

JAN
13

IMMIGRATION SYMPOSIUM FOR EMPLOYERS

CONSIDERING HIRING FOREIGN NATIONALS?

Register today to gain insight
into immigration law!

Monday, January 13, 2020
NYC Bar Association
42 West 44th Street,
New York, NY
from 8:00 am to 1:00 pm



**REGISTER
TODAY**

There is no charge for this
event. If you would like to
attend, please email
Bezen Hindistan at
hindistan@kmm.com

TOPICS INCLUDE



The Trump Administration
& Immigration



Nonimmigrant (NIV) &
Immigrant Visa IV Visa Options



Internal Immigration Policies
& Procedures



Compliance/Worksite
Enforcement Update



Intersection of Immigration &
Employment Law

[FLIP PAGE FOR MORE INFO >](#)

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LOS ANGELES

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The process of hiring foreign workers can be complicated and time-consuming, especially due to the changes to the immigration system being made by the current administration. This program is designed to educate individuals who manage or handle immigration matters for businesses of all sizes, on the employment-based immigration system and current government policies.

Whether the company employs a large volume of foreign nationals or has only contemplated hiring a foreign national, this program will provide an overview of immigration law and offer useful information needed to make immigration related business decisions.

8:00 a.m. - 9:00 a.m.

BREAKFAST



9:00 a.m. to 9:25 a.m.

THE TRUMP ADMINISTRATION & IMMIGRATION

Michael Mandel & Donald Wolfson

The current administration has put in place a restrictionist agenda that has caused the business immigration landscape to become fraught with obstacles to successful outcomes.

This session will review Executive Orders (including Buy American and Hire American and the Travel Ban) and policy changes (including elimination of deference, denials without request for evidence and discretion to issue Notices to Appear) that have significantly affected employment-based immigration.

- Overview and impact of Executive Orders and Agency policies
- Changes/policies on the horizon
- What employers can do



9:30 a.m. to 10:20 a.m.

NONIMMIGRANT (NIV) AND IMMIGRANT VISA IV VISA OPTIONS

Michael Mandel & Sophie Glickstein

This session will provide an overview of the most common temporary nonimmigrant visa (NIV) and immigrant visa (IV) options utilized by employers. The panel will review the requirements and procedures involved in obtaining temporary employment or green card status for employees.

- Nonimmigrant visas – H-1B, L-1, TN, E-3, J-1
- Special considerations for employing F-1 students
- Immigrant visa categories

10:20 a.m. to 11:00 a.m.

INTERNAL IMMIGRATION POLICIES & PROCEDURES

Gayle Oshrin & Joseph Yoo

Written immigration and compliance policies can serve as an important guide to a company's human resources department and in-house counsel, as well as serve as significant protection from potential liability. This session will address the creation and maintenance of immigration policies that protect the employer, as well as help a business to best navigate ever changing immigration realities.

- What immigration related internal policies should a company have in place/benefits
- When to sponsor for immigration benefits (including green cards and dependents), what to pay for and how
- Terminating applications and payback provision

11:00 a.m. to 11:20 a.m.

COFFEE BREAK

11:20 a.m. to 12:10 a.m.

COMPLIANCE/WORKSITE ENFORCEMENT UPDATE

Gayle Oshrin & Joseph Yoo

With the current administration's increased focus on worksite enforcement and compliance, and immigration guidance changing so frequently, compliance and verification operations are more important than ever before.

- What immigration documents must an employer maintain and for how long?
- I-9 hot topics
- Site visits
- Use of Professional Employer Organizations (PEO)



12:10 p.m. to 1:00 p.m.

INTERSECTION OF IMMIGRATION & EMPLOYMENT LAW

Michele Coyne & Aislinn McGuire

This panel explores common employment law issues that arise when employing foreign nationals. Topics include:

- Classification of employees as exempt and non-exempt; employee v. independent contractor
- Termination and benefit issues
- Cross-border employment issues
- Handling conflicts between federal immigration and state employment law
- Advising on leave and disability