID YOU EXPERIENCE THE INFAMOUS KNOWLEDGE TRANSFER PROCESS?

CAN YOU DESCRIBE THE KNOWLEDGE TRANSFER PROCESS YOU EXPERIENCED? WHAT ARE THE PROCEDURES YOUR COMPANY INSTITUTED?

AMERICAN IT WORKER:

"Several months before the layoff I was subjected to a lengthy and humiliating "Knowledge Transfer" process. They wanted to know more than just source code. They wanted the names of all my clients and all the history. They demanded it all in writing. "

"I believe I was replaced by an H-1B guest worker based on subsequent discussions w/ other co-workers still employed."

"Well, the knowledge transfer had occurred prior. There was a knowledge transfer that went on for several months, but I didn't know that that was pre-phasing my layoff. I just thought the knowledge transfer had to do with pulling me off the project, not pulling me off employment."

SAITJ: SO YOU DID PERFORM THE KNOWLEDGE TRANSFER BEHIND THE SCENES UNKNOWINGLY, UNWITTINGLY YOU WERE TRICKED INTO THAT PROCESS?

AMERICAN IT WORKER:

"Well, I don't know if I could say tricked. I was doing what I was told. I'd have to go to these meetings and they would grill me and ask me all sorts of questions and demand things in writing and so it was clear that there was somebody I didn't know, that there was somebody that was making a move on the work that I had championed and authored myself. I had a very successful project and it was competing with the \$100 million Accenture project, so they wanted to push me aside. I was aware of that but I didn't know that that was going to translate into being laid off."



SAITJ: WAS YOUR SALARY PRETTY HIGH AT THAT TIME DO YOU THINK?

"I was making \$116,000 a year. Just to be specific, in 2011, when I got laid off, Thanksgiving of 2011, I was making approximately \$116,000 a year."

SAITJ: HOW WAS THE KNOWLEDGE TRANSFER AND TRAINING CONDUCTED AT THAT TIME, WERE THE INDIANS RECORDING AND WRITING NOTES? WERE THEY TECHNICALLY ABLE TO UNDERSTAND YOUR KNOWLEDGE?

AMERICAN IT WORKER:

"No. FYI: No Indians were directly associated w/ the transfer. My boss was an H-1B visa holder."

"On the other hand, I will say my boss was an Indian and he had come to this country on an H-1B Visa and I had...my project...I had been competing with Accenture pretty much by myself. Accenture was coming in and they had a \$100 million contract with Pacific Gas and Electric and they were bringing in all their people and I had a competing project and I was...not only did I have a competing project, but they had the Indians with H-1B Visas working on their project, so I don't know how to say this, that was kind of...I was competing against a juggernaut that I couldn't...and I just got rolled over man, by \$100 million. There's no single worker. There's no single developer that can compete against the \$100 million contract and their hordes of H-1B Visa workers."



A THIRD WORLD COUNTRY FAKERY ENTERS MY LIFE



SAITJ: HOW WAS THE LANGUAGE AND ACCENTS HANDLED, WERE THE FOREIGN GUEST WORKERS CAPABLE OF SPEAKING ENGLISH, IF SO WHAT WAS THEIR LEVEL OF COMPETENCE? WERE PARTIES ABLE TO COMMUNICATE ORALLY AND IN PROPER WRITTEN FORMATS?

AMERICAN IT WORKER:

"No Indian nationals involved in knowledge transfer process with the caveat my boss being an H-1B."

"Let's provide some more elaboration because in the above I wrote no Indians were directly associated with, okay, all right, actually I stand by that statement."

"So the first question is how was the knowledge transfer and training conducted at that time? Were the Indians recording and writing? No. So the knowledge transfer involved no direct...there were no Indian nationals involved to the best of my knowledge in any of the meetings that I had during the knowledge transfer. Having said that, my boss was an Indian national and he certainly knew what was going on. He wasn't in any of the meetings."



SAITJ: HOW WOULD YOU DESCRIBE THE TECHNICAL ABILITIES OF THE H-1B AND FOREIGN GUEST WORKERS YOU OBSERVED? ARE THEY TECH SAVVY OR JUST FAKING IT?

AMERICAN IT WORKER:

"The numerous H-1B's that worked there (in all levels, programmer, DBA, developers, AND Management) were generally of inferior competence. IMHO."

"I say inferior competence as opposed to Incompetence, which to me means not able and these guys given enough time they could fake it."

SAITJ: COULD YOU SAY THEY WERE LEARNING ON THE JOB AS OPPOSED TO FAKING IT?

AMERICAN IT WORKER:

"Well, I'm not even sure that's true. There just was, listen, I'm going to be straight with you on this question. I used the word incompetence a lot when I was there. I always had a very high degree of faith in my own competence and my own sense of work and I've always felt personally but I felt I could back it up with true evidence that I was more confident than a lot of the people I worked around, Indian or otherwise, so, how to say this, if you just want to shine the spotlight on Indian workers, I stand by what I said, that the H-1B Indians that worked there were generally of inferior competence."

SAITJ: HOW MANY OTHER IT WORKERS WERE AFFECTED AND WHAT WAS THE GENERAL REACTION TO THE LAYOFF?

AMERICAN IT WORKER:

"Around two hundred people laid off, completely stunned. Everyone that I saw was shocked. Completely stunned. Deer in the headlights."

SAITJ: DID YOU OR ANYBODY ELSE THAT WAS CANNED OFF SUFFER DURESS TO THE POINT THEY HAVE BROKEN DOWN IN TEARS, EXPERIENCED DIVORCE, LOST THEIR HOMES?

AMERICAN IT WORKER:

"That's a very good question and I don't know. I simply don't know."



SAITJ: WE HAVE LEARNED THAT THE KNOWLEDGE TRANSFER HAS OCCURRED FOR MONTHS. WAS THERE A PERIOD IN WHICH THE EMPLOYEE HAS THREE MONTHS TO TRAIN THE GUEST WORKERS AND THEN LED TO THE DOOR?

AMERICAN IT WORKER:

"Yeah. There was a time period between the completion of the knowledge transfer and being thrown out."

"It was very severe and very immediate. I couldn't even...listen, it's not unusual for somebody to have personal information on the daily laptop or desktop or computer that they work on and I didn't...I mean this thing was so sudden and so immediate that I was not even allowed to get my information off of my laptop, my personal data, phone contacts, personal emails, and the like. It was very sudden and my point is that the whole thing was very well orchestrated, very well coordinated; it was rehearsed evidently because they seemed to pull it off so gracefully. Okay, and now we're going to have you go to this building and I was escorted over. It was all very humiliating."

SAITJ: YOU'RE TELLING ME SOME VERY GOOD INSIGHTS AND MANY INDIVIDUALS WILL LEARN THAT WE DON'T KNOW. WE DON'T KNOW WHAT GOES ON AND WHEN OTHER PEOPLE WILL READ THIS, EVENTUALLY THEY CAN UNDERSTAND THE DETAILS OF THIS CRUELTY THAT'S OCCURRING IN A RAPID FASHION ALL OVER THE COUNTRY AND NOT JUST IN THE IT PROFESSION.

AMERICAN IT WORKER:

"Well I agree with that. I agree that it's very important that people read to see how companies operate in this mode when they're doing H-1B replacements, mass layoffs. I think what journalists do can have a positive effect. When they're informing the public about these layoff procedures and the public...certainly there's an emotional impact and that can drive some positive action. "



THE INTERVIEWS FROM HELL WENT NOWHERE BUT FURTHER INTO THE ABYSS.



SAITJ: SINCE YOU WERE LEFT UNEMPLOYED DESCRIBE YOUR JOB FINDING EXPERIENCE SINCE THE 2011 EVENT, HOW THAT BEEN GOING?

AMERICAN IT WORKER:

"I'd been steadily employed for over 30 years doing applications / database / web development."

"I have an impressive resume w/ very up to date skills. My unemployment cannot be credited to mere incompetence/lack of ability."

"From November 2011 up until now, September 2016 I have been unemployed except for one six month gig in 2012."



"From 2011 to 2013 I submitted my resume > 1000 times w/ little response relative to the search."

"Of the interviews in which I did engage, young Indians conducted most of them."

"In 2013 I concluded that my market (Java mid tier, DB development in Oracle, Microsoft, & Sybase) was flooded w/ H-1B visas."

"I also concluded that another negative contributing factor was ageism (I'm now 55)."

"In 2013 I retrained myself and wrote, then marketed an Android Smart Phone application."

<https://play.google.com/store/apps/details?id=com.ntier.android.GAEL1>

SAITJ: WHEN YOU WERE INTERVIEWING WITH THE YOUNG INDIANS AT THESE COMPANIES, WERE THEY GIVING YOU QUESTIONS YOU COULDN'T ANSWER OR YOU FELT THAT YOU WERE BEING DISCRIMINATED AGAINST OR THAT IT WAS JUST AN INTERVIEW JUST TO FILL THEIR DOCKET?

AMERICAN IT WORKER:

"Yea, they were just interviews to fill their dockets. After my layoff, I started looking for work and so in 2011, 2012, 2013 I started pounding the pavement for work and I interview with numerous companies, although I was shocked at how difficult it was to actually get an interview because I thought I had a pretty good resume. My resume went back to, I don't know, at least the early 90's and maybe the mid-80's and I couldn't understand why I was having such a hard time. I had never had a hard time getting interviews. What I was finding was that I was being interviewed by much younger people, and these younger people were clearly H-1B Visas. How do I make that assessment because they hadn't shown me their H-1B Visa? I make that assessment because, A, they're younger. They're not experienced. And B, they tended to be from India or Indonesia with very thick accents and my assessment was they had not been in this country for very long and from that evidence I concluded that they were H-1B imports."

"So I came to the conclusion after roughly 24 months of looking for work and sending out my resume thousands of times that I had two problems; ageism and that my market with my particular skills had been flooded by H-1B Visas. Am I making sense so far?"

SAITJ: ABSOLUTELY.



AMERICAN IT WORKER:

"So I came to the conclusion that the reason why I couldn't find work after two years of pounding the pavement was because of ageism and because my market was flooded with H-1B Visas. So I did two things. The first thing, to combat the ageism, was I cut out somewhere between 15 and 20 years of my resume so that I wouldn't look...because my resume goes back to at least 1985 and some of the people that I had been interviewing with weren't even born then and so I cut off somewhere between 15 and 20 years of my resume. Then the next thing I did was I stopped looking for work and I spent some time retooling."

"I had identified that the smart phones were a pretty good market and specifically Android, so I started working on an application, a legitimate application that actually addressed a legitimate business problem in an area that I have learned about during my time at PG&E. That specific area is called Integrity Management and Integrity Management is a multibillion if not multitrillion-dollar industry having to do with the large enterprises keeping track of and maintaining their ground-based assets. So that encompasses a lot of different areas. That encompasses power utilities, phone utilities, it encompasses railroads, it encompasses cities that have to take care of their roads."

"So I wrote a smart phone mobile application to address that issue. It was something I was interested in and something I wanted to do. It's something that I identified the smart phone as being a very good tool to address that business problem and it was a means for me to...I was able to create a goal for me to work and learn smart phone development, Android smart phone development."

SAITJ: HAVE YOU BEEN ABLE TO DERIVE ANY INCOME FROM THAT?**AMERICAN IT WORKER:**

"No. I did not make any money off it at all."

"I did give a few demos of the product to various contacts, some within my old company. I also approached other companies that were sort of in that business, that were in that business, but I am a better software developer than I am a marketer, but I did publish the application on the Google Play Store and the link is published on my resume. So anyway, that's a long winded way of talking about...your original question was what was your experience after you got laid off and how did you encounter people that were interviewing you, so that's my response."



THE STRESS OF NO INCOME WITH EXTRAORDINARY SKILLS IS A DIFFICULT REALITY.



SAITJ: SINCE YOU WERE LEFT UNEMPLOYED AND STATED YOU HAVE NO INCOME, HOW HAVE YOU SURVIVED IN LIFE AND HOW DO YOU GET BY ON A DAILY, WEEKLY AND MONTHLY BASIS?

AMERICAN IT WORKER:

"My measly unemployment and severance ran out w/ in 18months."

"I've been struggling to hold onto my house by using my retirement savings and food stamps (EBT card = "Cal Fresh")."



"I've never been so depressed in all my life. Through MediCal I found professional psychiatric help."

"I've been taking several anti-depressants including Effexor (300mg), Klonopin, Lamotragine, and Wellbutrin. I've had suicidal thoughts due to my sense of lack of purpose/unemployment and fear of losing my house due to zero income."

SAITJ: HAVE YOU UTILIZED RECRUITING FIRMS IN ANY FASHION IN THE JOB SEARCH? WERE INDIAN JOB FIRMS INVOLVED AND DID YOU FEEL THAT YOU FEEL YOU WERE DISCRIMINATED BY THE INDIAN FIRMS?

AMERICAN IT WORKER:

"Indian recruiters have been worse than useless (that's a longer convo. You can call me if you like). I do like Cybercoders. Less Indians there. And I get interviews w/ them."

SAITJ: SINCE 2012 AND 2016 MUCH HAS CHANGED FOR IT WORKERS TO SPEAK OUT AND ADVOCACY GROUPS AND THE MEDIA HAS MADE AN IMPACT ON THE H-1B AND L-1 VISA LANDSCAPE.

HOW DO YOU DESCRIBE THE H-1B AND GUEST VISA SITUATION IN 2012 AND 2016 IN REGARD TO PUBLIC AND POLITICAL AND MEDIA EDUCATION? HAS THERE BEEN ANY IMPROVEMENT OR HOPE FROM YOUR POINT OF VIEW?

AMERICAN IT WORKER:

"I have observed only marginal improvements in public awareness."

"I'm hopeful but dubious that Trump may help."

"I dread Hillary will make it worse." "In short, no improvements."

SAITJ: WERE YOU WERE REPLACED BY AN H-1B, WAS THIS H-1B PART OF THE INDIAN BASED BIG FIVE? IF SO WHAT WAS THE NAME OF THE INDIAN COMPANY THAT WERE USED BY YOUR COMPANY TO REPLACE THE AMERICAN IT STAFF?

AMERICAN IT WORKER:

"I am certain it was Accenture that was behind all of the aforementioned 200 layoffs @ PG&E. Accenture is a major H-1B player."



INDIAN RECRUITERS – IF YOU ARE WHITE – THEY POSSESS FRIGHT – EYES LYING - SNAKE IN THE GLASS



SAITJ: THE CURRENT H-1B WAVE HAS A REPUTATION OF COOKED OR FAKED RESUMES, FALSIFIED COLLEGE DEGREES, INADEQUATE EDUCATION AND ENTRY LEVEL SKILLS AND A TREMENDOUS URGENCY TO OBTAIN AN H-1B, L-1, OR F-1 STUDENT VISA AT ANY COST.

HAVE YOU BY ANY CHANCE RUN ACROSS ANY FAKE RESUMES IN THE WORKPLACES IN WHICH H-1B OR L-1'S HAVE BEEN INVOLVED?

AMERICAN IT WORKER:

"Utterly incompetent Indian recruiters totally dominate the job-recruiting scene."



"In addition to displaced STEM workers, American job recruiters have been decimated and replaced by Indian recruiters w/unintelligible accents and poor English."

"The short answer is no. I stand by my previous statement that my, I have not, I've worked around a lot of H-1B visas. And, none of them have been, in my opinion, competent. They've all been of rather low quality, technical acumen and experience and competence. I think that their value is that they come from a third world country; thus they want to stay here. Accordingly an employer, that's an indentured servant edge over them versus an American citizen."

"There definitely is a tremendous urgency and definite desperation. Clearly, the urgency and desperation comes from the fact that they are coming from a third world country. So, the problem is a first world country cannot, because of the differences in population, the first world country cannot convert a third world country into a first world country. The other way, however, a third world country will convert a first world country into another third world country. So, that's what's happening with globalism. And, I'd like to repeat that I am a capitalist. I believe in trade. I think, but globalist don't care about the nations that they're impacting."

"There has been a shift in the HR hiring process over the years. In the old days, the 1990's era and perhaps even later, it was IT tech people who did the resume process, and picked candidates. I was part of a resume committee made up of all technical people and we looked at and made the call on the resumes. We could tell who was fake and who was real, the system worked and we recruited some good tech people, Indians included. HR then took the approved resumes and started the interview and hiring process."

"Now that process is turned upside down, the technical people in the organization no longer pick the candidates instead it is non-technical recruiters and HR staff in the companies who make the call on the resumes. They see the buzz word off the requirements and of course these non techies have no clue about software how things work in the industry."

"Now days the hiring managers too are NOT technical, they receive the poorly reviewed resumes, look for the cheap labor, thus more H-1B's and other visa candidates emerge. Qualified Americans do not stand a chance, and get this, many companies have Indians in HR who fish through resumes and guess who gets the job?" Hell many companies farm out their entire recruiting to Indian recruiting firms."



SAITJ: WHAT IS YOUR OPINION AND OBSERVATIONS OF THE WORLD'S LARGEST EMPLOYERS OF H-1BS, INDIA-BASED COGNIZANT TECHNOLOGY SOLUTIONS, WIPRO, HCL, INFOSYS AND TATA CONSULTANCY AND HOW THEY CONDUCT BUSINESS IN THE US? ARE THEY ABUSIVE? ARE THEY DISCRIMINATORY? HOW DO YOU MEASURE THEIR TECHNICAL ABILITIES AND PERFORMANCE?

AMERICAN IT WORKER:

"I did have one interview w/ Infosys. They were all young Indians."

"It was a bizarre experience for me. I came in totally open minded without any kind of preconceived notions. I figured well if Infosys is willing to spend the time to interview me, I'm willing to give them the benefit of the doubt against all this stuff I had heard about regarding H-1Bs, but the interview experience was pretty bad. I never felt like there was any interest in me at all. This is why I'm very curious about these companies that, you know, Infosys, Tata, Accenture, I suppose it has an American name to it, but I believe it's largely an H-1B importer."

"Some of these other companies Cognizant Technology. I'm fascinated by, there doesn't seem to be enough talk about how they actually operate, my feeling is that they are contributing to the myth of the STEM shortage, and that somehow justifies their flooding the market with third world imports. Let's see, I just feel that, the question here about was, were any of these companies discriminatory, I, based off my experience interviewing with Infosys, I thought they were discriminatory only because I met the requirements quite well. My resume shows that. They were all younger Indians that didn't seem to be at all interested in hiring me because I was clearly an American citizen, a white male American citizen, and not an H-1B import. My feeling was that they were, that it's important to show that for the sake of image that they are considering American workers, but in the end it's just more profitable to bring in third world imports."

SAITJ: SO, THE INDIANS WERE JUST INTERVIEWING YOU AS A PROP AND A PLACEHOLDER SO THEY CAN TELL THE EEOC THEY INTERVIEWED ONE OF THESE AMERICAN GUYS? DID YOU EVER FEEL YOU WERE ASKED TECHNICAL QUESTIONS THAT WERE UNFAIR, OR DID THEY GIVE YOU ANY TECHNICAL INTERVIEW?

AMERICAN IT WORKER:

"No, they didn't give me a technical interview. I got, I think I had a phone interview, and a first round. That's with Infosys, and I'll tell you about, I can tell you about, Moody Investments also. But, Infosys, they gave me the grace of a personal, you know, an onsite face-to-face interview, but they, it was, I felt it



was perfunctory, there was no interest in me, no personal engagement. Usually, when an employer is serious about hiring someone or serious about considering hiring someone, you can detect a certain amount of interest in the candidate, personal interest and technical interest, and this was all rather perfunctory. And, it was all very, very, I mean, again, I, my resume speaks for itself."

"And, I did meet their technical requirements, but the interview itself was carried out with minimum effort and reflection. I felt like if I came from a third world country, and was an H-1B visa, and wasn't a citizen, and I had even less qualifications that I would have had a much better chance with these guys, and they would have been much, and that was the last time I decided, you know, enough with all this, that kind of solidified for me, that experience which was about two years ago, two and a half years ago, that solidified for me all the other experiences and exposures that I've had with third world Indian recruiting."



**INDIAN RECRUITER ANALYTICS – LOGIC NOT INCLUDED –
THE NUMBERS DO NOT ADD UP – MASSIVE EMAILS ARE
NULLS – VOICE IS A SCAM.**



**SAITJ: DO YOU GET A LOT OF EMAILS IN YOUR JOB HUNT FROM INDIAN
RECRUITERS, AND DID YOU PUT YOUR RESUME IN DICE AND INDEED RESUME
SERVICES?**



AMERICAN IT WORKER:

"The short answer is I got an overwhelming amount of emails from Indian recruiters. And, the Indian recruiters, it's pretty clear, they don't look at the resume because they're in the position is not relevant to my resume, nor is the location. So, I've often wondered, well, why is it that I am the, why is it, why am I receiving so much attention, so much undo attention from Indian recruiters? The important thing that supports H-1B visas, the thing that most supports the H-1B visa is the false argument that the United states is suffering a STEM shortage. STEM is the acronym for science, technology, engineering and math."

"And, that, so there's this false argument out there that there are not enough STEM, qualified people, so therefore, we must hire from third world countries. It's totally false that argument. But, in order to support that, I think that these Indian recruiters, these third world recruiters are going out, and they're sending out calls for jobs. And when they don't get responses, they can use these numbers, and say look, here are all the jobs, and requests that we sent out, and we can't even get responses. Well, you're not getting responses because the jobs are not relevant to me, and neither is the location."

"Just to be clear: "not relevant to me" does not mean "I refuse the job". It means "it's not relevant to me so the employer/recruiter will not hire me." It means "the job market is so flooded that the employer can be overly choosy."

"So, it's a completely unreal, unsubstantiated scenario you're creating, so nobody looks deep enough into the numbers, all they look at probably is, oh, my goodness, these recruiters have sent out this many job requests, and look at the lack of responses they get. So, that supports their contention that there are not enough STEM workers."

SAITJ: YEAH, THAT'S A GOOD POINT. SO, THEY SENT OUT MASSIVE RESUMES TO NON-INDIANS AND WHEN THEY GET NO RESPONSE, IT IS AN EXCUSE TO HIRE H-1B'S. PERHAPS IT IS SOME SORT OF A REVERSE CON JOB. DO YOU THINK A LOT OF THESE ARE ROBOT EMAIL SENDS, AUTOMATIC?

AMERICAN IT WORKER:

"No, no."

SAITJ: MANY INDUSTRY OBSERVERS CONCLUDE THAT THESE EMAILS COME DIRECTLY FROM INDIA, SOME OF THEM FROM INDIANS IN THE US? WHAT ARE YOUR OBSERVATIONS?



AMERICAN IT WORKER:

"I think for the most part, they're, well, there seems to be a conversational tone to the emails. So, I don't know how much of it is automated or not. I'm sure it's automated to a certain point, yeah. It's actually spam, to the point where I've actually had to identify it a few egregious offenders and had to spam them completely, so, because I get such an overwhelming amount of, the problem for me is to differentiate between the legitimate American recruiters that are seeking to legitimately fill a position, and I'll give an example of that I think that the cyber coders is one of the best."

"Dice.com used to be one of the best, but it's becoming increasingly infested with third world Indian recruiters. So, I have to differentiate between the <http://www.cybercoders.com/> and the valid recruiters which generally, they don't have any Indian names at all. And then the Indian recruiters, which they've always got Indian names, and 9 times out of 10 they're completely inappropriate, the job requirements do not match my skill set. And then I will say, 10 times out of 10, even if it was, just to be clear here, the very few times that an Indian recruiter will send me a valid job request that meets my resume and isn't on the other side of the world where I can actually work, I would never get any, if it's an Indian recruiter, I'm not going to get any legitimate response anyway. It's all, I just never have. I know this from years of seeking employment."

SAITJ: YOU'RE NOT THE ONLY ONE - MYSELF AND OTHERS HAVE REPORTED SIMILAR EXPERIENCES.

AMERICAN IT WORKER:

"So, I only respond to non-Indian names. If they have American sounding names as opposed to third world country names, I'll respond to that. And, I do, and by the way, I get interviews. I've never got, you know, other than Moody International, Moody Financial, other than Moody or Infosys, I should say, I've never gotten any results from any Indian recruiters. So, I only get interviews with non-Indian recruiters. Now, I will say that, in support of my, that contention the support of that scenario is the fact that I have in the past received both emails and phones calls from clearly Indian recruiters by the sound of their voice, but they'll change their name, they'll falsify their name."

"They're clearly from India, but they will use American sounding names. So, instead of Rishi or Mahesh, their first name will be John, or Fred, or, and then sometimes they may shorten up their Indian name to make it like a nickname. Anything to appear, and it's becoming increasingly more common, anything



that can appear less Indian and more American, they strive for false representation in my opinion."

SAITJ: IT IS MY UNDERSTANDING THAT MANY OF THESE INDIAN RECRUITERS ARE CALLING FROM INDIA USING WHAT THEY CALL A MAGIC JACK USB PORT AND A VPN VOICE OVERRIDE, OR A VPN CONNECTION FROM THEIR HOME COUNTRY, AND THEY PRETEND THEY'RE AMERICANS AND THEY CALL ALL OVER THE USA. I PERSONALLY HAVE HAD AN INDIAN RECRUITER WOMAN ADMIT TO ME THAT SHE WAS IN INDIA OVER THE PHONE AFTER SOME KIND AND GENTLE INTERROGATION?

AMERICAN IT WORKER:

"I definitely experienced that. I have experienced at least that, what you're talking about and worse. What I'll get sometimes is a phone call, and my cellphone will register the, who's, the number that's calling, it will be an American area code. In addition, it'll also say the city. So, it might say that they're calling from Miami or that they're from New York. And, I don't know anybody in Miami, and I don't know anybody in Charlotte, North Carolina."

"But, that's where the city, they say they're coming from, and then if I pick up, and I'll explain what I mean by if later, but if when I pick up, it'll be an Indian recruiter, often their accent is unintelligible, and I've got a good ear for accents, I'd like to say. I have a better ear for accents than most people. And, even I have difficulty understanding what they're saying. And, often the connection is so bad, you can tell, it's not coming from North America."

"It's not coming from Charlotte or New York City where, you know, this is not the 1960's, it's the 2000's, and when you speak to somebody on the other side of the country, the phone connection these days are superior. So, if it's a crackly bad connection, obviously, it's coming from a different continent, another third world like India."

"I get easily anywhere from three to five calls every single day, and invariably they are from Indian recruiters. I do not pick up anymore because I have these guys don't, they don't respond. Again, if they don't respond, well, what is the value of them issuing these phone calls, and these emails? So, somebody could say, well, because you're not looking hard enough. I am looking hard enough, brother. I've sent out my resume, and I responded to thousands of phone calls. What happens is when you start seeing a pattern of lack of results that's when you start getting discriminating."

"And, the pattern I've seen is no response from any of the recruiters despite the fact that they've reached out first to me with phone calls and emails. So, again, I think the reason for that is that they can show some faith numbers that they are reaching out in good faith, and that way they can support the



contention that there is a shortage of STEM workers. So, my pattern is, I don't pick up from phone numbers I don't recognize, or from locations that I don't know anybody because it's always from some fake third world Indian recruiter who won't respond after I send my resume. And, that's if they even have a legitimate job requirement which most of the time they don't."

SAITJ: I HAVE NEVER KNOWN ANYBODY WHO WAS NON-INDIAN THAT GOT A JOB FROM AN INDIAN RECRUITER - PERIOD.

AMERICAN IT WORKER:

"That was my experience. I couldn't put it more succinctly than what you just said that's been my experience."

SAITJ: DO YOU HAVE A LINKEDIN ACCOUNT?

AMERICAN IT WORKER:

"Yeah, I had an inactive LinkedIn account. I don't think that LinkedIn is very effective for most technical workers. I think it's more effective for management, higher ups, so that's my opinion."

SAITJ: YEAH, OKAY, THAT MAKES SENSE. LINKEDIN IS A MERRY-GO-ROUND TO NOWHERE.

AMERICAN IT WORKER:

"Well, that's my theory. I haven't heard anybody else voice that theory, but my theory is that the reason for all of these Indian job requests that are false is they can contend that they are doing it to create a false impression that there are a lot of jobs available for a lot of STEM American workers that cannot be filled. So, that's, they can justify their existence, and they can justify flooding the market with H-1B visas."

SAITJ: THAT'S A VERY PROFOUND OBSERVATION, A STREET VIEW PER SE, I HAVE NOT HEARD THE CONCEPT BEFORE, AND THAT'S A VERY INTERESTING ONE.



MY FINAL THOUGHTS AND ADVICE FOR ALL



SAITJ: DO YOU HAVE ANY OTHER FINAL COMMENTS AND OBSERVATIONS?

AMERICAN IT WORKER:

"My only real ending comment is based on a discussion I had with you during the interview. We need a different strategic approach to getting the laws changed in Congress. We need to target the congressional committees that have jurisdiction over the visa abuse problems that have destroyed my life and many others. I think that IT workers should target the congressmen on those committees and convince them of the nature of the problem - educate them. A letter writing campaign to include social media is required. I saw in articles published that IEEE-USA was effectively lobbying congress along with labor to move the Rep. Darrell Issa "Protect and Grow American Jobs Act" H-1B bill forward, it failed, but now we have congressional attention."

"IT workers need lobbyists in DC to walk the halls of congress on our behalf in order to achieve a specific outcome. One baby step outcome result at a time. That with the positive mix of media articles about the visa abuse has spread across the nation. Media outlets have increased their coverage dramatically since my life in hell began in 2011. The book Sold Out was published, the New York Times and Sara Blackwell emerged and that has increased public awareness to a point we have not witnessed before. Computerworld has done



a great service for IT workers. IT workers are speaking out and lawsuits are in place."

"I have come to the conclusion that no one magic wand will change the laws only a persistent and calculating lobby effort aimed at congressional members; both those that support our cause and those who do not support our cause. The Indians have been effectively lobbying for their cause, why can't IT workers of America do the same?"

END OF INTERVIEW.

