



Three-Part Telephone & E-mail Seminar:

EVerify And I9s For Experts

Speakers: Robert F. Loughran, Karen Katz Feldman, Charles Kuck, Avalyn Langemeier, Angelo Paparelli and Eileen Scofield

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Seminar Outline

FIRST Phone Session on February 9:

Real World Advice from Those that Have "Been there/Done that": Preparing for Enhanced Worksite Enforcement of the Form I-9 and Challenges to the Employment Eligibility Verification Process

1. How to prepare clients proactively
 - o Evaluate existing policies and practices
 - o Audit existing Forms and determine Deficiencies
 - o Identify possible remediation and weigh options
 - o Prepare client for what to do in the event the Government Subpoenas, Audits or Raids
2. Reacting to the government and protecting your clients interests during an enforcement action
3. Working with or against the government following an enforcement action: Cooperation or preserving objections?

SECOND Phone Session on February 17:

Going Electronic is not Just Logging on and Getting Started

1. Form I-9 Electronic Software
 - o Benefits
 - o DHS Final Rule on electronic signatures and storage
 - o How to choose an electronic software provider
 - o What is a compliant versus non-compliant software, and sez who?
 - o What if the Government Challenges an Employer's choice of Electronic Software?
 - o Litigation and Remedies
2. Managing E-Verify (this could be moved to the third session)
 - o Tentative non-confirmations & final non-confirmations
 - o E-Verify "dos" and "don'ts"
 - o Weaknesses in E-Verify
 - o Recent E-Verify improvements and potential future changes
 - o Results of Customer Satisfaction Survey (10/15/2010)
 - o GAO Report (12/2010) and USCIS response

THIRD Phone Session on March 3:

The Whirlwind of New Guidance on What the Government Thinks is Acceptable

1. Form I-9 Updates
 - o Recently revised M-274
 - o Changes relating to acceptance of documents
 - o Substantive vs. technical errors
 - o Most Recent Government Interpretations and declaration of what Mitigation ICE believe is acceptable versus unacceptable
2. Updates on E-Verify Implementation around the US

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Robert F. Loughran (Co-Discussion Leader) heads the Emigration and Employer Sanctions practice areas of the firm. He presents frequently before legal, professional, and academic organizations on the topics of U.S. and foreign work

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authorization, employer sanctions, maintenance of status, and changes in government proceedings.

Karen Katz Feldman (Co-Discussion Leader) is a partner at Foster Quan, LLP. She's fluent in both English, Spanish and has been honored by Texas Monthly and Jewish Herald for her work. She is admitted to practice in U.S. District Court, Southern District of Texas and U.S. District Court, District of Nebraska, U.S. Court of Appeals for the 5th Circuit.

Charles Kuck is the Managing Partner of Kuck Immigration Partners LLC-The Immigration Law Firm, and oversees its nationwide immigration practice. His practice focuses on U.S. Immigration and Nationality Law and international migration matters. Mr. Kuck assists employers and employees with business and professional visas, labor certifications, immigrant visas, consular representation, and citizenship matters. Mr. Kuck also maintains an active Federal Court practice focusing on immigration issues.

Avalyn Langemeier is a partner at Foster Quan, LLP. She's fluent in Spanish and English. She assists employers, including companies, universities, and hospitals, as well as physicians, nurses, researchers and professors, executives, teachers, and other professionals in obtaining work visas and permanent residence. Advises employers and human resource professionals on worksite enforcement and conducts I-9 audits and training workshops.

Angelo 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. 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.

Eileen M.G. Scofield is of Counsel at Alston + Bird LLP. She has over 24 years of experience concentrating on immigration law and related legal matters for U.S. and foreign-based clients. She has successfully managed over 30 Department of Homeland Security (ICE) subpoenas, audits and investigations on behalf of various clients. She has also provided advice to clients on audit response, internal processing, follow-up and conclusion. Eileen has been listed in Chambers USA: America's Leading Lawyers for Business in 2009 and 2010. She is also listed in Legal 500 and The Best Lawyers in America and in 2009 was named one of "Georgia's Best Lawyers." She is a member of the National Verification & Documentation Liaison Committee and chairperson of E-Verify National Liaison Committee. She received her J.D. in 1985 from the University of Georgia School of Law, where she was a Hatton Lovejoy Scholarship recipient. She received her B.A. in 1981 from the University of Hawaii.