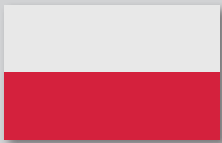


Republic of Poland



About Poland

Capital City:

- Warsaw

Monetary Unit:

- Polish Zloty (PLN)

Major Language:

- Polish

Main Exports:

- Machinery & transport equipment
- Manufactured goods
- Food & live animals

Natural Resources:

- Coal
- Sulfur
- Copper
- Natural gas

Our Immigration Services in Poland

Business Travel – Guidance and assistance with Uniform and Domestic Visitor visa applications filed with the Polish embassies and consulates abroad

Type A Work Permit applications – For non-EEA citizens, filed through the Polish Voivodeship Offices by the Polish employer

Temporary Residence Permit applications – For non-EEA citizens who will reside in Poland for up to two years

The Polish Economy

Home to over 38 million people, Poland is the eighth most populated country in Europe. Poland has been a member of the World Trade Organization (WTO) since July 1, 1995 and a member of the European Union (EU) since May 1, 2004. The only EU nation to avoid recession in 2009, Poland's economic growth is expected to accelerate to 4 percent this year from 3.8 percent in 2010, as domestic demand continues to strengthen.

Even through the global economic recession, Poland managed to maintain a positive Growth Domestic Product (GDP). Poland's economy is projected to expand by close to 4 percent in 2011 and 2012. The major source of foreign investment came from Germany with 21.7% of total FDI. France and Luxemburg were the other two major contributors with 13.98% and 12.71% respectively

Sources: <http://tinyurl.com/yp32y2>;
<http://tinyurl.com/24wl67b>;
<http://tinyurl.com/3h298da>

For detailed information about Poland's Economic Outlook, visit the Ministry of Economy's web site at: <http://www.mg.gov.pl/#>

Business Travel to Poland

Poland is a member of the EU and Schengen Agreements. Currently, EU Citizens who wish to travel to Poland for business may do so by presenting a valid travel document or a second valid document certifying their identity and citizenship. They may remain in Poland for a period not to exceed three months.

Foreign nationals who are not members of the EU are eligible to enter via one of two types of visas: the Uniform (Schengen) Visitor's Visa and the Domestic (Polish) Visitor's Visa. The Uniform Visitor's Visa facilitates multiple

entries to Schengen member countries for a period not to exceed three months. The Domestic Visitor's Visa permits multiple entries to Poland for a total period not exceeding one year during the visa's validity period.

Business travelers may enter Poland to perform a variety of non-remunerative activities while in Poland, including professional and commercial activities such as consultations, negotiations, business meetings, marketing, and product promotion activities, and conferences. Business activities for compensation are strictly prohibited. Individuals or companies that engage in the employment of a foreign national without proper work authorization may be subject to criminal liability and a ban on work permit sponsorship.

The Polish Ministry of Foreign Affairs maintains an updated list of nationals of foreign countries requiring a visa to enter Poland at their web site at: <http://tinyurl.com/5u6g9lr>

Living in Poland

Poland is a culturally rich country that prides itself on its heritage. Although it has one of the most ethnically homogenous populations in the world, Poland is greatly regarded as a tolerant and open society. Poland is located in Central Europe, East of Germany and surrounded by six other nations. With its Baltic seacoast, impressive mountain ranges, abundant Lake District, and desert in the South, Poland offers an array of geography and natural resources.

Most expatriates in Poland reside in Warsaw, which is the most diverse city in Poland and located on the Vistula River. Historically, Warsaw has been a destination for internal and foreign immigration, especially from Central and Eastern Europe. Warsaw has seen major infrastructural changes over the past few years amidst increased foreign investment and economic growth. Source: <http://tinyurl.com/6hyzkbl>

Continued on next page.

Polish Business Culture

Poles prefer an element of formality in their business dealings and pride themselves in their preparation for business meetings and negotiations. Similarly, they expect advance research and preparation for meetings. Meetings will often have agendas and an expectation of adherence to that schedule.

Business Cards are generally exchanged at the onset of the meeting. It is acceptable to have the business card printed in English, only. Handshakes are used for normal, business greetings.

Polish Work Permit Process

1 Employer's announcement of position opening through labour office, if required, followed by work permit ("pozwolenie na prace") application with immigration authority

2 Once the work authorization is approved:
If outside of Poland, the foreign national must apply for a work visa ("wiza krajowa pobytu w celu wykonywania pracy") at a Polish consulate
- OR -
If within Poland, temporary residence permit application is filed with Department of Citizen's Affairs at the Voivodeship Office

3 Registration with the administrative local authority for the Polish place of residence

How Goel & Anderson can assist your organization in Poland

Organizations that wish to employ foreign workers abroad require an immigration service provider with a record of successfully coordinating and delivering global, business immigration services for multinational organizations. Goel & Anderson practices exclusively in the field of immigration to assist your company with the recruitment, hiring, and retention of foreign workers across the globe, including Poland. We understand that time and resources are valuable to your business and that staffing an international project can be critical to your business' reputation and success. We are committed to efficiently delivering business immigration solutions that combine broad global coverage with a depth of local expertise.

We carefully select co-counsel who share our service and compliance-oriented approach to meet the needs of organizations doing business in the global marketplace. Our Global Immigration Practice group and local counsel work closely together to ensure comprehensive business coordination and seamless delivery of services. Our immigration services include end-to-end processing, including: Work Permit and Visa Application preparation and filing;

detailed guidance on the visa stamping and post-entry process; and tracking key expiration dates. Personal representation at the Polish embassy or consulate abroad and local authorities may be available.

Generally, work permit applications in Poland involve an investigation by labor authorities and are supported by original or authenticated documents that must be translated into Polish. Thus, if your company's Polish office anticipates engaging foreign talent, an early analysis of immigration options and strategies, as well as a thorough understanding of the sponsorship obligations, will better position your project for success. We also understand that despite careful planning, emergent issues can arise. We are well positioned to assist your business to address unexpected business requirements. Because global immigration matters do not occur within a vacuum and the law is infrequently static, we seek local experts who may also assist with a range of related legal services, including corporate formation, contracts, employment agreements, licensing, and transactions and who will advise of changes in policy and procedures.

With headquarters outside of Washington, DC in Reston, Virginia and operations in Pune, India, Goel & Anderson is an immigration firm that is international in scope and personal in nature. We are known as a firm that is highly professional and also highly human. We offer clients extensive experience and a comprehensive understanding of all areas of business, employment, and family-based immigration law worldwide.

For more information about our Global Immigration Practice and services, please contact Jill Marie Bussey at jill.bussey@goellaw.com or +1 703.796.9881.

*Goel & Anderson, LLC does not engage in the practice of law within India. All services in India are provided by our affiliate, G&A Immigration Services Private Limited.

The information contained in this document is intended for informational purposes only, is general in nature, and does not constitute legal guidance.



Innovative Approaches to Immigration Law

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