



Three-Part Telephone & E-mail Seminar:

## Employer Compliance For Experts

*Speakers: Cynthia Lange, Robert Divine, Jay T. Jorgensen, Angelo A. Paparelli, Patrick Shen, Shannon Slattery (USCIS) and Jennifer Sultan (DOJ)*

**Available on CD**

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### Seminar Outline

#### **FIRST Phone Session on October 7: E-Verify Requirements in Light of Federal Contractor Regulations and Continued State Legislation**

- What are the obligations of federal contractors and their subcontractors under the new regulation?
- What are some of the recent E-Verify improvements regarding tentative non-confirmation and final non-confirmation?
- Describe the purpose and goals of the E-Verify Monitoring and Compliance Unit.
- Which states have passed Employer Sanctions legislation and what do the laws require?
- Have there been any state enforcement actions?
- What have the Federal Courts said about preemption and recent State Legislation?

#### **SECOND Phone Session on November 4: Developing Company Policy in Light of SSA No Match Letter Controversy, OSC and ICE Investigations and Workers Rights**

- What effects does the recent focus of immigration enforcement on employers have on employers' behavior?
- How has the Obama Administration's withdrawal of the No-Match regulations affected employer's "constructive knowledge" obligations?
- What effect has the 9th Circuit Aramark case had on employers attempt to create a prudent company policy?
- What common trends/pitfalls has the OSC seen in its recent investigations and charges it has received?
- Do employers have responsibility to protect individual worker's rights in anticipating federal enforcement programs?

#### **THIRD Phone Session on December 2: ICE Enforcement and Criminal Prosecution - What Every Employer Needs to Know**

- How has ICE been implementing Secretary Napolitano's April 30 directive to focus enforcement on employers?
- What are the changes in policy and practices compared to the previous administration that would affect an employer's ability to resolve matters with ICE?
- What can employers expect from an ICE visit?
- What rights do employers and employees have in an audit process?
- Cooperating with government - how far to go?
- How to prepare and handle workers you think are unauthorized

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[ ] CD October 7      [ ] CD November 4      [ ] CD December 2      2.00pm to 3.30pm ET (11.00am to 12.30pm PT)

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### About the Speakers

**Cynthia Lange** (Discussion Leader) is Partner at Fragomen, Del Rey, Bernsen and Loewy, LLP. Ms. Lange leads the firm's High Tech practice in the heart of Silicon Valley. As the Managing Partner of the firm's Northern California practice, she directs the strategic representation of companies ranging from large fortune 500 companies to small start-up companies in the firm's "e-group." She has worked with numerous companies to set up and manage worldwide immigration compliance programs. Ms. Lange is a long time Adjunct Professor at Southwestern University School of Law where she has taught since 1988. She also frequently lectures on corporate immigration and, as a thought leader in the industry, she has written numerous articles on business immigration law matters. Ms. Lange is also the Managing Partner in charge of the firm's I-9 Service Center, which offers state of the art electronic I-9 tools and advisory services for proper I-9 and E-Verify completion. She specializes in government investigations, audits and establishing compliance programs for companies. Ms. Lange joined Fragomen over 22 years ago, after beginning her career at the U.S. Department of Justice as an INS trial attorney.

**Robert Divine** is the Chairman of the Immigration Group of Baker, Donelson, Bearman, Caldwell, & Berkowitz, P.C., a law firm of 560 lawyers and public policy advisors with offices in 14 cities from Washington, D.C. to New Orleans. Mr. Divine served from July 2004 until November 2006 as Chief Counsel and for a time Acting Director of U.S. Citizenship & Immigration Services (USCIS). He is the author of Immigration Practice, a 1,600 page practical treatise on all aspects of U.S. immigration law that is revised and reprinted annually to reflect the law's constant changes. He has practiced immigration law since 1986 and is the current Chair of the American Immigration Lawyers Association's Interagency Committee. His practice includes all aspects of U.S. immigration law, representing large and small international and domestic employers, family sponsors, investment regional centers, and individual foreign nationals. He has also litigated significant business matters, including class action employment discrimination, contract, commercial, product liability, antitrust, ERISA benefits, business torts (including RICO, misrepresentation, Consumer Protection Act), and immigration-related criminal matters.

**Jay T. Jorgensen** is a partner and litigator in the Washington, D.C., office. His practice involves representing individuals and corporations in all phases of complex civil and criminal litigation. Mr. Jorgensen has represented pharmaceutical and food production companies in criminal and qui tam cases at every stage of development, from undercover and internal investigations to grand jury proceedings to trial. Mr. Jorgensen's practice has also included civil and criminal appeals for individuals and businesses before numerous federal circuit courts and the United States Supreme Court. Prior to joining the firm, Mr. Jorgensen served as a law clerk to William H. Rehnquist, Chief Justice of the United States Supreme Court, and Judge Samuel A. Alito, Jr., at the United States Court of Appeals for the Third Circuit.

**Angelo A. Paparelli** is a partner of Seyfarth Shaw LLP. Mr. Paparelli, with a bicoastal practice in Southern California and New York City, is known for providing creative solutions to complex and straightforward immigration law problems, especially involving mergers and acquisitions, labor certifications and the H-1B visa category. His practice areas include legislative advocacy; employer compliance audits and investigations; U.S. and foreign work visas and permanent residence for executives, managers, scientists, scholars, investors, professionals, students and visitors; immigration messaging and speech-writing; corporate policy formulation; and immigration litigation before administrative agencies and the federal courts. He is frequently quoted in leading national publications on immigration law. He is also President of the Alliance of Business Immigration Lawyers, a 30-firm global consortium of leading immigration practitioners. Paparelli's blog and a comprehensive list of his many immigration law articles can be found at [www.entertheusa.com](http://www.entertheusa.com). He is an alumnus of the University of Michigan where he earned his B.A., and of Wayne State University Law School where he earned his J.D. Paparelli is admitted to the state bars of California, Michigan and New York.

**Patrick Shen** is Fragomen's Director of Global Compliance and a senior member of the firm's Corporate Compliance Committee. In this capacity, he works with U.S. and multinational clients in maintaining compliant immigration programs. Prior to rejoining Fragomen, Patrick was appointed by the President and confirmed unanimously by the United States Senate as Special Counsel for Immigration-related Unfair Employment Practices in the Justice Department's Civil Rights Division. He also served as Policy and Planning Director of U.S. Immigration and Customs Enforcement in the Department of Homeland Security, and Chief Immigration Counsel of the Senate Judiciary Committee. Earlier in his career, Patrick spent several years as an immigration litigator for the Justice Department, having served as Assistant District Counsel of the former Immigration and Naturalization Service (INS) and a trial lawyer in the United States Attorney's Office in Brooklyn, NY as well as the Justice Department in Washington, DC, representing INS and other agencies in federal courts. He also had a stint in private practice as Director of Government Relations for Fragomen prior to his presidential appointment.

**Shannon Slattery** is the Management & Program Analyst of the Verification Division in the U.S. Citizenship and Immigration Services.

**Jennifer Sultan** is an Acting Special Litigation Counsel of the Unfair Employment Practices at the U.S. Department of Justice.