



Three-Part Telephone & E-mail Seminar:

PERM For Experts

Speakers: Joel Stewart, Christian Allen, Robert Banta, Lorna Burgess, Christina LaBrie, Michael Piston, Careen Shannon, Rohit Turkhud, David Ware and Nathan Waxman

Available on CD

What is ILW.COM?

We are the leading immigration law publisher. Our free *Immigration Daily* reaches an audience of over 35,000 subscribers. Our immigration portal web site is the largest on the Internet with over 50,000 pages of information. We assist your practice via our periodicals, seminars, and Yellow Pages. *Disclaimer: participation in this seminar does not create an attorney-client relationship with the speakers.*

Seminar Outline

FIRST Phone Session on October 28: Mechanics of a PERM Case

- Introduction of New PERM Form 9089
- OMB Certification of Form 9089
- Step by Step Preparation of PERM Application
 - O'Net ABC's: Job Titles, Duties, & Occupations, SVP & Job Zones
 - Prevailing wage: Calculating Using Step-by Step and Competency Levels, Wage Ranges, Schedule D Professionals and Educational Ratings
 - Filing at SWA & Appeals to DOL
- Schedule A & Special Filing Instructions
 - Nurses, Physical Therapists
 - Exceptional Workers in the Sciences or Arts
 - Performing Artists

SECOND Phone Session on November 25: Recruitment Process

- Notice of Filing: 10 Day Posting and Internal Media
- Regular Recruitment: 30-Day Job Orders and Two Sunday Ads
- Recruitment Requirements for Professional Jobs
 - PERM Professions under Schedule D
 - Select 3 Types of Professional Recruitment
- US Workers: Ethical Issues Regarding Methods of Contact, Review of Resumes, and Interview
- Preparing the Record File: Recruitment Report, Summary of Job Interview and Supporting Documents.
- PERM From Start to Finish in 61 Days
- 2nd Preference Issues: Advanced Degree v. Exceptional Ability
- 3rd Preference Issues: Bachelor's Degree, Post-Secondary Education, Training, and Paid

THIRD Phone Session on December 16: Special Problems with PERM

- Restrictive Requirements:
 - Actual Minimum Requirements
 - Special Requirements, Foreign Languages
 - Combination of Occupations
 - Alternative Requirements
 - Combinations of Education, Experience, and Training
 - Layoffs
 - Alien Influence and Control
- Audit Letters and Final Determinations
- Post Denial Practice:
 - Motions to Reconsider to Certifying Officer
 - Requests for Appeal to BALCA
- BALCA Case Summaries:
 - Harmless Error
 - Challenging the Zero Tolerance Policy
 - Defining the Record File
 - Remands from BALCA



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SELECT YOUR DATES

CD October 28 CD November 25 CD December 16 2.00pm to 3.30pm ET (11.00am to 12.30pm PT)

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(→ see next page for speaker bios)



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About the Speakers

Joel Stewart (Discussion Leader) practices exclusively in the area of immigration law. Mr. Stewart specialized in Romance and Slavic Linguistics before receiving a J.D. from the University of Connecticut School of Law, and is fluent in Portuguese, Spanish, French, and Russian. He is Past President of the South Florida Chapter of the American Immigration Lawyers Association (AILA) and is a nationally recognized authority on employment-based immigration matters as well as a popular speaker at immigration seminars for national and local bar associations throughout the United States. Mr. Stewart is the editor of *The Perm Book*, the definitive authority on the subject of PERM processing of labor certifications, and has been writing the BALCA Case Summaries since 1987. Mr. Stewart authors official AILA articles and publications such as the *Visa Processing Guide for Procedures at U.S. Consulates and Embassies in Brazil and Portugal*. He maintains a Blog on PERM issues which appears weekly on ILW.COM, and chairs PERM Workshops and Telephonic Conferences for ILW throughout the year. In addition to heading the Immigration Committee for the Dade County Bar Association Mr. Stewart represents the Brazilian Consulate in Miami as *Accessor Juridico* and provides extensive pro-bono services for the Consulate's "Assistance to Brazilians" program throughout Florida and in other parts of the United States.

Christian Allen is a Managing Attorney and Co-Founder of Ellis Porter with over fifteen years of experience practicing immigration law. Prior to forming Ellis Porter, Christian managed a successful immigration practice specializing in corporate immigration law and also directed the immigration department for one of the largest law firms in Michigan. He is a member of the American Immigration Lawyers Association ("AILA") and has served as the Department of Labor Liaison for the Michigan AILA Chapter. He also previously served as the Michigan AILA Chapter Treasurer for several years. He is a member of the State Bar of Michigan International Law Committee and the Oakland County Bar Association Immigration Law Committee. Christian is also an Adjunct Professor at Oakland University, where he teaches Immigration Law for the Legal Assistant Program. Christian has been included for several years on *The Best Lawyers in America* and *Super Lawyers* lists in recognition of his expertise in immigration law.

Robert Banta is the Managing Partner of Banta Immigration Law Limited, Atlanta's largest law firm practicing exclusively business immigration law. He received his B.A. degree from Davidson College, his M.A. degree in Romance Languages (French) from Duke University and his J.D. degree from Vanderbilt University. He is recognized for his immigration expertise in *The Best Lawyers in America*, *The International Who's Who of Business Lawyers*, Atlanta magazine's list of the *Best Lawyers in Atlanta*, and *Georgia Super Lawyers*.

Lorna Burgess is a member of the Employment Law department at The law firm of Parsons Behle & Latimer. Since 1984, she has concentrated her practice on immigration and nationality law. She is active in the national organization of the American Immigration Lawyers Association and was the founder and first chair of the Utah Chapter. Ms. Burgess has been a member of the faculty at the Annual Conferences of the American Immigration Lawyers Association since 1988, where she has spoken on the issues of Bars to Admissibility in 1996 Immigration Act, Employment Based Immigration, Labor Certification and Employer's Sanctions under the Immigration Reform Control Act of 1986.

Christina LaBrie is an Associate in the Legal Practice Group at Fragomen, Del Rey, Bernsen & Loewy, LLP. Prior to joining Fragomen, Christina practiced immigration law with several law firms in New York. Her experience covers the universe of immigration practice, from asylum and deportation cases to complex business immigration matters. Christina received a B.A. in Political Science with high honors from the University of California at Santa Barbara in 1996. In 2000, she obtained her J.D. degree from NYU School of Law. Christina has served as Secretary of the New York City Bar Association's Immigration Committee and is a member of the American Immigration Lawyers Association (AILA). She has published numerous articles with various immigration-related publications and organizations.

Michael Piston has been practicing exclusively in the field of U.S. immigration law since 1986. His firm specializes in the representation of foreign professionals and their employers, particularly in the software and engineering consulting fields.

Careen Shannon is of Counsel at Fragomen, Del Rey, Bernsen and Loewy. She was a Law Clerk at the United States Court of Appeals for the Second Circuit and a Staff Attorney with The Legal Aid Society in New York City before entering into the private practice of immigration law in 1992. She also served as a Legal Editor of immigration publications for Matthew Bender & Co. An attorney at Fragomen since 1998, she currently works with the firm's Professional Practice group, which monitors and reports on immigration law developments and provides guidance and input on complex legal issues. A frequent speaker and writer, Careen has spoken before numerous bar associations, professional organizations and human resources groups, and has written countless articles on immigration law topics for a variety of legal and human resources publications. She is the co-author, with Austin T. Fragomen, Jr. and Daniel Montalvo, of a number of legal handbooks published by Thomson Reuters/West and the Practising Law Institute. Careen is also an Adjunct Professor of Immigration Law at Yeshiva University's Benjamin N. Cardozo School of Law in New York City.

Rohit Turkhud is a partner at Nallaseth & Turkhud, PLLC specializing in the practice of the US Immigration and Nationality Laws since 1985. He is a graduate from the University of Pennsylvania's Law School, the Government Law College in Mumbai, India, and the Sydenham College, Mumbai, India. In addition to enjoying the benefits of a law partnership, Rohit worked for over 7 years in senior executive positions at IT companies and headed their legal and international recruiting divisions. He has authored a frequent immigration law column for *India Today's* North American edition. He is a member of the New York State Bar; the New York County Lawyer's Association; and the American Immigration Lawyers Association (AILA). Currently, he serves on AILA, New York Chapter's Department of Labor Liaison, and the Corporate Practice Committees. On alternate Thursdays, Rohit hosts a prime time live immigration show on a cable network channel.

David Ware graduated from Yale University in 1977, receiving his B.A. in Latin American Studies. He completed his Juris Doctor at the University of Texas in 1981, and has practiced exclusively in the area of immigration and nationality law since 1982. Mr. Ware is active in the National Association of Foreign Student Affairs: Association of International Educators. He is a former member of AILA's Foreign Student and Texas Service Center Liaison Committees. He has held an AV rating in *Martindale Hubbell* for many years, and is a member of *The Bar Register of Preeminent Lawyers*. He has repeatedly been selected by *New Orleans* magazine as among the top immigration attorneys in Louisiana. Mr. Ware is a frequent speaker and author



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on immigration topics throughout the U.S. and abroad, and teaches immigration law at Southern University School of Law. Click here to view Mr. Ware's curriculum vitae. He is fluent in Spanish and Portuguese.

[Nathan Waxman](#) served as expert witness before the Board of Alien Certification Appeals and the Executive Office of Immigration Review on labor certification and employment-based immigration matters. He has served on numerous local and national AILA committees and has participated in the drafting and submission of comments to the Department of Labor and the former Immigration and Naturalization Service, in response to proposed rulemaking regarding key issues in employment-based immigration law. He has been the author of numerous articles on topics ranging from the National Interest Waiver through H-1 portability and cap issues to the representation of alternative health care practitioners. He has served on AILA's New Ideas Committee and is Adjunct Professor of Business Immigration at the School of Professional Studies, City University of New York.