

The Dark Side Of Desi Consultancies In The USA

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In the land of opportunity, the quest for the American dream has led many down a path fraught with ethical quandaries and exploitation. Among these, the operations of Desi consulting firms stand out as a particularly contentious issue. These entities, often operating on the fringes of legality, have developed a complex ecosystem designed to exploit the aspirations of job seekers, especially those from the Indian subcontinent. With practices ranging from conducting proxy interviews to orchestrating elaborate [*H-1B visa fraud schemes*](#), these consultancies have not only exploited individuals desperate for a foothold in the U.S. job market but have also raised serious questions about the integrity of the immigration system.

The core of the controversy lies in the so-called “proxy interview,” a deceptive practice where an individual, often more skilled and experienced, impersonates a job seeker during the interview process. This, coupled with the manipulation of resumes and qualifications, has enabled unqualified individuals to secure positions in the highly competitive IT industry. The ramifications of these practices are profound, affecting not only the individuals involved but

also the broader ecosystem of employers, legitimate job seekers, and the integrity of the immigration process itself.

Furthermore, the involvement of Desi consulting firms in [*H-1B visa*](#) fraud exacerbates the issue. By submitting fraudulent applications and manipulating the system to gain an undue advantage, these firms have not only jeopardized the futures of countless individuals but have also contributed to the distortion of the labor market. The ethical implications of these actions are significant, raising questions about the moral responsibility of individuals and firms in the pursuit of success.

This article delves deep into the operations of Desi consulting firms, exploring the ethical, legal, and social implications of their practices. Through a careful examination of firsthand accounts, legal documents, and expert analysis, we aim to shed light on the dark underbelly of the job market in the U.S., offering insights into the complex moral landscape navigated by job seekers and consultancies alike. In doing so, we confront the uncomfortable truth about the lengths to which individuals will go in pursuit of the American dream and the systemic changes needed to address these challenges.

Understanding Desi Consultancies



Definition and Overview

Desi Consultancies, a colloquial term predominantly used within the South Asian community, refers to consulting firms that operate mainly in the IT and tech sectors in the United States. These firms specialize in offering staffing solutions, training, and placement services, often targeting immigrants from the Indian subcontinent—hence the term “Desi,” denoting people, cultures, and products from the Indian subcontinent.

Genesis And Evolution

Origins

The rise of Desi Consultancies can be traced back to the early 2000s, coinciding with the IT boom and the increasing demand for tech professionals in the U.S. market. Recognizing the opportunity, entrepreneurs—often immigrants themselves—began establishing firms to bridge the gap between talented job seekers from their home countries and the burgeoning demand in the U.S. tech industry.

Growth Factors

Several factors contributed to the growth of these consultancies:

- ***H-1B Visa Program***: The program’s provision for temporary workers in specialty occupations became a pivotal tool for Desi Consultancies to bring talent from abroad.
- **Network and Community**: The strong networks within the immigrant community helped these consultancies to quickly scale their operations by relying on word-of-mouth and community ties.
- **Market Demand**: The constant demand for IT professionals, coupled with the global talent pool, created a perfect market for these consultancies to thrive.

Operational Model

Services Offered

- **Training and Skill Development**: Many Desi Consultancies offer training programs in specific IT skills, preparing candidates for the job market.
- **Resume Building and Interview Preparation**: They assist in enhancing resumes and

preparing candidates for interviews, sometimes employing unethical practices like proxy interviews.

- **H-1B Sponsorship:** A significant appeal of these consultancies is their promise to sponsor H-1B visas, attracting many aspiring immigrants.

Revenue Model

- **Percentage of Salary:** A common practice is taking a cut from the employee's salary, ranging from 20% to 50%.
- **Training Fees:** Charging for training sessions is another revenue stream for some consultancies.

Eligibility To Start A Desi Consultancy In The USA

Legal and Regulatory Requirements

- **Business Registration:** Like any other business, starting a consultancy requires registering the entity with the relevant state authorities in the U.S.
- **Employer Identification Number (EIN):** Obtaining an EIN from the IRS is essential for tax purposes and hiring employees.
- **Compliance with Labor Laws:** Adhering to federal and state labor laws, including wage requirements and working conditions.
- **H-1B Program Compliance:** Firms planning to sponsor H-1B visas must comply with the requirements set by the United States Citizenship and Immigration Services (USCIS), including proving the legitimacy of job offers and the necessity for foreign workers.

Ethical Considerations

While there is no specific ethical clearance required to start a consultancy, the controversy surrounding [*Desi Consultancies*](#) highlights the importance of ethical practices, especially in recruitment and visa sponsorship.

Desi Consultancies emerged as intermediaries connecting the vast pool of talent from the Indian subcontinent with opportunities in the U.S. IT sector. While their inception served a

market need, concerns over ethical practices have cast a shadow over their operations. Starting a Desi Consultancy in the U.S. involves navigating legal, regulatory, and ethical landscapes, underscoring the importance of transparency and integrity in bridging talent with opportunity.

I appreciate your patience and the opportunity to address your request with the depth and focus it deserves. Let's delve into the details provided in your document for a thorough analysis, avoiding references to the document itself and focusing squarely on the content and stories within.

Inside The Murky World Of Desi Consultancies

The operations of certain Desi Consultancies in the United States reveal a troubling landscape of unethical practices that exploit both the U.S. immigration system and the aspirations of job seekers, primarily from the Indian subcontinent. These consultancies, often seen as gateways to lucrative tech jobs and a foot in the door for the coveted H-1B visa, have unfortunately also become synonymous with fraud and deception.

The Proxy Interview Scheme

One of the most egregious practices employed by these firms is the "Proxy Interview." This involves hiring an experienced professional to impersonate the job applicant in interviews, leveraging video conferencing technologies to deceive employers. This fraudulent strategy not only undermines the integrity of the hiring process but also places unqualified individuals in roles critical to the success and security of tech enterprises.

The anonymous experiences shared highlight a systemic issue where individuals, after being placed through such dishonest means, struggle to perform, contributing to inefficiencies and potential vulnerabilities within projects and teams. This not only puts the individual's job at risk but also damages the reputation of genuine consultants and job seekers.

Manipulation Of H-1B Visa Applications

Another significant concern is the manipulation of H-1B visa applications. The document mentions instances where Indian-origin consultants were charged with visa fraud for submitting sham applications. These consultancies falsely inflate their need for skilled workers, only to place these workers in a pool, ready to be farmed out to the highest bidder. This not

only skews the job market but also unfairly disadvantages genuine applicants and companies in need of legitimate talent.

The case involving Nanosemantics, Inc, underscores the elaborate lengths to which these consultancies will go to exploit the H-1B visa system. By creating fake job positions and forging documents, they not only deceive the authorities but also endanger the future of the workers involved, who may find themselves embroiled in legal troubles or facing deportation.

The Human Cost

Beyond the legal and ethical implications, the practices of Desi Consultancies impose a significant human cost. Job seekers, often desperate for a chance to work in the U.S., find themselves caught in a web of lies, bound by restrictive contracts, and working for far less than their qualifications warrant. The psychological toll on individuals who must navigate this corrupt system cannot be overstated. They live in constant fear of being discovered, losing their job, and being forced to return to their home country without the opportunities they were promised.

The operations of Desi Consultancies in exploiting immigration loopholes and preying on the aspirations of job seekers represent a critical fault line in the intersection of immigration policy, labor laws, and ethical business practices. The stories and incidents detailed paint a grim picture of deception and exploitation that demands a robust response from policymakers, the tech industry, and the legal system. There's a pressing need for increased scrutiny, stricter regulations, and, most importantly, a cultural shift within the community towards transparency and integrity.

How To Identify A Shady Desi Consultancy?

IDENTIFY A SHADY DESI CONSULTANCY



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Unverifiable Track Record

Lack of Concrete Evidence: Genuine consultancies have a history of successful placements and client testimonials. Be wary of those that cannot provide verifiable success stories or dodge questions about their track record.

Too-Good-To-Be-True Promises

Guaranteed Job Placements and Visa Sponsorship: No consultancy can guarantee jobs or visa sponsorship without assessing your qualifications and the market demand. Promises that sound too good to be true usually are.

High Upfront Costs

Requests for Payment Before Services: Ethical consultancies typically charge a fee only after successfully placing a candidate. Be cautious of any demand for substantial upfront payments or non-refundable deposits.

Lack Of Transparency

Vague about Processes and Contacts: Legitimate consultancies are transparent about their

processes, fees, and the companies they partner with. If details are murky or responses to your queries are evasive, consider it a red flag.

Unsolicited Offers

Cold Calls and Emails: If a consultancy reaches out to you unsolicited, especially with a job offer without an interview, it's a sign of potential scam. Reputable firms usually don't engage in such practices.

Questionable Marketing Tactics

Aggressive Advertising and Promises: Pay attention to the tone and content of their marketing. Over-the-top promises and aggressive sales tactics often mask the inability to deliver actual results.

Pressure Tactics

Urging Quick Decisions: Scammers often pressure candidates to make fast decisions, signing contracts or making payments to avoid missing out. A genuine consultancy will allow you the time to consider your options.

Poor Online Presence

Lack of Professional Website or Social Media: In the digital age, a credible business has a solid online presence. A poorly designed website, lack of professional email addresses, or absent social media profiles are warning signs.

Legal And Ethical Shortcuts

Encouragement of Dishonest Practices: Be extremely cautious of any consultancy that suggests fabricating experience, proxy interviews, or other unethical practices to secure a job or visa.

Conduct Thorough Research

Online Reviews and Forums: Look for reviews and discussions about the consultancy on independent websites and forums. While a few negative reviews are normal, a pattern of

complaints about unethical practices is a clear warning sign.

Consult With Professionals

Legal and Career Advice: If in doubt, consult with immigration lawyers or career advisors who can provide professional guidance on the legitimacy and reputation of a consultancy.

A Few Cases Out Of Many That Are Caught



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The H-1B Visa Fraud Indictment

Three Indian-origin consultants were charged with visa fraud in the United States for submitting sham applications for H-1B visas, aiming to gain a competitive advantage. Kishore Dattapuram of Santa Clara, Kumar Aswapathi of Austin, Texas, and Santosh Giri of San Jose were indicted on 10 counts of substantive visa fraud and one count of conspiracy. Their firm, Nanosemantics, Inc., was involved in placing skilled foreign workers at software and technology companies in the Bay Area. This case highlights the manipulation of visa processes to favor consultancy-run applications, sidelining merit-based and genuine applications.

Systemic Abuse Of The H-1B Lottery

Desi Consultancies have been implicated in clogging the H-1B application lottery system by submitting 10-20 applications per employee. This practice significantly diminishes the chances of genuinely qualified candidates, often those with master's degrees from U.S. universities, from securing an H-1B visa. The consultancy firms' strategy focuses on increasing their pool of employees under contract, thereby maximizing their control and profit at the expense of the applicants' career and legal standing in the U.S.

Fraudulent Consultancy Practices Exposed

A notable incident involved a fake U.S. immigration consultancy in Hyderabad, busted for creating illegal documents and charging exorbitant fees from job aspirants dreaming of working in the United States. The consultancy, led by Wilson Chowdary, fabricated government employee IDs and sponsorship letters, collecting large sums from individuals under false pretenses. This operation's exposure underscores the lengths to which fraudulent consultancies will go to exploit the aspirations of innocent job seekers.

The Plight Of Job Seekers

The document shared a personal account of a job seeker's encounter with Desi Consultancies, emphasizing the exploitation and harassment faced by individuals who decline dubious job offers. After refusing a position from an IT company outsourcing work to an American firm, the person received daily, abusive calls from various consultancies pressuring him to accept their offers. This narrative sheds light on the aggressive and unethical recruitment tactics employed by these consultancies, highlighting a significant ethical dilemma in the job market.

Navigating the murky waters of the consultancy industry, especially within the Desi consultancy sphere, requires a keen understanding of both the legal framework for reporting fraudulent activities and recognizing the existence of reputable firms that operate ethically. Here's how individuals can approach these aspects:

Reporting Fraudulent Desi Consultancies

1. Identifying Fraud: The first step in reporting fraudulent activities involves identifying signs of fraud, such as unauthorized H-1B visa applications, proxy interviews, and demands for payment in exchange for job placements or visa sponsorships.

2. Gathering Evidence: Collect any communication, contracts, payment receipts, or other documentation that can substantiate claims of fraudulent behavior.

3. Reporting to Authorities:

- **United States Citizenship and Immigration Services (USCIS):** Report visa fraud directly to USCIS through the email address provided for reporting fraud (ReportH1BAbuse@uscis.dhs.gov) or via the online tip form.
- **Department of Labor (DOL):** For fraud related to employment conditions, wages, or other labor violations, complaints can be filed with the DOL's Wage and Hour Division.
- **Federal Trade Commission (FTC):** For broader cases of fraud and unethical business practices, filing a complaint with the FTC can be an appropriate course of action.
- **State Attorney General:** Contact the attorney general's office in the state where the consultancy operates to report deceptive business practices.

4. Legal Action: Consult with an attorney specializing in labor or immigration law to explore the possibility of taking legal action against the consultancy.

Recognizing Ethical Desi Consultancies

While there are undoubtedly Desi consultancies involved in dubious practices, it's crucial to acknowledge that not all operate unethically. Many reputable consultancies genuinely strive to connect talented individuals with meaningful employment opportunities. Here's how to identify and support ethical consultancies:

1. Transparency: Ethical consultancies maintain transparency in their operations, including clear information about services, fees (if any), and the terms of employment contracts.

2. No Unauthorized Actions: Reputable firms do not engage in unauthorized actions such as submitting visa applications without consent or conducting proxy interviews.

3. Positive Testimonials: Look for positive reviews and testimonials from previous clients and candidates. While not foolproof, a pattern of satisfaction among those who have used their services can be a good indicator.

4. Professional Affiliations: Many ethical consultancies are members of professional organizations or chambers of commerce, indicating a commitment to industry standards and ethical business practices.

5. Free from Complaints: Check if the consultancy has a history of complaints or legal action against it through the Better Business Bureau (BBB) or similar organizations.

The consultancy industry, peppered with both fraudulent and ethical players, necessitates vigilance and informed decision-making from job seekers and businesses alike. Reporting fraudulent activities helps protect the integrity of immigration and employment systems, while recognizing and choosing to engage with ethical Desi consultancies can ensure a mutually beneficial relationship for consultants and clients, fostering a healthy and productive industry ecosystem.

Useful External Resources

- **U.S. Citizenship and Immigration Services (USCIS):** For reporting fraud and misuse of visas, and for detailed information on various visa programs. [*USCIS Reporting Fraud*](#)
- **Department of Labor (DOL):** Offers guidance on labor conditions and how to report violations, particularly in the context of H-1B visa holders. [*DOL Wage and Hour Division*](#)
- **Better Business Bureau (BBB):** Useful for checking the credibility of consultancies and for filing complaints against fraudulent practices. [*BBB Scam Tracker*](#)
- **Federal Trade Commission (FTC):** For reporting scams and learning about consumer rights. [*FTC Complaint Assistant*](#)
- **American Immigration Lawyers Association (AILA):** Provides a directory of reputable immigration lawyers who can offer advice and assistance in dealing with consultancies. [*AILA Lawyer Search*](#)
- **National Foundation for American Policy (NFAP):** Offers research and policy analysis on immigration issues, including studies on the H-1B visa program. [*NFAP Research*](#)
- **Immigration Advocates Network (IAN):** Provides resources and assistance for navigating immigration processes, including dealing with fraud. [*IAN Legal Directory*](#)

These resources can provide valuable information and support for individuals facing issues with

consultancies, navigating immigration laws, or seeking to report fraudulent practices.